

# Recommendation for Additional Merit Pay Distribution

## Faculty Senate Budgetary Affairs Committee

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The Budgetary Affairs Committee (BAC) proposes an amendment to Section 2b of the Additional Merit Pay Distribution Policy.

1. Effective immediately, the decision of which faculty receive additional merit pay increases shall be made within the individual units of Indiana University Kokomo.
  - a. (1) Division of Allied Health Sciences, (2) School of Business, (3) School of Education, (4) School of Humanities and Social Sciences, (5) Library, (6) School of Nursing, (7) School of Sciences, (8) Administration (i.e., Deans, VCAA, Chancellor).
2. Units shall receive an additional merit raise pool equivalent to (approximately) 20% of its faculty receiving maximum award amounts.
  - a. In March of each year, the BAC will make explicit the proportional allocations.
  - b. Once faculty salary raise distributions are agreed upon, the BAC will make explicit the maximum amount per award, which cannot be exceeded; the maximum amount will be equal across units.
  - c. Individual units are guaranteed a minimum of one merit pay recipient.
  - d. Unused awards will be returned to the standard merit salary pool.
3. ~~The faculty in each individual unit shall develop criteria to distinguish meritorious faculty.~~ The intent of this policy is that faculty decide **all** aspects of additional merit within their individual units. Deans/Chairs should act in accordance with the faculty's voted-upon wishes. The faculty in the individual units shall develop/discuss and vote on the following:
  - a. Criteria used to distinguish meritorious faculty.
  - b. Methods used to make additional merit decisions (e.g., the submission and adjudication process).
  - c. Whether or not Deans/Chairs should divide the award amounts to include more meritorious faculty.

In the individual units, it is recommended that faculty consider the following in their criteria:

1. Establishing clear criteria that highlight excellence within the unit, while accommodating faculty who have different job descriptions (i.e., Lecturers/Clinical Faculty and Tenured/Tenure-Track Faculty).
2. Dissociating the Faculty Annual Report from merit pay decisions.
3. Deciding the adjudication process (e.g., faculty vote or Dean/Chair decision).
4. Limiting the number of times a recipient can be deemed meritorious (e.g., no more than two consecutive years).