

Anthropology Dept. Salary Policy (revised by the Anthropology Faculty, March 7, 2005).

Beginning in 2001, salaries in the Department will return to a stronger emphasis on merit criteria. A modest COLA allocation, based upon a flat rate suggested by the COAS or the University will be assigned.

Calculation of Merit Raises:

This procedure will follow the practice of the department in previous years.

Step 1. The Salary committee ranks each faculty member for each of the three performance categories (research, teaching, and service). The weights for each of these categories are 40%, 30%, 30%, respectively according to the following scale:

Excellence = 3 points

Good = 2 points

Satisfactory = 1 point

Unsatisfactory = 0 points

Each member of the salary committee will assign points to each member of the faculty (except themselves) and turn these forms to the Chair of the Committee. The Chair of the Committee will compute the total points obtained by each faculty and provide both the total points and the mean number of points to the Chair of the Department.

A rating of 1 on a given category means that the faculty member has achieved satisfactory performance of their expected professional responsibilities. Thus, a faculty member on leave or sabbatical who has not taught will still receive a 1 since they are not expected to teach.

The Salary and Awards Committee is only involved in Step 1. But the Chair of the Committee should be advised by the Chair of how the following steps are followed by the Chair of the Department.

Step 2. Calculating the salary.

The Chair of the Department calculates the salary, advised by the rankings provided by the Salary Committee. In general the Chair calculates the total merit points per faculty line (not prorated by FTE) by taking the average score from the committee's scores.

Step 3. Calculate the dollar value of each merit point by totaling points earned by all faculty members and then dividing the total merit allocation (minus total COLA increments) by that number.

The total departmental merit allocation in dollars, divided by the total number of points = dollar value for each merit point.

Step 4. Calculate individual faculty merit increases by multiplying the total merit points for each faculty member in step 2 by the merit point value in Step 3.

Step 5. Calculate individual faculty salary increment by adding the COLA increment to the merit increment.

Step 6. Calculate individual faculty new salary by adding total increments to previous year's salary.

Note: Faculty who are less than 100% FTE will receive raises that consist of a COLA increment proportional to their FTE plus their merit increment as calculated in Step 4.