

Indiana University, Bloomington
Department of Physics

Procedure to Evaluate Merit and Set Individual Salaries

All faculty members are asked in January to turn in their annual summary reports for the previous year, to update their curriculum vitae, and to turn in evidence of good teaching such as student evaluations. This material, as well as material for two earlier years, is included in a dossier for each faculty member.

A Salary Committee (SC) consisting of the chair and a four-member Executive Committee (elected by the faculty), evaluates each faculty member whose salary is to be set by the department. Each member of the SC rates each faculty member in research, teaching, and service after a discussion, using a scale of 0 to 10. The ratings are based on the dossiers and on the knowledge of the members of the SC of the quality of each faculty member's research, teaching, and service. The ratings of the five committee members are averaged and weighted on a scale of 5 for research, 3 for teaching, and 2 for service, to give an overall figure of merit for each faculty member. This can vary from 0 to 10.

The performances of all faculty members are evaluated by the SC. Evaluations for faculty members who also have administrative positions are considered as advisory only, and do not affect salaries previously negotiated in response to outside offers, or otherwise negotiated outside the department.

The raise of each evaluated faculty member is computed using a formula which depends on the figure of merit, as well as on other factors such as salary, years since Ph.D., average merit in the department, and salaries of other faculty. The exact formula varies somewhat from year to year. Ninety percent of the funds available to the department for raises, after deductions for negotiated salaries, is distributed this way. The chair distributes the remaining 10%, considering both merit and market forces.

January 1990 *

* Revision of the 1986 version, revised by Chairperson in collaboration with the EC

Note: The formula used is

$$R_j = a(M_j - m) + b(M_j - m)S_j + c(M_j E_j - M_{av}S_j)$$

In this expression, j labels the faculty member, R_j is the raise, M_j is the merit, S_j is the salary, E_j is the equitable salary, M_{av} is average merit, m is the merit offset (3.5). Since 1993 the quantities a , b , c have been chosen so that 70% of the pot for raises has gone into the first term, 20% into the second term, and 10% into the third term. The equitable salary E_j is the expected salary based on a least-squares linear fit of current salaries as a function of time since the Ph.D. In applying the formula, the minimum value allowed for any of the three terms is taken to be zero.