Merit Raise Calculation
Department of Biomedical Engineering

May 26th, 2016

Each faculty member who is eligible to participate in the raise pool will fill out the merit raise worksheet and submit it to the Department Chair. The relevant information related to the merit activities is three categories: teaching, research and service. The weighting percentages (default = 40% teaching, 40% research and 20% service) may be variable for individual faculty, provided that the percentages vary no more than plus or minus 10% for any one category. Weighting percentages for all probationary faculty must be the same. The base calculations for the merit raise use a three-year rolling average. Only the data generated by the faculty member while at the University of Akron should be entered. Faculty with less than five years of service should see the pro-rated calculations in the New Faculty Members section. The Department Chair has the right to include qualitative discretion to make adjustment to the calculated merit raise scores. The adjustment score can be no greater than 1 unit for any of the three categories.

Faculty on Professional Improvement Leave and other type of extended leave will be given the departmental benchmark values for that year.

Modifications to the department merit criteria must be approved by a majority vote of the department bargaining unit faculty and approved by the Department Chair, Dean, the Senior Vice President, and Provost.

The overall Merit Score (MS) is determined by multiplying the weighting factor for teaching, research, and service by their respective scores (T, R, and S). For example, using the default weighting:

$$MS = 0.4*T + 0.4*R + 0.2*S$$

where T, R, S are as calculated and mapped to scoring system as listed below.

Scoring System
   1 (Unsatisfactory), 2 (Satisfactory), 3 (Meritorious), 4 (Outstanding), 5 (Extraordinary)

The equations for T, R and S (Teaching, Research and Service) are as follows:

$$T = 0.65*(ACH/Dept1) + 0.35*(TE/College) + 0.2*FA + 0.1*GA + 0.2*TA$$

where
   ACH is average number of credit hours per year that has been assigned to faculty
   Dept1 is departmental benchmark (typically 12 per year)
   TE is average of questions 1-14 for the student evaluation
   College is the college average for questions 1-14 for the student evaluation
   FA is advising freshmen students.
   GA is advising first year graduate students.
   TA is the number of teaching awards from the college, university, regional organizations, and national organizations.

$$R = 0.65*(J/Dept2) + 0.35*(JIF/Dept3) + 0.25*BC + 0.25*Book + 0.5*G + 0.25*PP + 0.5*P + 0.25*RA$$

where
   J is average number journal articles
   Dept2 is departmental benchmark (typically 5)
   JIF is average journal impact factor

Signatures

Yang Yuh, Ph.D   5/26/16
Chair BME Faculty "Merit Raise" Committee   Date

Brian L. Davis, Ph.D   5/26/2016
Chairman, Dept. Of Biomedical Engineering   Date

Eric Amis, Ph.D   5/26/16
Interim Dean, College of Engineering   Date

Rex Ramsier, Ph.D   5-31-16
Interim Provost, The University of Akron   Date

BME Merit Raise Equation. Version Approved in May 2016.