DSIS Merit Pay Policy
Approved 6/98 by DSIS faculty

1. The annual assignment for each DSIS faculty member (i.e., % of effort assigned to research, teaching, and other/service) will be determined at the beginning of the academic year in conference with the Dept. Chair.

2. (a) For tenure-earning/tenured faculty member (on 2-2 teaching loads), % of effort ranges will be as follows:
35-50% Research, 30-50% Teaching, 10-35% Other/Service (Total=100%).

(b) For non-tenure-earning faculty member (instructors, etc.) % of effort ranges will be as follows:
80-90% Teaching, 10-20% Other/Service (Total=100%).

(c) The above % of effort ranges can be modified in exceptional circumstances (if the Dept. Chair agrees).

3. Research: includes basis and applied research (journal and book publications, conference presentations, etc.)
Teaching: includes classroom performance and instructional development.
Other/Service: includes FIU committee service, local community service, and professional service (such as editing a special volume/issue of a refereed journal, editing a journal as chief/associate editor, organizing a major conference chair/organizer, implementing a major software package at FIU, etc.)

4. Possible scores in each area will be as follows:
   4 outstanding
   3 above expectations
   2 met expectations
   1 below expectations
   0 did not meet expectations
Total score will be obtained by multiplying % of effort in each of the three areas by the respective score. Total score range: 0-400.

Example: Faculty member on a 2-2 teaching load with 40% research (score 3), 45% teaching (score 2), 15% other/service (score 1).
Total score = 40 (3) + 45 (2) + 15 (1) = 120 + 90 + 15 = 225 out of 400.

5. The scores in each area (and the total scores) will be determined by the Dept. Chair at the end of the academic year based on the annual reports of the faculty. The Dept. Chair will then recommend the distribution of merit pay monies in accordance with the total scores for all faculty members.
Amendment (08/2001): each faculty member should receive $1,000 merit pay added to the base-salary for each premier journal publication in accordance with the CBA policy. The necessary funds should be set aside prior to any other merit pay distribution.