

Merit Compensation Process

(Revised January 29, 1999)

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(Approved, COB Faculty September 29, 2007)

Texas A&M-Corpus Christi policy 2.5.1.3 and Faculty Handbook section 2.2.4 cover the basic university procedure for merit compensation recommendations. The college process is expanded to recognize individual achievements in College of Business mission related activities.

Department chairs develop weighting of performance in teaching, intellectual contributions, and service categories, in consultation with the department faculty. The weighting should respond to the College of Business mission, to the department goals, and to the individual's circumstance and goals. The chairs will present proposals to the Dean for review by the Administrative Council as a means to provide assurance of inter-department fairness. The Dean will act on the final proposals.

The departmental chair provides general information about the weighting system at the beginning of each academic year when faculty and departmental chairs negotiate individual performance goals. Merit consideration is specifically dependent upon the university President's decision to fund increases. When that occurs, the Dean instructs department chairs on the guidelines for merit consideration. The chairs subsequently advise faculty that they may submit reports of activities for evaluation for merit consideration. Departmental worksheets for proposed distribution of merit increases are submitted to the Dean for review by the Administrative Council to evaluate fairness between departments. Adjustments are made, as needed, and the Dean takes the Council's recommendations under advisement for subsequent action and recommendations to the Provost and Vice President for Academic Affairs.