

Performance Based Salary Increase Distribution System (PBSIDS)

FDD
10/8/13MP
10/8/13

1. Apply the square root of class size to obtain teaching score.
2. To address faculty complaints with regards to teaching evaluations scores, the higher of the filtered teaching score, with and without "Ds" and "Fs" should be used.
3. For each department, the teaching score used in the computation should be modified by multiplying the scores by the average graduate teaching score divided by the average upper-level or lower-level scores as appropriate. Teaching scores for online courses will be multiplied by the regular course average for the department in any given category divided by the on-line course average. The maximum recorded score shall be four (4).
4. A variable merit percentage is applied for each individual using the total relative research score linearly adjusting teaching from 20 to 50%, research from 20-50 and service is fixed at 30. For example, a researcher with a score of 10 in research will have 20, 50, and 30 applied in teaching research and service. An individual with 0 in research will have 50, 20 and 30 applied in teaching, research and service.
5. Apply the square root of grant size to obtain research score.
6. Apply an iterative award procedure in evaluating the final award by successively eliminating highest score in each department. Award at a succeeding iteration cannot be more than award in preceding iterations.
7. Remove "difficult courses" multiplier.
8. Consideration of faculty in the "Significant/Formal Service" option should be at the discretion of the Chair.

*All else remains the same as per provided for in Exhibit 8 unless otherwise specified and or changed in the TA.