

## **Warrington College of Business Merit Pay Criteria**

Merit pay is to be awarded to faculty members who contribute significantly in all functions expected of them, with particular emphasis on their research productivity over the past several years. The “functions expected of faculty members” are teaching, research and service, as consistent with the faculty member’s designation.

“Research productivity” is measured on an academic scale, consistent with that in the faculty member’s discipline.

Consideration should also be given to the extent to which the faculty member’s contributions are reflected in his or her current salary (relative to academic market value), years in service, and years in rank.

Revised by faculty committee: May 12, 1998  
Affirmed by faculty committee: May 2004