

Faculty Merit Raise Increments

Area: Academic Affairs

Faculty are eligible for salary increments on an annual basis subject to the availability of funds as appropriated by the Texas Legislature. Increments are awarded on the basis of merit as determined in the annual performance evaluation of each faculty member. Faculty are evaluated in all three primary areas of faculty activity: teaching and educational activities; research, scholarly and artistic activities; and professional activities and service. The policy and criteria applied in the evaluation process are noted in the Annual Faculty Review Policy.

Revision Log

Revision Number: 1

- Approval Date: June 1998

Commented [RR1]: I agree with all. Retire the policy.

Commented [WL2]: This is only about merit raises, which have historically been infrequent. I do not believe this policy helps in any way, in its current form. Merit raises are discussed in much greater detail on the HR website: <https://www.uhcl.edu/human-resources/compensation/pay-practices/merit-guidelines>. I suggest we either retire this policy, or - state something to the effect that 'UHCL supports merit raises for all faculty meeting eligibility requirements with regard to meritorious performance' and then point to the HR website. In this way, we avoid putting something in the policy that ends up later contradicting what is on the HR website.

Commented [AK3R2]: I agree

Commented [AKE4]: I too vote to retire the policy. The link information for HR has specific Requirements and Definition that may change. This would task us to keep the changes in a separate document such as this and opens the door for inaccuracies as well as inconsistent updates.

Commented [RL5]: I vote to retire this policy. Seems to be redundant.