

## College of Education and P-16 Integration Faculty Merit Distribution Guidelines

### Eligibility Criteria

Merit shall be awarded in accordance with UTRGV merit policies.

### CEP Methodology

Merit pay in the College of Education and P-16 Integration will be distributed as follows:

- Enact a 40% difference in merit compensation between faculty who are rated “meets expectations” and “exceeds expectations.”
- Account for faculty ratings in each intervening year if two or more years pass between merit raises. To qualify for a rating of “exceeds expectations” for merit purposes, the following applies:
  - If two years have passed since the previous time merit was awarded, faculty must have earned overall ratings of “exceeds expectations” for both of those years.
  - If three years have passed since the previous time merit was awarded, faculty must have earned overall ratings of “exceeds expectations” for two of the three years.
  - If four years have passed since the previous time merit was awarded, faculty must have earned overall ratings of “exceeds expectations” for three of the four years.
  - If five years have passed since the previous time merit was awarded, faculty must have earned overall ratings of “exceeds expectations” for four of the five years.
  - If six years have passed since the previous time merit was awarded, faculty must have earned overall ratings of “exceeds expectations” for five of the six years.

What constitutes “meets expectations” and “exceeds expectations” is defined at the department level.