

# Determining Merit Pay for Academic Administrators

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## Abstract

Annually, each institution shall report aggregated information on the professional, scholarly and entrepreneurial activities engaged in by the institution's respective faculty using the form prescribed by the chancellor." Please note that under this policy "outside professional services, scholarly services or entrepreneurial activities by NSHE faculty members within their subject matter field and for compensation is recognized as a legitimate activity unless specifically prohibited by the employee's contract."

## Keywords: Merit Pay

Merit pay is given to award for the number of students who achieve good academic scores, the number of students who graduate or by the number of students who get jobs in their major. One begins to question the level of achieving academic competency when too many students graduate or far less the amount of students progress. A college who has 99% graduate rate, the quality of education is in question. In my education classes, the level of student's competency was determined by a bell curve. If too many students were given A grades, the test was too easy. If too many students failed, the test was too hard. If there were a scattered plot of distribution, the scores were accurately accountable for grading. The student who has acquired the skill, knowledge and competency is most likely to be successful in making good scores, graduating and getting a job in their major. The award for merit pay should be given to faculty who have seniority in their field (years of experience and advocate expertise in their field), have the acquired knowledge to learn more about their field (for those who earned a degree or certification or personal enrichment), and for those who go beyond the duty to learn and use their skill to help others achieve their goals.

## Rubric for Merit Standards

Standards	Exemplary (20%)	Proficient (20%)	Unsatisfactory (0%)
Feedback	Preparation	Skill Basic Knowledge	No Activity
Progress	Developmental Skill	Limited Ability	No Advancement
Mentoring	Student Involvement	Basic Training Skill	Limited Resources
Responsibility	Professional Progress	Orientation Development	No Enhancement Skills

## Merit Pay for Activities

Merit points are awarded on a 0-2 scale based on .5 increments:

0.5-1.0 indicates satisfactory performance and 1.5-2.0 indicates excellent performance.

## Types of Exemplary Job Performance: Relative to Position

**Knowledge:** professional development skills **Skill:** academic development skills **Activities:** academic performance skills

### Knowledge

Participating in Seminar, Conference, Events

### Skills

Writing Journal, Magazine , Conference Articles Community

Involvement/Volunteering

### Activities

Taking a personal enrichment class Writing grants Student Academic Involvement, Certification, Graduating with a Degree

## Merit Example

Merit pay should be given to an employee who is actively involved in the community and participates in academic activities related to his work. An administrator should be granted merit pay for doing activities of personal enrichment

for job enhancement. Merit pay activities should include taking enrichment classes, participating in organizations volunteering his/her time, participating in seminars or conferences, attending expositions or academic events, or writing journal articles. Merit pay should include any activity that will help job enhancement or to be used to improve student performance. What merit pay does is to promote or reward for having a positive exposure to the college, the community and amongst peers. Exemplary activities demonstrate your knowledge, skills, dedication and commitment.

### **Exemplary Activities Involvement Examples**

Jakard Press - Poetry Class

Loft - Poetry Class Published Books - The Cost of Sugar and Insolvency

Published Book - Unsung Words of Wisdom, Water Runs Deep

NAACP Image Award - Poetry Entry

Journal Articles - Published 20 Articles

Presenter - Louisiana University Hurricane Katrina Panel/Mississippi State University/HASSAMI

National Women's Who's Who in Literature 2015 Nomination

Sexual Harassment Training

Who's Who in Poetry 2015 Anthology

Poetry Hall of Fame 2015 Nomination

Pulitzer Award nominee

National/International Conference Idea Presentation

NAACP - Las Vegas Conference

Antic College - Creative Writing Applicant

UNLV Discussion Panel

Spoken Word/Poetry Slam contest

### **Conclusion**

In terms of who is meritorious: knowledge, expertise, competency, advocacy, conference attendance, scholarly pursuits, doing good job, professional development, service to the college and community, etc. all come into play in evaluating employees *and* in determining who is meritorious. Assuming the above, the committee now must implement a equitable, scalable, and differential way to divide up available funds. How many people should get a piece of that pie? How big of slice should each person get? And how is this decided? Our merit policy needs mechanisms to grade, evaluate and plot merit data. The mechanism for fair distribution those funds.