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Title

Criteria for Determining Faculty Merit Raises

Policy

Merit-based salary increases should be based on the quality and quantity of faculty activities in the areas of teaching, research/scholarship, service and patient care, as well as demonstration of professional behavior outlined in the College of Dentistry Code of Conduct. Evaluation of a faculty member's accomplishments in the broad areas of teaching, research/scholarship, service (including administration/leadership) and patient care should be directly related to that individual's annual assignment and effort. Any other materials that document a faculty member's performance during the review period can be included as evaluative information.

When applicable the following criteria should be used to assess and compare all faculty members, meritorious performance from the sum of their contributions to the college in the areas of teaching, research/scholarship, service and patient care. The criteria used to evaluate each faculty member will vary depending on the activity assignments and the faculty track. Consequently, merit should be determined from all criteria that apply and comparison between individual's merit determined from the degree to which the level of meritorious performance promotes and enhances the college's goals and mission.

In the determination of the degree of merit the UFCD Promotion and Tenure Guidelines should be utilized when applicable. All faculty members cannot be evaluated with all of the criteria, but as many as possible should be used to optimize the comparative process within units or departments.

Procedures

Faculty merit salary increases are determined by the department chair or the faculty member's direct supervisor for individuals with administrative assignments and other special circumstances. In making decisions on merit, the evaluator should use the UFCD Promotion and Tenure Guidelines to aid in their decision. The exact process used to apply these criteria is to be determined by the evaluator. No quantitative spreadsheet is required. In the spirit of shared governance it is suggested that departmental/unit faculty have input in the determination of the process applied to them. Please refer to UFCD Promotion and Tenure Guidelines for further details on evaluation of assignment and criteria

References

[University of Florida College of Dentistry Promotion and Tenure Guidelines](#)

[University of Florida College of Dentistry Code of Conduct](#)

Contact Information

Policy Contact:

Amanda Phelps, Director of Human Resources
aphelps@dental.ufl.edu

Important Dates

- Original Effective Date: August 1, 2008, Approver: Dr. Teresa A. Dolan, Dean
- Revised: July 29, 2015, Approver: Dr. A. Isabel Garcia, Dean
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