

	COLLEGE OF PHARMACY				
QUESTION	Dept. of Pharmaceutics	Dept. of Medicinal Chemistry	Dept. of Experimental & Clinical Pharmacology	Dept. of Pharmaceutical Care & Health Systems	
1. Does your department use an elected, peer evaluation group to conduct faculty merit evaluations?	No - These are done by the department as a committee of the whole, which makes recommendations to the Dept. Head who makes the final decision.	Yes, the faculty established the criteria and gave the responsibility to the head to do the evaluation	No - Faculty merit evaluation is based on an annual report and "merit grid" which awards points for particular activities - courses taught, papers published, committees chaired, etc.	NO RESPONSE	
2. Does the department chair/head participate in the deliberations of the elected, peer evaluation group during faculty merit evaluations?	Yes	No, see question #1	Yes		
3. Does the department chair/head collate scores from the elected, peer evaluation group during the faculty merit evaluations?	Yes	No, see question #1	NA		
4. Does the department chair/head render an evaluation during the faculty merit evaluations?	Yes	Yes - there is no faculty peer review committee.	Yes - the Head meets with each faculty to give feedback on their annual report and progress toward goals/promotion/tenure, etc.		
5. Does the department have a formal compensation/merit evaluation policy?	Yes	Yes	Yes		
6. Does your department annually vote on the process(es) and criteria for faculty merit evaluations?	No - Processes are written into Policies and Procedures which are changed only when a demand to do so by the majority of the faculty is presented.	Yes	Yes - at our May 3 dept. meeting the faculty agreed to continue using the process outlined in question #1.		
7. Who makes the final	Chair/Head - Summaries of	Chair/Head - Evaluations are	Chair/Head/Dean (see below		

decision on the actual amount of merit pay awarded in faculty merit evaluations?	deliberations are generated by the Dept. Head at the annual meeting in which peer evaluation occurs.	carried out by the head and salary recommendations are made to the Dean.	footnote #1)	
8. Does the available pool (not the source) of dollars available for annual faculty merit distribution vary depending on how a faculty member's appointment is funded?	No	No	No - not that I am aware of.	
9. Are the faculty aware of the available pool of money to be allocated to merit salary increases in this department? [e.g. dollars as a % of current pay, gross dollars, etc.]	Yes	Yes	Yes	
10. Does the presence of a research grant containing salary dollars influence what might be available for awarding to individual faculty at annual merit distribution deliberations? [e.g. 3% average increase suggested by central administration, but grant contains 2% or 4% increase on that portion of the involved individual's salary]	No	No	Not as a general policy - there are some "grandfathered" in arrangements but I do not know the details.	
11. Does the presence of a practice plan influence what might be available for awarding to individual faculty at annual merit distribution deliberations? [e.g., is the % of an individual's appointment that is assigned to clinical practice/service treated similarly to what has been suggested by central administration (3%) or are practice dollars awarded strictly on the basis of income generation?	No	Not applicable	No	No

12. Do monies generated from clinical practice endeavors go into the academic department and potentially into a merit pool involving those faculty not engaged in clinical practice?	No	Not applicable	No	
13. Do the faculty in the department get a report on how available merit pool dollars were distributed (obviously not specifically to whom, but in the anonymous sense "how many faculty got what % raise)?	No - Individual faculty are notified regarding their own merit increases.	Yes	Yes - One member of the faculty routinely distributes a list of U salaries for the college.	
14. Is the goal to award an "average" of the annually specified percent (as determined by Central Administration) to an individual's total faculty salary?	No - Merit increase money is distributed to departments from College of Pharm based on available funds.	No - Evaluations are carried out irrespective of the source of funding for each of the areas in teaching, research and service.	No response	
15. Do you have any "incentive pay" or annual productivity bonuses that are awarded to faculty?	No	No	No but the college is trying to create an xyz incentive plan.	
16. Are you aware of the Faculty Compensation Policy and what it says about how annual merit evaluations and salary determinations are to be conducted?	No	Yes	No but I will check now.	
17. Do you as department chair/head meet with your faculty individually to explicitly discuss their merit evaluation and to agree upon mutual expectations for the following academic year?	Yes	Yes	Yes	

<p>18. Do you as department chair/head use a criteria-based formula to calculate merit scores for individual faculty?</p>	<p>No - Scores are received on score sheets from all Department members except the member being evaluated, and serve as a basis for merit decisions made by the Dept. Head.</p>	<p>Yes - The scoring is based on a quantitative component which is self determined using the criteria developed by the department faculty, and a qualitative score determined by the department Head. Most faculty are evaluated on a 40/40/20 workload in the areas of teaching/research/service, respectively.</p>	<p>Yes - our merit grid awards a max. of 75 points to any category - teaching, research and service..</p> <p>b. No, but probationary faculty are rated as meeting or not meeting expectations, and if they are meeting expectations they automatically get the average raise.</p>	
<p>19. Are merit \$ awarded on a % of salary base, a raw dollar basis (e.g., dollars from the available pool regardless of annual salary), some combination of % and raw \$, or some other method?</p>	<p>Raw and % - Dept. is allotted a certain amount from the College of Pharm which is distributed depending on relative degree to which increases are deserved. No formula is used.</p>	<p>Raw & % - The process is set annually by the college executive committee as to what fraction will be used as a direct % of salary and what is to be given based on raw score and market adjustment.</p>	<p>% of salary - Merit increases are %; bonuses and market adjustments are raw.</p>	
<p>20. When and how do you communicate the faculty member's annual salary incremental increase (or lack thereof) to individual faculty in your department?</p>	<p>Shortly (e.g., within a week) after decisions are made.</p>	<p>Discussions of evaluations are carried out immediately following submission of the annual report. Once that is out of the way, salary determinations based on the amount received from the college will be distributed to faculty based on merit evaluations. Faculty are informed about salary increases prior to submitting the recommendation to the Dean.</p>	<p>Dean's letter comes out in June</p>	
<p>21. When did the merit salary increases for your tenured and tenure-track faculty become effective in your department this year? (e.g., when did your faculty see the difference in their gross pay?) Specify the month and year the raises for 99-00 became effective.</p>	<p>July 99</p>	<p>August 99</p>	<p>Unsure</p>	
<p>22. Are there any problems</p>		<p>No, not at this time. Within our</p>	<p>No response</p>	

with the Faculty Compensation Policy that you feel should be addressed by the Senate Committee on Faculty Affairs and/or the Faculty Senate?		college the evaluations between departments are carried out differently and this was the wish of the faculty in each dept. which is consistent with the tenure code.		

Footnote #1

#7. The merit grid workload accomplishment scores, with quality points for particularly meritorious events - newly awarded grant, teacher of the semester award, paper cited by organization as paper of the year, etc. are grouped into 2-3 logic groups (high/med/low) and the amount of available merit funds are pro-rated by group as low=1/med=1.3/high=1.5. Additional items impact the final salary: If there is a very low scoring individual who, upon review, is not meeting expectations of their rank, they do not receive any merit increase. For high achievers, their final salaries are augmented by "bonus-able" events such as being "teacher of the year" which are not recurring raises. Finally, on a college-wide basis, a pool of funds is available for equity adjustments to address financial misalignments created by good and poor university r raise years across faculty who otherwise should be at approximately the same level. These are market based adjustments using the median salaries of peer colleges of pharmacy.