Institute for Behavioral Genetics

Policies and Procedures
IBG Merit Raises for Tenure Track Faculty
Presented to IBG Faculty, November 10, 2022
Revised May 30, 2024 to increase the portion of merit withheld for compression reasons

Description of this document.

This document explains IBG current policy and procedures for determination of merit raises for tenure track faculty. IBG receives each year a pool of funds based on a percentage (e.g., 3%) of the summed salaries of all our tenure track faculty rostered in the Institutes. Many units on campus hold back some portion (e.g., 10%) of the total pool to deal with compression issues (to provide a larger raise for faculty deemed to be underpaid). Of the remainder of the pool (e.g., 2.7% of the summed salaries if retaining 10% for compression), some units use a more "progressive" policy, whereby raises are determined as a fraction of the total pool without consideration of the faculty's salary, such that percent increases in salary are higher for lower paid than higher paid faculty, but the absolute raises in dollars are similar. Other units use a more "regressive" policy where raises are determined as a percentage of each faculty's salary, such that percent increases in salary are similar for lower paid vs. higher paid faculty, but the absolute raises in dollars are greater for higher paid faculty. This policy describes a middle ground for how the IBG Director distributes those funds for merit raises each year. This document is effective beginning FY 2023.

Policy for Merit Raises.

- The Director will withhold 20% of the total merit pool, to be used at his/her discretion to help deal with perceived equity/compression issues. For example, if the merit raise pool is 3% (the actual percentage varies by year, but 3% is typical), the remaining 2.4% will be distributed to faculty as described below.
- Half of the remaining pool (e.g., half of 2.4%) will be distributed in a "progressive" way, such that the raise is a percentage of the salary raise pool.
- Half of the remaining pool (e.g., half of 2.4%) will be distributed in a "regressive" way, such that the raise is a percentage of the faculty's current salary.
- Within each of these "progressive" and "regressive" raise pools, salaries will be a function of the faculty member's relative merit rating (in particular, the ratio of the faculty member's merit rating to the average merit rating across the raise eligible Institute rostered IBG tenure track faculty).
- The actual formula for the raise (dollar amount) of the i^{th} faculty is below, where x is the overall merit raise proportion assigned by the university (e.g., .03), n is the number of IBG rostered faculty receiving raises, R_i is the ratio of the i^{th} faculty member's merit rating to the average IBG faculty members' merit rating, S_i is the i^{th} faculty member's current salary, and C_i is any compression raise for the i^{th} faculty:

$$Raise_i = .40x(R_i)\left(\sum Si/_n\right) + .40x(R_i)(S_i) + C_i$$

The first part of the summand is the "progressive" part, the second part is the "regressive" part, and the third is an absolute amount from the compression pool distributed to faculty members deemed in need of a compression raise.

EXAMPLE:
Lisa is a tenure track IBG faculty member who has a $100k salary ($S_i$=100000). Her merit rating was 4.4 and the average merit rating was 4.5 (R_i = .978). She is not deemed eligible for a compression raise this year. The sum of faculty salaries is $865,752 (our actual amount in 2022). There are n=8 IBG faculty eligible for raises (our actual number). Her raise in dollars this year would be:

$\text{Raise}_{\text{Lisa}}$ = .40(.03)(4.4/4.5)(865752/8) + .40(.03)(4.4/4.5)(100000) + 0
$\text{Raise}_{\text{Lisa}}$ = 1269 + 1173 + 0 = 2442 (a raise of 2.44%)