Determining Merit Pay for Academic Administrators

Angela Brown
E-mail: brownlas6@aol.com

Received: 05-11-2013 Accepted: 29-12-2013 Published: 31-01-2014
doi:10.7575/aiac.jiels.v.2n.1p.86 URL: http://dx.doi.org/10.7575/aiac.jiels.v.2n.1p.86

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

<table>
<thead>
<tr>
<th>Standards</th>
<th>Exemplary (20%)</th>
<th>Proficient (20%)</th>
<th>Unsatisfactory (0%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feedback</td>
<td>Preparation</td>
<td>Skill Basic Knowledge</td>
<td>No Activity</td>
</tr>
<tr>
<td>Progress</td>
<td>Developmental Skill</td>
<td>Limited Ability</td>
<td>No Advancement</td>
</tr>
<tr>
<td>Mentoring</td>
<td>Student Involvement</td>
<td>Basic Training Skill</td>
<td>Limited Resources</td>
</tr>
<tr>
<td>Responsibility</td>
<td>Professional Progress</td>
<td>Orientation Development</td>
<td>No Enhancement Skills</td>
</tr>
</tbody>
</table>

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.