The *weighted performance score*, \( r \), for an AA faculty member is defined by:

\[
r = \frac{(teaching\_score)(teaching\_\%) + (research\_score)(research\_\%) + (service\_score)(service\_\%)}{100}
\]

Let \( R \) = the sum of all of the weighted performance scores for the faculty in the unit, and

Let \( M \) = the total number of dollars in the merit pool for the unit.

Then the faculty member’s raise in dollars = \( \left[ \frac{r}{R} \right] M \)

For example, suppose that we have three faculty members, \( F_1, F_2, F_3 \), with salaries of \( s_1, s_2, \) and \( s_3 \), and with three weighted performance scores, \( r_1, r_2, \) and \( r_3 \), respectively. Suppose that the merit percentage for the upcoming year is \( P \). Then:

The total merit pool in dollars = \( M = \left[ \frac{P}{100} \right] [S_1 + S_2 + S_3] \)

\( F_1 \)'s merit raise in dollars = \( \left[ \frac{r_1}{r_1 + r_2 + r_3} \right] M \)

\( F_2 \)'s merit raise in dollars = \( \left[ \frac{r_2}{r_1 + r_2 + r_3} \right] M \)

\( F_3 \)'s merit raise in dollars = \( \left[ \frac{r_3}{r_1 + r_2 + r_3} \right] M \)

Submitted by the Chair and recommended by vote of the Associate in Arts faculty on November 11, 2005 and approved by the Dean on November 22, 2005.