



The University of Vermont

**College of Engineering and Mathematical Sciences
CEMS Methodology for Faculty Performance-Based Salary Increments
January, 2020**

Salary increments for faculty will be based on overall performance in the areas of teaching, research and service as outlined in individual workload plans and as documented in the faculty member's written annual report.

Each faculty member's overall performance will be rated by his/her supervisor on the 5-point given below.

RANKING	DEFINITION
1	Performance quality consistently exceeds expectations
2	Performance quality meets, and in some cases exceeds, expectations
3	Performance quality satisfactorily meets all expectations of the position
4	Performance quality below expectations in many categories
5	Performance quality unsatisfactory

The Dean will meet with the Department Chair/Director to discuss the ratings. During this discussion, the Dean may adjust the overall rating based on his/her evaluation of the faculty member's performance as documented in the annual report.

The Dean will assign a merit value to each ranking reflecting the Dean's valuation of the corresponding contribution to the College's mission. This will represent an initially desired performance based increase and may depend on the distribution of the rankings. The total cost of the proposed increases will be determined and compared to the amount available in the merit pool. The dollar values will then be adjusted by the Dean until the total cost is equal to the amount available in the merit pool.