

## **2006 CoB Merit Raise Process: Correlating Raises with Characteristics**

A recent usmpride.com document expressed each individual faculty's dollar merit raise as a percentage of his previous salary, giving us each faculty's percentage merit raise. Based on other documents posed at usmpride.com, we calculated the correlations below:

<b>Correlation Between</b>	<b>Correlation Coefficient</b>
% Merit Raise and Service	.0295
% Merit Raise and SCH	-.1209
% Merit Raise and A Publications	-.0336
% Merit Raise and B Publications	-.0592
% Merit Raise and C Publications	-.1012
% Merit Raise and Other Scholarly Activity	-.0361
% Merit Raise and Being an Administrator	.2039
% Merit Raise and Being A PERS Participant	.1125

Based on these calculations, the path to higher merit raises in the CoB is a little clearer. All you have to do is a little service, stop publishing, become an administrator, and enroll in PERS, and you've got it made!

Of course, what these calculations really tell us is quite a different story. Those who have for years treated the merit raise pools like their personal troughs are not researchers and thus will not allow research to be rewarded. Because they cannot research, these individuals are drawn to administration and the alternative route to advancement chronicled here at usmpride.com.

Finally, there is another issue: PERS. PERS participants are becoming fewer in number. In fact, most CoB PERS participants are or will soon be in their "retirement window". Thus, these individuals "need" raises to help boost their retirement.

Where are all these special considerations discussed in the CoB faculty handbook, *Enhancing Faculty Productivity*? You tell us and then we'll both know.