

**FLORIDA INTERNATIONAL UNIVERSITY  
2015-2016 BONUS GUIDELINES**

The University shall provide each college/school a **1% merit bonus pool** based on the total bargaining unit payroll on a pro rata basis to departments/units as of the last full pay period of the 2014-2015 academic year. The merit increases shall be distributed **up to the amount of the pool provided to each College/unit**. These funds shall be distributed as recurring base increases within each department with a minimum of **\$750 awarded as allowable per the available funds** and as set forth in the BOT-UFF Policy concerning Employee Performance Evaluation. If merit criteria apply to the entire college/school, the college/school shall be the unit. Such increases will be effective **January 16, 2016** and will be paid with the **March 18, 2016** paycheck. The merit increases will be awarded based on procedures developed in accordance with the BOT-UFF agreement and previously approved by the Dean at the College level and by the Provost or designee and should be based on assigned duties and performance evaluations.

All approved procedures, and revisions thereof, shall be kept on file in the department/unit office and may be placed on the University website for access by employees and the UFF chapter. Upon request, employees in each department/unit shall be provided a copy of that department/unit's current procedures for annual evaluation and distribution of merit salary increase funds.

All in-unit faculty who were employed on or prior to July 1, 2015 and have been continuously employed through the effective date of the agreement and that have received at least a satisfactory evaluation in their most recent annual evaluation will be eligible. Those on paid or unpaid leave or those with no evaluation on file will be presumed to have a satisfactory evaluation. Awards are to be distributed within the department consistent with the department's specific merit raise criteria in accordance with the BOT-UFF Policy concerning Employee Performance Evaluation. This merit will be paid per the collective bargaining agreement March 18, 2016 effective as of January 16, 2016. These bonuses will be charged to the activities/projects in which the faculty's normal salary is paid.

**NICOLE WHERTHIEM COLLEGE OF NURSING AND HEALTH SCIENCES**

**FIU 1.0% Pool Merit Bonus Procedure 2015-2016**

1. All in unit eligible faculty are identified by Academic Affairs.
2. All eligible faculty performance ratings for 2014-2015 are put in spread sheet with % of effort in each assigned area with the faculty performance ranking using 0-4, with 0 being unsatisfactory and 4 being excellent. All faculty members are 100% assigned so a perfect ranking would be 400. The data entered is based on the Departmental Chair /Director Faculty 2014-2015 Evaluation as approved by the Dean.
3. Each faculty is ranked in each category according to percent of effort. The eligible faculty will be rank ordered.
4. Faculty who rank Excellent and Very Good (400-300) will receive merit bonus dependent on their ranking distribution.

5. The bonus merit money will be distributed dependent on the ranking differentials with those with higher rankings receiving a larger amount but with the differential proportional within the ranges below.
  - 400
  - 399-376
  - 375-351
  - 350-326
  - 325-300
6. In the Nicole Wertheim College of Nursing and Health Sciences, bonus criteria apply to the entire college/school, so the college/school is considered the unit. Reference UFF CBA Article II- Salaries 11.1(a).
7. The entire procedure will be based on the extensive departmental faculty performance appraisal reports of 2014-2014. All performance ratings and percent effort are based on the respective Chair/Director in the 2014-2015 Faculty Evaluations.
8. This process was presented by Dr. Helen Cornely to the NWCNHS Faculty Assembly on April 9, 2015. The process was approved by the faculty present.

The process is blinded in terms of race, ethnicity, or gender.