

UMKC Compensation Academic Considerations and Guidelines

SALARY ADJUSTMENTS	DEFINITION	CONSIDERATIONS	GUIDELINES
MERIT	Annual salary adjustment based on performance and the organization's ability to pay	<ul style="list-style-type: none"> - Salary Budget - Merit Increase Guidelines - Performance Evaluation - Internal Equity - Date of Hire 	<ul style="list-style-type: none"> - Refer to Annual Campus Guidelines - All merit increases must be approved through campus approval process prior to notifying the employee
MARKET	Off-cycle increase to adjust for pay substantially below external market	<ul style="list-style-type: none"> - External Market - Salary data from peer group - Salary Budget - Internal Equity - Performance 	<ul style="list-style-type: none"> - Consult with Human Resources - All market increases must be approved through campus approval process prior to notifying the employee
EQUITY	Off-cycle increase to bring incumbent salary in line with group incumbents in like positions in the unit or on campus	<ul style="list-style-type: none"> - Internal equity - Performance - Salary Budget 	<ul style="list-style-type: none"> - Consult with Human Resources - All equity increases must be approved through the campus approval process prior to notifying the employee
RETENTION/ COUNTER OFFER	Increase to retain high performers	<ul style="list-style-type: none"> - Salary Budget - External Market - Internal Equity - Performance - Strategic Priorities 	<ul style="list-style-type: none"> - Consult with Human Resources - All retention/counter offer increases must be approved through the campus approval process prior to notifying the employee

