**DEPARTMENT OF ANTHROPOLOGY**  
**MERIT PAY CRITERIA Ver. 3.1**  
*Approved by Faculty in Attendance at a Department Meeting on 11/17/2010*  
(score for each occurrence based on single authorship [proportional reduction, not to be more than 50%, for multi-authored, non-senior-author publications, co-Organizer, co-Investigator, co-Instructor, etc. status, as appropriate])

**Automatic Band 2x Allocation:** Award of an external, overhead-bearing grant or publication of a book (edited, single-authored)

**Research**

**Publications:**
- Refereed research paper/book chapter: 8
- Non-refereed book chapter: 7
- Review article: 6
- Encyclopedia/handbook entry (>2,000 words): 5
- Encyclopedia/handbook entry (<2,000 words): 3
- Book review: 2
- Letter, comment, published abstract: 1

**Grants:**
- External grant (non-overhead): 10
- Submission of external, overhead-bearing grant proposal: 5
- Internal research grant (e.g., URC, Taft DRC or Summer Fellowship): 5

**Conferences/lectures:**
- Conference organizer: 6
- External invited lecture (non-conference): 5
- Session organizer; session discussant: 4
- Organized session participant: 3
- General session participant; session moderator or appointed chair: 2
- Popular lecture (to a non-professional audience): 1

**Other:** 5

**Service**

**Disciplinary:**
- Elected organization officer: 6
- Organization committee member (unelected): 3
- Grant or manuscript referee: 2
- Editor of national or international journal: 12
- Editor of regional journal: 9
- Book review editor: 6
- Editorial board member: 3
- Program review: 6
Tenure review 3

Department:
- CBA-mandated committees (e.g., RPT, merit) 6
- Special assignments (e.g., search committee, faculty senate) 5
- Newsletter editor; website coordinator; Taft program coordinator; Taft lecture coordinator 4
- General benefit (e.g., research lunch seminar coordinator, display case upgrader, promotion event/activity participant, student-focused event planner) 3

College:
- Elected committee (e.g., college RPT) 4
- Appointed committee (e.g., curriculum, innovation, IT) 2

University:
- Elected (e.g., senate) 4
- Appointed (e.g., UC 2019) 2

Other: 5

Teaching
- New course development; substantial revision of existing course 8
- Ph.D. committee member 4
- MA committee chair 3
- MA committee member 2
- Supervisor, senior thesis 2
- Pedagogical workshop participation 1-4

Other 5

Head’s Discretionary Allocation up to 20

Band Determination: Based on two “cut points” in the statistical distribution of aggregate faculty scores that yield three groups: Band 0x = lowest range of scores (ineligible for merit), Band 1x = middle range of scores (Excellent Performance), and Band 2x = upper range of scores (Superior Performance).

System of Reporting: Committee-to-Head