

**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