

Merit Pay Criteria (2010-13)

Department of Biological Sciences

The criteria below follow the constructs of our approved RPT document by recognizing research, teaching, and service. As indicated below, criteria differ for tenure-track and field-service faculty.

Research and Scholarly Pursuits

Minimum expectations for faculty during any evaluation year are for active pursuit of research (as indicated by at least one peer-reviewed publication and evidence of seeking and/or having support for research from extramural funding sources, presentations at professional meetings, and sponsorship of M.S. and/or Ph.D. students). Meritorious activity will include success beyond the minimum expectation. Evaluation of meritorious research and scholarly productivity will be based upon quality as well as quantity of publications, research support, and graduate training.

Teaching

Minimum expectations during any evaluation year are for high quality faculty teaching in assigned undergraduate and graduate courses (as indicated by student evaluations, effort toward updating/improving course content, stimulation of student learning by type of instruction, provision of intellectual challenges to students, sensitivity to student needs including accessibility outside of class, fairness in grading and handling student concerns, and use of pedagogic techniques and technologies that promote student learning). Faculty may be considered meritorious if they augment the expected minimum level of teaching effectiveness through activities such as attending teaching workshops, introducing new course components to existing courses, developing a new 3-4 unit course, and/or inviting evaluation by the TEC/faculty.

Service

The minimum expectations for faculty service are significant contributions to the mission of the department, college, university, community, and/or the profession consistent with workload assignment. Faculty may be considered meritorious if they exceed this minimum level of service during any evaluation year by indicators such as organizing meetings or symposia, journal editorship, participating on grant review panels or site-visit teams for major funding agencies, participating in program reviews, or serving in major leadership roles in department, college, university, or professional committees.

Proposed bands (Tenure-Track Faculty):

- 2x Performance in the review period significantly exceeds that expected in one or more of the three areas of endeavor (research, teaching, service) for a Faculty member with his/her rank and assignments, and minimum expectations are met in other areas.

- x Performance in the review period exceeds minimum expectations in at least one of the three areas of endeavor (research, teaching, service) for a Faculty member with his/her rank and assignments, and minimum expectations are met in other areas.
- 0 Performance in the review period does not exceed minimum expectations in all three areas of endeavor (research, teaching, service) for a Faculty member with his/her rank and assignments, or the evidence presented did not establish that minimum expectations were exceeded.

Proposed bands (Field Service Faculty)

Bands would remain the same as for Tenure-track faculty with the exception that research would not be considered as a category of effort.

Evaluation System 2 was selected.

Approved by Faculty vote 18 November 2010; revised 30 November 2010.