

Merit Proposal: Department of Communication

Purpose of Merit Awards: “The purpose of merit pay is to reward faculty members’ ongoing excellence in teaching, research, and service to the University and to the community. Merit awards shall be added to the faculty member’s base pay” (AAUP Contract, 2010, Article 10.3.1, p. 61).

1. **Review System:** The faculty members in the Department of Communication have agreed to adopt System 2 meaning that the unit head shall conduct the reviews and assign faculty to merit pay bands; the faculty committee will serve as the arbiter of appeals.

2. **Merit Pay Bands:** The faculty members in the Department of Communication have agreed to accept the following definitions of merit pay bands:

Zero =Performance of assigned duties meets expectations;

X = Excellent performance - (performance of assigned duties exceeds typical expectations);

2X=Superior performance – (performance of assigned duties far exceeds expectations and deserve the highest level of recognition).

3. **Procedures:** Eligible faculty members who wish to be considered for a Year 2 merit award must submit their Annual Performance Review and vita to the department head by January 15, 2011.

4. **Merit Criteria:**

The unit head shall review each faculty members’ vita and Annual Performance Review and assign faculty to merit bands based upon their performance in relation to the criteria for research, teaching and service, as adapted from the departmental RPT and workload documents, in accordance with their assigned position, rank and duties.

Research: Tenure track faculty members are expected to engage in the production of high quality, scholarly research. Research that exceeds expectations can be indicated by both the quality and quantity of publications in scholarly journals, monographs, and books during the designated merit period. Successful grant activity, based upon programmatic efforts to build a funding base, number of proposals submitted, number of proposals funded and amount awarded is considered when evaluating the excellence of such contributions with regard to merit. Fellowships and awards for scholarly work, as well as the establishment of a national or international reputation for excellence in a particular area, will also be considered as evidence of excellence.

Teaching: With regard to their rank and title, each faculty member is expected to make high quality and ongoing contributions to the graduate and undergraduate teaching missions of the department and the university. All faculty have a responsibility to diligently fulfill all teaching obligations, to develop and continuously improve course offerings, and to provide effective delivery of instruction. In addition, tenure track faculty members are also expected to serve graduate students as academic and thesis advisors or committee members. In order to qualify for merit, a faculty member must demonstrate achievement beyond expectations through measures of teaching effectiveness including superior student evaluations, curricular innovations, adoption of new technologies, peer reviews, and awards.

Service: Communication faculty members are expected to engage in variable service activities according to their rank and position. Meritorious achievement may be demonstrated through the positive impact of service contributions to the department, the college, the university, the discipline and the community. Excellence can be measured in terms of awards received, centrality of positions held, and significance of contributions made by the faculty member.