

Merit Criteria  
Department of Geography, University of Cincinnati

The Department of Geography will use the approved departmental Reappointment, Promotion, and Tenure (RPT) criteria to inform merit allocations within the department. Research, teaching, and/or service contributions as described in the RPT criteria are all equally eligible for merit. Each faculty must be judged on the RPT criteria in relation to his or her assigned duties. Merit determination is not intended to be an extensive review such as the review conducted when submitting portfolios for RPT. The merit review will be based on the curriculum vitae and the annual performance review that correspond the merit review period. Merit should not be given to all faculty within the department and should be directed to those faculty who exceed expectations. Merit awards will be based on the faculty member's performance during the merit review period.

The Department will have three bands representing faculty performance: Superior, Excellent and All Other. In consultation with the Department merit committee, the Department head will identify faculty with Excellent and Superior performance with Superior being the highest level of merit.

The following will be used to guide the Department in determining Excellent and Superior Performance:

**Excellent Performance:** performance of assigned duties that exceeds typical expectations.

**Superior Performance:** performance of assigned duties that far exceeds expectations and deserves the highest level of recognition.

Approved by Geography faculty: November 16, 2010