

Department of Judaic Studies

Guidelines for Awarding of Merit Pay for 2011-12 (Year Two of the Contract) Prepared by Gila Naveh, Department Head

Eligibility: Any faculty member who is part of the AAUP bargaining unit, including tenured, tenure-track, and field service faculty.

Procedure: The Department Head will review all faculty Annual Performance Reviews, and place each faculty member into one of three categories: Superior Merit, Excellent Merit, All Other. These category names come from the Council of Deans and Faculty Senate Panel statement of October 24, 2010.

The Department will use the departmental RPT and the governance documents criteria to inform merit allocations within the department. Research, teaching, and service contributions as described in the department's governance documents will be eligible for merit and each individual faculty's accomplishments will be judged in relation to his or her assigned duties.

Faculty who appeal must present a rationale for reconsideration, a current CV, and the 2010 Annual Performance Review. The appeals will be examined by a three members committee as stipulated in the contract. In the absence of a third faculty member in Judaic Studies, a third committee member will be appointed by the dean. All concerned will be informed of the committee's decision.

The Department will have three categories representing faculty performance:

Superior, Excellent and All Other

Superior Merit: Awarded to any faculty member whose performance of assigned duties far exceeds the base line expectations in research, teaching, and/or service specified in the workload document and in the applicable RPT guidelines.

Excellent Merit: Awarded to any faculty members whose performance exceeds the base line expectations in one or more areas specified above.

For Field Service Faculty for whom teaching and service are a major part of their duties, achievements in those areas will weigh heavily in merit judgments, though not to the exclusion of professional activity. Professional activity consists of contribution to the discipline in which the faculty member teaches or demonstration that the faculty member actively practices the skills he or she teaches.

Approved by the Judaic Studies Faculty on December 2, 2010.