

Merit Pay Criteria for WGSS Department

Merit pay will be based on:

- ❖ The most recent annual review
- ❖ An updated CV or eProfessional
- ❖ Candidate's statement (500 words max) explaining/contextualizing anything s/he thinks is especially important, e.g. what s/he is working on but doesn't appear in CV

WGSS will use merit System 2 (contract 10.4.6.2), that is, the Head will make initial band placements, with a departmental committee available for appeals as needed.

WGSS's merit criteria will be as follows:

2x Performance in the review period significantly exceeds that expected for a Faculty Member with his/her rank and assignments*.

1x Performance in the review period exceeds expectations for a Faculty Member with his/her rank and assignments*.

0 No evidence was presented by the Faculty Member; or, the evidence presented did not establish that expectations for a Faculty Member with his/her rank and assignments* were exceeded.

* These expectations reference the document "Policies, Procedures and Criteria for Reappointment, Promotion, and Tenure (RPT for Full-Time Full and Joint Appointment Faculty)" of the Department of Women's, Gender, and Sexuality Studies. Specifically, expectations for RPT are described in section IV, Criteria. The document specifies that individuals will be evaluated according to the following percentages: research and publications (40%), teaching (35%), service (25%). The Department wishes these percentages to apply to merit review as well.

Concerning research and publications, every Department member is expected to be a "creative and productive scholar in the field of WGSS and/or gender scholarship in another discipline" (IV.6). The RPT document allows for considerable flexibility in this area since we are an interdisciplinary unit, and since individuals at all academic ranks are being evaluated together. Still, the criterion of "creative and productive scholar" must be met.

Concerning teaching, every Department member regardless of rank is expected to demonstrate "highly effective teaching and advising in WGSS" (IV.10).

Concerning service, every Department member is expected to engage in "strong service." The RPT document defines service broadly as "participation in activities that contribute to the welfare and development of the Department, the college, the university, Friends of Women's Studies, the local community, national and international organizations, WGSS as a profession, and WGSS and gender inquiry within interdisciplinary and disciplinary professional associations" (IV.13,14,15).