

## **Department of Africana Studies**

### **Guidelines for Awarding Merit Pay**

**(11/30/10)**

Any faculty member who is part of the AAUP bargaining unit, including tenured, tenure-track, and field service faculty are eligible for merit pay. 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's elected Reappointment, Promotion, and Tenure (RPT) committee, independent of the Head, will serve as arbiter for faculty who appeal a merit decision. Faculty, who appeal, must present to this Committee a rationale for reconsideration, a current CV, and the current Annual Performance Review. The Committee will examine appeals, render a decision, and inform the Head and the Dean of its decisions.

To be eligible for merit, a faculty member must have engaged in outstanding research/creative/professional achievements, or teaching, or contributions to the service mission of the department, college, or university as defined by the department's reappointment, promotion, and tenure criteria. For purposes of this document, the baseline for teaching is a full load as described in AFST's workload document. The baseline for research and service is described in AFST's RPT and RP documents.

The category of Excellent Merit is reserved for any faculty member of the bargaining unit with outstanding achievement in one of the above categories (research, teaching, service), according to the terms set out in the applicable RPT and workload guidelines. Such achievement must exceed the baseline expectations described in those documents.

The category of Superior Merit is reserved for any faculty member of the bargaining unit with exceptional achievement in two or more of the above categories (research, teaching, service), according to the terms set out in the applicable RPT and workload guidelines. Such achievement must exceed the baseline expectations described in those documents.