

DEPARTMENT OF ANTHROPOLOGY
MERIT PAY CRITERIA Ver. 3.1

Approved by Faculty in Attendance at a Department Meeting on 11/17/2010

(score for each occurrence based on single authorship [proportional reduction, not to be more than 50%, for multi-authored, non-senior-author publications, co-Organizer, co-Investigator, co-Instructor, etc. status, as appropriate])

Automatic Band 2x Allocation: Award of an external, overhead-bearing grant or publication of a book (edited, single-authored)

Research

Publications:

| | |
|--|---|
| Refereed research paper/book chapter | 8 |
| Non-refereed book chapter | 7 |
| Review article | 6 |
| Encyclopedia/handbook entry (>2,000 words) | 5 |
| Encyclopedia/handbook entry (<2,000 words) | 3 |
| Book review | 2 |
| Letter, comment, published abstract | 1 |

Grants:

| | |
|--|----|
| External grant (non-overhead) | 10 |
| Submission of external, overhead-bearing grant proposal | 5 |
| Internal research grant (e.g., URC, Taft DRC or Summer Fellowship) | 5 |

Conferences/lectures:

| | |
|---|---|
| Conference organizer | 6 |
| External invited lecture (non-conference) | 5 |
| Session organizer; session discussant | 4 |
| Organized session participant | 3 |
| General session participant; session moderator or appointed chair | 2 |
| Popular lecture (to a non-professional audience) | 1 |

Other:

5

Service

Disciplinary:

| | |
|---|----|
| Elected organization officer | 6 |
| Organization committee member (unelected) | 3 |
| Grant or manuscript referee | 2 |
| Editor of national or international journal | 12 |
| Editor of regional journal | 9 |
| Book review editor | 6 |
| Editorial board member | 3 |
| Program review | 6 |

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|--|-----|----------|
| Tenure review | 3 | |
| Department: | | |
| CBA-mandated committees (e.g., RPT, merit) | 6 | |
| Special assignments (e.g., search committee, faculty senate) | | 5 |
| Newsletter editor; website coordinator; | | |
| Taft program coordinator; Taft lecture coordinator | 4 | |
| General benefit (e.g., research lunch seminar coordinator, display case upgrader, promotion event/activity participant, student-focused event planner) | 3 | |
| College: | | |
| Elected committee (e.g., college RPT) | 4 | |
| Appointed committee (e.g., curriculum, innovation, IT) | 2 | |
| University: | | |
| Elected (e.g., senate) | 4 | |
| Appointed (e.g., UC 2019) | 2 | |
| Other: | 5 | |
| Teaching | | |
| New course development; substantial revision of existing course | 8 | |
| Ph.D. committee member | 4 | |
| MA committee chair | 3 | |
| MA committee member | 2 | |
| Supervisor, senior thesis | 2 | |
| Pedagogical workshop participation | 1-4 | |
| Other | 5 | |
| Head's Discretionary Allocation | | up to 20 |

Band Determination: Based on two “cut points” in the statistical distribution of aggregate faculty scores that yield three groups: Band 0x = lowest range of scores (ineligible for merit), Band 1x = middle range of scores (Excellent Performance), and Band 2x = upper range of scores (Superior Performance).

System of Reporting: Committee-to-Head