

## Department of History

### Merit Raise Criteria

**Approved by the Department on December 2, 2010**

The Department will abide by the criteria below in determining considerations for faculty merit raises during years 2 and 3 of the current contract. Based on materials presented by individual faculty members in the annual review process, the Department head will assign faculty to one of three performance bands (indicated here as Band 0, Band 1X, and Band 2X). The three elected members of the Department Executive Committee will serve as a committee to hear appeals if necessary. Assessments of quality in relation to faculty achievements in the areas of research, teaching, and service will be made in keeping with the department's workload and RPT documents.

**Superior Performance: Band 2X.** Performance of assigned duties that far exceeds typical expectations and deserves the highest level of recognition. Work that fits in this category can include one or more of the following: the publication of a major book or research article(s) in leading journals in the profession; research or teaching awards; nationally prestigious fellowships; special service contributions; and/or extensive course development and innovation. Faculty placed in this band must demonstrate performance that "far exceeds" the expectations established in the Department's RPT and Workload documents in regards to their appropriate faculty category – i.e. either tenure-track or field service.

**Excellent Performance: Band 1X.** Performance of assigned duties that exceeds typical expectations. Based on the Department RPT and Workload documents, the head will select colleagues whose performance in the last year exceeded typical expectations but did not far exceed them.

**Normal Performance Band 0.** Performance of assigned duties in keeping with expectations. Faculty placed in this category will not be selected for a merit pay increase as their work for the year under review complies with expectations but does not exceed them.