

Department of Math Sciences, UC

Criteria for Merit-Raise Banding – 2011-2012 and 2012-2013

I. Band Descriptors for Teaching-only and Research -Teaching

- **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 outperforms expectations for a faculty member with his/her rank and assignments.
- **0** - No evidence in the review period was presented by the faculty member; or the evidence presented did not establish that a faculty member with his/her rank and assignments had outperformed the expectations.

II. Factors to be considered are given below in accordance with the RPT criteria.

➤ **Teaching-only Category**

❖ Teaching

- Effectiveness and quality of teaching
- Course coordination and development
- Other activities

❖ Professional development

- Publications
- Grants and honors
- Internal and external activities

❖ Service

- Internal and external committees
- External service and activities

➤ **Research-Teaching Category**

❖ Research

- Publications
- Grants and honors
- Internal and external activities

❖ Teaching

- Effectiveness and quality of teaching
- Course coordination and development
- Supervising PhD students and mentoring Master thesis, and capstone students

❖ Service

- Internal and external committees
- External service and activities

Faculty may also present evidence of meritorious activities which are not listed above or which do not fit neatly into the above categories.

How to assign banding? Explained by S. Zhang

- Banding for 2011-2012 merit pay will be based on all defined activities in the review period 07/01/2009 -12/31/2010 that includes two subsets of activities, one is before and the other is after 07/01/2010, when the Department decided to change the annual performance review to new calendar-based system.
- Banding for 2012-2013 merit pay will be based on all defined activities in the annual review period 01/01/2011-12/31/2011.
- The guiding principle is that merit pay is assigned to faculty members who advance the departmental missions through value-added activities that materially improve the operations of the department. **Criteria used for each banding will be approximately proportional to the length of the review periods 07/01/2009 – 12/31/2010 and 01/01/2011 – 12/31/2011, respectively.**
- **2x - Superior**
Faculty assigned in this band must demonstrate performance in all categories of research, teaching, and service that far exceeds the typically assigned duties in view of the RPT criteria and Workload policy and that deserves the highest level of recognition.

1x- Excellent

Faculty assigned in this band must demonstrate performance in research, teaching, and service that outperforms the typical assigned duties in view of the RPT criteria and Workload policy. In addition, a research-teaching faculty member must have at least one published article of quality **per year**; a teaching-only faculty member must have significant extra contributions that are beyond the typically assigned teaching duties and service roles **in each review period (proportional to the length of the review period).**

0 - All Others

Faculty assigned in this band either do not have or do not show evidence for significant contribution beyond the typical assigned duties.