

Political Science Department Merit Criteria  
and  
Departmental Allocation Process

November 22, 2010

For merit allocations, the Workload Committee shall assign departmental faculty to one of three bands:.

2x – Superior performance in the review period *significantly exceeds* that expected for a Faculty Member with his/her assignments.

1x – Excellent performance in the review period that *exceeds* expectations for the performance of the Faculty Member's assigned duties.

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 assignments were exceeded.

This assignment to bands shall be based on the following criteria that are consistent with the Departmental RPT criteria and workload policy.

Scholarly research that demonstrates ongoing commitment to research and publication, and a research record which, when reviewed by internal and external evaluators, leads to the clear conclusion that the candidate has professional recognition. Scholarly research shall be defined as including foundational research activities (such as grant and fellowship seeking), team building, as well as publications.

Teaching competence as demonstrated by reliable evidence including: successful utilization of classroom material, or student evaluations, or peer evaluations

Service demonstrated by a commitment to improving professional competence through activity in the Department, College, University and/or the larger community or society.

The Workload Committee shall consider each faculty member's assigned duties in making merit allocations.

The Head will hear appeals from faculty who challenge their assignment by the Workload Committee.