

## Psychology Merit Criteria

As outlined in the Department of Psychology's RPT document, all faculty members are expected to demonstrate excellence in research, teaching, and service. Accordingly, the Department will use RPT criteria to determine merit eligibility.<sup>1</sup> Consistent with the guidelines established by AAUP, merit guidelines will be constrained to the evaluation year only whereas promotion, tenure, and reappointment decisions evaluate sustained effort.

The merit guidelines require that each faculty be judged on the unit's RPT criteria in relation to his or her career stage as well as the assigned duties that year as documented in the end of year performance review and annual workload report. Accordingly, research, teaching, and service contributions as described in the RPT criteria are all equally eligible for merit.

Based on these assumptions, the merit bands used to determine merit allocation are defined as follows:

*0x = The faculty member does not exceed minimum standards for excellence in research, teaching, and service as outlined in the RPT document.*

*1x = The faculty member exceeds minimum standards for excellence in at least one area (research, teaching, service) and meets minimum expectations in other areas.*

*2x = The faculty member vastly exceeds the standards for excellence in one or more areas (research, teaching, service) and meets minimum expectations in other areas.*

The preceding band definitions allow for a faculty member to be eligible for merit if they demonstrate superior performance in one (or more areas), provided they meet minimum expectations for performance in all others.

University policy dictates that to be considered for a merit award, faculty members must submit the required materials (i.e, their workload report). Those faculty members who choose not to submit materials will be assigned to the "0" band. Thus, the "0" band above also includes those Faculty Members who have opted not to be considered for a merit award.

The Psychology faculty has also voted that the head will make the preliminary band assignments and that appeals will be forwarded to a democratically elected committee of the faculty.

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<sup>1</sup> Faculty from the Center for Organizational Leadership will continue to be evaluated under their existing RPT document until the Psychology Department's document is revised.