

Department of Linguistics

Merit Pay Policy

Annual faculty appraisals will be done in accordance with criteria set forth in the department workload and promotion and tenure documents, partially summarized here.

Evidence of achievement in research and scholarship includes but is not limited to: books, textbooks, monographs, edited volumes, journal and series editorships, articles in refereed journals and volumes including invited contributions, articles in proceedings and other forums, notes and book reviews, presentations at national and international and major regional conferences, invited lectures, grants and grant submissions.

Factors to be considered in evaluating faculty for teaching include but are not limited to: course evaluation forms, creation of new courses, renovation of existing courses, direction of dissertations, service on dissertation committees, direction of instructional programs, TA training and supervision, independent studies and other directed research, field activities including student teacher supervision, and academic advisement of students.

Factors to be considered in evaluating faculty for service include but are not limited to: nonacademic advisement of students (career, professional, or personal), activities for which non-academic credit is given (such as living/learning experiences), service on department, college, and university committees and task forces, administrative and quasi-administrative appointments, participation in student-affairs related activities, service to the profession such as reviewing manuscripts for publication, chairing sessions at professional meetings, serving as an officer or committee member of a professional organization and professional consulting, and local, regional, national and international community service.

Merit pay increases will be assigned as follows. A weighted average ranking (out of 9) will be calculated for each faculty member from the rankings and percentage effort in research, teaching and service. A preliminary dollar amount will be obtained by multiplying the contractual merit pay percentage increase by the faculty member's salary by the faculty member's average ranking divided by nine. The preliminary dollar amounts obtained will then be prorated to match the merit pool amount allocated to the department.