

MERIT PAY CRITERIA

DEPARTMENT OF TELECOMMUNICATION

General Policies:

Merit goes beyond the mere performance of assigned duties or minimal fulfillment of required responsibilities. Essentially, faculty members are to be considered for merit on the basis of a qualitative analysis of how well they perform assigned duties. Any distinguished activity outside the area of assigned duties may also be considered for merit.

No faculty member shall be automatically excluded from the merit pool. Merit evaluations should be flexible and adapted to accomplishments of individual faculty members.

Evaluation of Teaching:

A number of factors must be considered in evaluation of teaching. Higher than average teaching evaluation indicate meritorious teaching. Other less formal feedback (from students or peers) of a highly positive nature indicates meritorious teaching. Supervision of, and membership on committees for, theses, dissertations comprehensive and qualifying examinations, and other for-credit research project constitute merit. The following additional factors shall also be carefully considered: creation and teaching of new courses, the number of new courses taught, variety of courses taught and a number of students enrolled in courses, integration of projects which involve practical application of course concepts, and other measures indicative of valuable contribution in teaching. Self-evaluations are to be a component of the overall process of evaluation. Lower-than-normal student evaluations are to be carefully analyzed and, perhaps, not to be given as much consideration in at least the following circumstances: when the course is required in the core, new, a last-minute emergency assignment, taught by the instructor for the first time, or very small.

Evaluation of Research:

Research is defined broadly in the College of Journalism and Communications, and merit consideration must reflect this definition. Creative productions and projects publications in scholarly journals books, convention papers, and research grants shall receive merit credit. Extent of credits shall be assigned according to traditional standards; e.g., a competitively accepted conference paper shall receive more credit than a solicited paper, and an article in a referred journal shall receive more credit than one in a non-refereed journal.

Evaluation of Service:

Distinctive service to the profession, university, college, department, or community shall constitute meritorious service. This shall include active membership in professional organizations, special positions in organizations committee memberships and special assignments at the departmental, college, or university level, speeches, guest lectures, attendance at conferences and workshops, sponsorship of club and organizations, and activities in the community. Special credit is to be awarded when a faculty member serves on an especially demanding project or serve on a high number of committee chairs committees, or otherwise makes unusually strong service contribution. Any particular creative project which does not qualify a research shall be considered for merit credit as service.

In general, accomplishments in teaching, research, and service shall be considered in awarding merit, with considerable emphasis on research. Service to public schools, especially in classroom or laboratory, shall be considered as particularly meritorious.