

September 2009

The Women's Studies Merit Allocation Metric

Allocation Metric

Faculty merit pay will be awarded on the basis of the faculty member's performance as reflected in the annual evaluation conducted by the Director. Merit allocations must reflect workload agreements and will be calculated as follows:

1. Merit units are calculated by multiplying the evaluation in teaching, scholarship, and service by agreed workload to produce a total number of merit units.
For example:
9 in teaching (50% of the workload) $\rightarrow 9 \times 0.5 = 4.5$
8 in research (30% of the workload) $\rightarrow 8 \times 0.3 = 2.4$
8 in service (20% of the workload) $\rightarrow 8 \times 0.2 = 1.6$
Total: 8.5 merit units
2. The sum of total merit units earned by each faculty member will be calculated.
For example:
Six faculty members earn a total of 52.7 merit units.
3. The total merit units earned by all faculty members will then be divided into the amount of the merit pool in order to obtain the dollar value of each merit unit.
Example
 $\$ 5,000$ (merit pool) $\div 52.7$ (total merit units) = 94.80
This means each merit unit or merit point is worth $\$94.80$
4. The merit points earned by a faculty member are then multiplied by the dollar value obtained in step three.
Example:
The faculty member who received 8.5 merit units (see example in step 1) would receive a merit allocation of $\$805.80$ ($8.5 \times \$94.80 = \805.80)

Evaluation Metric

TEACHING

Student course evaluations provide a starting point for the assessment of teaching performance. However, several other important factors must be recognized. These include distinctions among types of courses (level of instruction 100/200, 300/400, graduate level courses, service courses, size large/small), evidence of innovation and professional development. Faculty, whose instructor and course summary evaluation routinely fall in the "good" range (1.6 through 2.4), receive a total of 8 points. Faculty, whose instructor and course summary evaluation routinely fall in the "excellent" range (1.0 through 1.5), receive a total of 9 points. Each class in which evaluations are 2.5 or above results in subtraction of one point. A faculty member receiving a major

honor/recognition (such as UD teaching awards) earns a 9 for two consecutive years.¹

Additional points can be earned for the following elements:

- Honors add-on section .25 to .5
- Second Writing course .5
- Development of a new course .5 to 1
- Instructional innovations (creating new materials, using new technology) .5 to 1
- Receiving external teaching-related grant 1
- Receiving in-house teaching-related grant .5
- Creating a new study abroad program 1
- Pre- and post-departure duties involved w/directing, co-directing a study abroad p. .5 to 1
- Participation in faculty development workshop or pedagogically-oriented professional meeting .25 to .5
- Pedagogical talk or presentation of workshop at professional meeting .5
- Pedagogically-related talk on campus or at Secondary schools .25
- Planning and execution of a pedagogically-oriented extracurricular event .25 to 1
- Direct undergraduate thesis .5
- Direct M.A. thesis 1
- Serve as second reader of undergraduate or M.A. thesis .25
 - Supervision of Independent Study 1
- Reader of PhD thesis (internal or external) .5
- Office in professional pedagogical organizations (state, regional, national, international) .25 to 1
- Faculty Advisor to Honor Society .5

SCHOLARSHIP

7-9 points Scholarly book in year of publication (university, trade or academic press)

¹ The Director retains discretion to assign a rating of 1 in the case of unsatisfactory performance. Indications of such performance are student evaluations that are consistently and unusually low, plus comments from a significant number of students criticizing the instructor for lack of preparation, failure to attend classes, confusing classroom presentations and assignments, inconsistent grading, and general inability to communicate course material. The Director may assign a rating of 2 to indicate that the instructor needs to improve her/his teaching performance.

(plus an additional 2-3 points in the following year on the grounds that writing a monograph often sets back progress on other work)

	Major exhibition
3-7 points	Scholarly edition
6 points	First edition of a textbook
4-6 points	Edited volumes
3-5 points	Major external grant (e.g. Guggenheim, NEH)
2-4 points	Scholarly article in refereed journals or referred edited collections
2-3 points	Substantial book chapters; revised edition of book or text book; major external awards and prizes; Editor, University or Academic Press; Editor of a refereed journal or guest editor of one issue of a refereed journal
1-2 points	Scholarly article in proceedings volume; Papers presented at conferences; Electronic media (e.g. CD-Roms, software)
2-3 points	Keynote lecture, invited lecture at academic settings (universities, museums etc.)
1 point	Application for external grants
1 point	Book reviews; encyclopedia entries; board of editors
.5 point	Respondent, Discussant, Round-table Participation in faculty development seminars on scholarly topics;

SERVICE

Service to the Program

3	Search Committee Chair
2	Chair of major committees
1	Chair or member of peer review committee
.5 to 1	Advisor to student groups
.5	Mentoring colleagues;

Service to the College of Arts and Sciences

.5-1	A&S Senator
2-5	A&S Committee Chair

- 1-3 A&S Committee Member
- 2-6 Program Chair or Area Studies Program Chair
- .5-2 Area Studies Program Member

Service to the University of Delaware

- .5-1 University Senator
- 2-5 University Committee Chair
- 1-3 University Committee Member
- .5 Outreach (e.g. Delaware Decision Days); United Way liaison

Service to the Profession

- .5 Proposal Reviewer; External evaluator for promotion dossiers
Evaluator for conference papers; conference session chair or
organizer
- 1-2 Conference organizer
- 1-3 Office in professional organizations (international, national,
or regional)

Service to the Community

- .25 Informal talk given to community groups
- .25 Serving on boards

The quality and importance of the service contribution, as well as the amount of time the faculty member devotes to the service activity, may be considered in allotting merit points.

Approvals:

Document was approved at the Women's Studies Executive Committee meeting held on September 14, 2009 and subsequently was approved at the WOMS in-house faculty meeting held on September 16, 2009.