**Black American Studies**

**Merit 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 pay increases will also be tied to workload agreements. Thus, merit units are calculated by multiplying the evaluation in teaching, scholarship and service by agreed workload to produce a total number of merit units. The total merit units earned by faculty will be divided into the total merit pay pool available in that year.

**Scholarship:**
9 points: Published manuscript (in year of publication)
or
Major exhibition
or
2 Published papers or book chapters

8 points: Published paper
and
1 Conference paper
or
1 Book review
or
1 Encyclopedia entry
Participation in exhibitions

7 points: 1 Major lecture
Evidence of work in progress

**Additional points:**
1 Directing Honors thesis
1 Directing M.A. thesis
2 Directing PhD. dissertation
1 Reviewing manuscripts
1 Artistic productivity

**Teaching:**
9 points: Excellent overall evaluations based on student surveys
8 points: Very good overall evaluations based on student surveys
7 points: Good overall evaluations based on student surveys

**Additional points:**
1 large class size
1 honors course
1 new preparation
1 advisement
1 instructional innovation
**Service:**

9 points:  
- Departmental service
- College and University service
- Service to the profession
- Community service

8 points:  
- Departmental service
- College and University service
- Service to the profession or community

7 points:  
- Departmental service
- College and University service