

**Merit Metrics**  
**Department of Psychology**  
**December 11, 2002**

Faculty will be evaluated based on their performance in the three areas covered by the Department of Psychology Workload agreement – research, teaching and service.

*Evaluation Scale*

Each faculty member's contribution in these areas will be based on a three-year rolling average of productivity and will be evaluated on a 9-point scale with the Chair making every effort to maintain a rating of 5 as the department average. The Chair will retain flexibility regarding the performance ratings of the Department's most junior faculty.

*Department Norms and Expectations*

Research An average research rating will be awarded to faculty whose published output in high quality outlets is at the Department average. Above average research ratings would be based on a higher level of published output and the successful pursuit of external funding. Research activities that do not result in published products (e.g., unsuccessful grant applications, graduate and undergraduate thesis supervision) are positive but do not reach the level of the Department average. Other indicia of research and scholarly activities are enumerated in the Department P&T document.

Teaching Course evaluations will serve as the primary data but the faculty member may negotiate with the Chair if s/he would prefer to employ another evaluation tool. Evaluations will be computed based on course groupings (e.g., large service courses, required lab courses and statistics, small seminars, etc.) with the average rating (5) based on these groupings and historical norms. An above average rating will reflect above average evaluations or at least average ratings in combination with extra teaching-related activities such as attendance at workshops, teaching effectiveness grants, teaching awards, etc. Ratings of teaching performance in the absence of course evaluations or a negotiated substitute can not reach the Department average.

Service Ratings will be based on activities that provide service to the Department, College, University and Professional Community. Some service in more than one of these areas is required for an average (5) rating. Above average ratings would be the result of a greater amount of service, the assumption of leadership roles, or particular national or international visibility as a result of service activity.

### *Merit Computation*

Individual Merit Shares. Each faculty member's ratings in research, teaching and service will be weighted proportionally to the workload agreement s/he reached in previous negotiations with the Department Chair and summed across the three categories.

Department Merit Shares. The sum of the weighted averages across all faculty members will constitute the total number of merit-pool shares in the Department. The value of a merit share will be equal to the total dollars in the merit pool divided by the total number of merit shares.

Merit Raise Computation. An individual faculty member's merit raise will be equal to the product of the merit share value and the number of merit shares earned by the faculty member.