

**THEATRE DEPARTMENT  
MERIT STANDARDS AND METRIC**

The Department's Promotion and Tenure document will serve as the written criteria and standards for the evaluation of faculty.

The following definitions of ratings were approved by the faculty for use by the chair in evaluating faculty accomplishment on the annual evaluation.

[Approved February 18, 2002.]

## TEACHING

- 6 Acceptable work in teaching, of a nature that would be expected of all to constitute satisfactory performance.
  - 7 Good work in teaching, recognizing performance beyond the minimum.
  - 8 Excellent work in teaching, documented by high evaluations by students or others and/or evidence of teaching innovations or other contributions to pedagogy.
  - 9 Given rarely, in recognition of significant and exceptional accomplishment.
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- 5 The faculty member's performance in teaching is in need of improvement.
- 4 The faculty member's performance in teaching is deficient. Corrective action is required.
- 3 The faculty member's performance in teaching is deficient in multiple and identifiable ways. Immediate corrective action is required.
- 2 Evidence exists that the faculty member's performance is marked by possible violation of university policy, the law, or both. Continued actions of this type will result in the implementation of dismissal proceedings.
- 1 Evidence exists that the faculty member's performance is marked by continued violation of university policy, the law, or both. Dismissal proceedings will be implemented.

## CREATIVE/SCHOLARLY ACTIVITY

- 6 Acceptable accomplishment in this area, on a level to be expected of all for satisfactory performance.
  - 7 Good work, recognizing accomplishments beyond the minimum.
  - 8 Excellent work, of the type expected for promotion and tenure.
  - 9 Given rarely, in recognition of significant and exceptional accomplishment.
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- 5 The faculty member's creative or scholarly activity needs improvement in quality and/or quantity.
  - 4 Only a slight effort was made during the evaluation period to carry out creative or scholarly activity.
  - 3 Almost no evidence of creative or scholarly activity for the evaluation period was presented. However, the faculty member had been performing well until this point and there have been extenuating circumstances that can aid in explaining the deficiency.
  - 2 Almost no evidence of creative or scholarly work for the evaluation period was presented.
  - 1 No evidence of effort or activity in this area.

## SERVICE

- 6 Acceptable accomplishment on a level to be expected of all for satisfactory performance.
  - 7 Good work, recognizing activities beyond the minimum.
  - 8 Excellent service to the department, College, University, or profession.
  - 9 Exceptional service to the department, College, University, or profession.
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- 5 The faculty member's performance in service is in need of improvement.
- 4 The faculty member does not assume a reasonable amount of service activity.
- 3 Almost no evidence of service activity for the evaluation period was presented. However, the faculty member had been performing well until this point and there have been extenuating circumstances that can aid in explaining the deficiency.
- 2 Almost no evidence service for the evaluation period was presented.
- 1 No evidence of effort or activity in this area.

## MERIT METRIC

### FORMULA:

Rating Teaching x percentage of workload effort = merit points earned for Teaching.

Rating Creative Activity x percentage of workload effort = merit points earned for Creative Activity.

Rating Service x percentage of workload effort = merit points earned for Service.

All merit points are added together to determine that faculty member's total merit points.

All merit points for all faculty are added together and divided into the total merit dollar pool to determine the dollar value of one merit point.

Each faculty member's total merit points are multiplied by the dollar value of one merit point to determine the merit for that faculty member.

Rounding to nearest dollar amounts is utilized in all calculations.

### EXAMPLE:

Rating of 7 x 40% effort = 2.8 points (Teaching)

Rating of 8 x 50% effort = 4.0 points (Creative)

Rating of 7 x 10% effort = .7 points (Service)

Total merit points = 7.5

Merit = 7.5 x \$100 (dollar value of one point) = \$750 merit award

[Approved by the Theatre Department faculty on February 18, 2002.]