

Department of Anthropology
December 17, 2002
Numerical Basis for Merit Allocation

For any given year a merit “metric” will be calculated for each faculty member. The “metric” will be the sum of three components associated with teaching, research, and service with assigned values as described below:

Teaching

- 1 - Teaching did not meet departmental expectations.
- 2 - Teaching activities accomplished correspond to the particular faculty member’s expected teaching load as determined by the Chair in consultation with the faculty member.
- 3 - The faculty member provided **voluntary** teaching services beyond the normal teaching load, such as teaching a tutorial or an unpaid overload course, or worked with independent study and/or degree-with-distinction students.

Service

- 1 - Service did not meet departmental expectations.
- 2 - Service activities correspond to the particular faculty member’s expected service effort as determined by the Chair in consultation with the faculty member.
- 3 - The faculty member performed a level of service activity beyond what is normally expected.
- 4 - The faculty member served as the department advisement coordinator.

Research

- 1 - Research did not meet departmental expectations.
- 2 - The research accomplished corresponds to the particular faculty member’s expected research activity level as determined by the Chair in consultation with the faculty member.
- 3 - The faculty member produced a special research achievement, such as publication of a book or monograph, or the equivalent, as determined by the Chair in consultation with the faculty member.