

Metric for Allocation of Merit Salary Increases

Department of Physical Therapy

Approved by the Faculty on December 15, 2004

Minor Edits Approved by the Faculty on December 10, 2015

Minor Modification Approved by the Faculty on December 15, 2017

**Unanimously Approved by the Faculty of the Department of Physical Therapy
December 13, 2002**

**Minor Edits Approved by the Faculty of the Department of Physical Therapy
on December 17, 2020**

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The performance of each faculty member is reviewed annually. The faculty's performance is evaluated and merit pay is distributed based on the criteria outlined below.

Annual Review

- The chair schedules an annual review session with each faculty member.
- The annual review provides a critique of the past year's performance, the current status of the department, and the development of an action plan for the upcoming year.
- The review provides the faculty with useful insight and constructive criticism regarding his/her performance and a perspective of the development and mission of the department.

Annual Review Process

- The annual review is based on performance during the previous calendar year.
- At least one week before the commencement of faculty evaluations, each faculty member will forward to the chair:
 - A current CV
 - A University of Delaware Faculty Appraisal and Planning Form with a proposed plan of activities in teaching, scholarship and service completed using UD's Online Appraisal System.
 - Teaching evaluations for each course taught over the preceding year
 - Peer teaching evaluations
 - Additional supportive documentation
- The chair will review all documentation submitted by the faculty prior to the first faculty member's evaluation.
- The chair will meet with each faculty member individually to discuss his/her annual review.
- The chair will rate each faculty member on a 1-9 scale, where a score of 9 is outstanding, in the areas of scholarship, teaching and service based on the following criteria:

It is recognized and agreed that tenure-track faculty in the Department of Physical Therapy should strive for excellence in the core areas of research and scholarly activity, teaching, and service. The criteria used by the Department Chair for the annual evaluation in each of three areas are based on the criteria used by the Department for the evaluation of tenure and promotion.

Research and Scholarly Activities

Publications in peer-reviewed scientific and professional journals and publication of scholarly books will be considered as the most important indications of professional scholarly achievement, as well as patents or other indications of professional inventive accomplishments. Lesser weight shall be attached to non peer-reviewed publications and presentations at international, national, and regional meetings. Obtaining contracts and grants through a peer-review process to carry out scholarly research will also be considered as an important indication of professional scholarly achievement. Hence, both the securing of research grants and the submission of grant applications will be considered measures of research productivity. However, while there is the expectation that faculty will obtain support for their research programs, obtaining sponsored research support is not, in itself, a requirement for an outstanding evaluation.

Teaching

Teaching performance evaluation will be based on faculty observation, student course evaluation, and course materials. Consideration will be given to the development of new and innovative courses and the updating of appropriate course materials. Serving on undergraduate and graduate student thesis and dissertation committees will be considered within the evaluation of teaching.

Service

Service on departmental, college and university committees is expected of all faculty members. Service to the university will be measured by the contributions made by the faculty member while serving on formal university, college, and departmental committees as well as during the execution of administrative assignments requested by the department's chairperson. Service to the community and the physical therapy profession will be considered to the extent that such service contributes to the image of the department at the regional, national or international level.

- Faculty quality points will be determined by the rating assigned in each area times the percent effort of the faculty member in that area.
- The merit pool portion is then distributed to each faculty member directly proportional to the number of quality points that they have earned.