

DEPARTMENTAL CRITERIA FOR FCP AWARD NOMINATIONS

To the extent of funds made available, merit salary increases will be awarded to faculty members who have demonstrated recent and continuing excellence based on one or more of the criteria of teaching, scholarship, and service. In addition, merit salary increases may be awarded to faculty members whose current compensation warrants special consideration on the basis of academic or professional contributions in comparison with compensation of colleagues of similar achievement in the department or discipline at large. The Peer Evaluation Committee will make its recommendations for salary adjustments based on evidence presented to us (primarily by the individual faculty members).

Below, we list examples of evidence that can be presented in each of the areas of teaching scholarship, and service. One should not consider these lists to be exhaustive. In all cases, the expectation on level of achievement and excellence will be based on the rank of the faculty member, and their contractual obligations.

Teaching: Formal course instruction and/or training of PhD students and postdoctoral fellows will be considered. This will be measured by student evaluations, peer evaluations, tangible evidence of course or program development, contributions to course administration, number, quality and placement of undergraduate students, graduate MSc and PhD students and postdoctoral fellows.

Scholarship: Scholarship will be judged by quantity and quality of publications, by the extent of external research funding including industrial and collaborative projects, the receipt of awards, invitations to give plenary lectures, and other evidence of major impact on one's field.

Service: Public service at the state and national level, service to the University, the Colleges, the Faculty, and the Department, as well as professional service, will be considered. Professional service will be judged on the basis of activities such as service on editorial boards and evaluative panels, offices held in professional organizations, organizing conferences and other activities that enhance the status of our profession and the department.