**Evaluation Considerations** **for Merit Increases**

Annual review methodology:

Annual reviews are based on performance in the areas of teaching, research, service and administration (where appropriate). In each of these areas, performance is assessed as either “not meeting expectations”, “meeting expectations” or “exceeding expectations”. A summary of these performance areas / levels is used to determine your performance increment.

Performance increment methodology:

Performance increments are divided into three categories: good performance – generally meeting expectations, however some areas for improvement may have been identified; very good performance – meeting or exceeding expectations in all areas; and highly meritorious performance – highest performers across the School in all areas (top 10%).

 Teaching Merit

* outstanding teaching effectiveness as assessed by the RSENR course evaluations;
* Significant student credit hours
* Teaching in the core curriculum
* Innovation in pedagogy
* effective and valued academic advising as assessed by the RSENR advising survey;
* effective leadership in curricular development, in the cohesive integration of courses into a larger programmatic or School context, and in graduate education development;

Research/Scholarship Merit  (see second page for additional criteria)

* quality of research as regularly assessed in peer reviewed publications, textbooks, and book chapters;
* submission, and funding, of proposals to seek external support for your scholarship;
* quality of research as regularly assessed through presentations at professional meetings and symposia;
* effectively advise graduate students in areas directly related to your own research; and
* scholarly, professional activities to include serving as editor and providing peer reviews.

 Service Merit

* effective and active in RSENR and UVM faculty governance;
* noteworthy service to your profession and active involvement in professional organization(s);
* in your capacity as a scholar, exemplary service and outreach to the community and general public; and
* active and effective involvement in promoting diversity and cultural pluralism.

**Research / Scholarship Indicators****[1]**

Components of research/scholarship productivity (listed in priority order), with products/activities for each component (also listed in priority order)

Relative
Importance     Component                   Ranked Activities within Component

 1                       Publications                  Refereed books, journal articles, and book chapters

 Proceedings

                                                                  Technical reports
                                                                  Invited critical reviews

 Invited exhibitions/performances

 Juried exhibitions/performances

 Popular articles
                                                                  Abstracts

2                 Grants                  Number of successful grants

 (Include role, monetary value, and nature of grant)
                                                                  Number of grant proposals submitted

3                Presentations               Invited presentations
                                                                  Contributed presentations
                                                                  Symposia/seminars
                                                                  Poster sessions

4               Graduate Research     Number of and types of degrees granted
                                                                  Number of advisees
 Competitive national/international

 scholarships/fellowships

 Placement of students in the field

 Number of graduate committees

5               Professional Activities Editorships
                                                                    Peer review
                                                                    Meeting Chairs

5 Awards Major awards, honors, prizes

 Fellowships awarded

 Membership in a national academy/society

6               Research Support     computers, biometrics, equipment, etc.

[1] List and priorities developed by RSENR faculty