

The categories for increment purposes and the guidelines for assignment to them are as follows:

I. Those whose demonstrated academic achievements are, taken as a whole, clearly deficient in two of the three areas of (1) research/creative activity, (2) evaluated teaching, and (3) expected service. Individuals in this group will receive no salary increment.

II. Those whose record of performance adequately satisfies unit expectations in the areas of teaching and service, but who have not publicly completed research/creative activity in the current year or who have not established on-going record of productivity expected at his/her rank and experience in a research university. Faculty members who have completed research/creative activity but whose teaching or service performance does not meet the typical expectations of the College should likewise be placed in this category.

III. Those whose record of performance in research/creative activity is at least consistent with the expectations of this research university. If the recommendation is based on a specific publication or a creative activity, proof of the publication or of its analogue for a creative activity must accompany the recommendation. Teaching and service are not separately compensated. Teaching and service typical in relation to rank and experience within the College, however, are preconditions for a Category III ranking. The expectations in the teaching and service prerequisites increase with rank and experience.

IV. Those who have truly excelled in research/creative performance. Recommendations to this category must be based on publicly completed research/creative activity judged on their quality. Proof of the publication or of the analogue for a creative activity must accompany the recommendation. Since teaching and service are preconditions to this recommendation, both the teaching and the service performance should be above average within the College by rank and experience. The expectations in the teaching and service prerequisites increase with rank and experience. Truly excellent teaching and service will augment the recommendations made on a research/creative performance record. In truly exceptional circumstances a Category IV recommendation may be made based in part on teaching and service performance, but only if there is also a research/creative performance record.

V. On the completion of a major research project or creative activity or on the basis of continued high levels of productivity, a faculty member, on the recommendation of the chair or director, may be eligible for a review of their salary level in relation to their complete record in cooperation with the provost's office. The prerequisites of teaching and service for a Category V ranking are the same as for Category IV ranking.