

GWSS MERIT & UNIT ADJUSTMENT POLICY

At its meeting on May 29, 2024, the Department of Gender, Women, and Sexuality Studies adopted the following policy guidelines regarding merit for AY 2023-24. We will adhere to this policy in years to follow until a revision is deemed necessary.

Review Protocol

The merit of each faculty member shall be considered by the voting members of the department who are their seniors in academic rank and title and who shall thereby recommend any merited salary increase. That is, all Assistant Teaching Professors, and Assistant Professors will be considered by Associate and Full Professors (Teaching and Tenure-Stream); all Associate Teaching Professors and Associate Professors will be considered by Full Professors (Teaching and Tenure-Stream); and all Full Professors by at least two other Full Professors.

Merit Assessment and Distribution

The relative merit of each faculty member will be assessed according to the following ratios:*

- Tenure-stream faculty: 40% Scholarship, 30% Teaching, 30% Service
- Teaching-stream faculty: 50% Teaching, 20% Scholarship, 30% Service

Based on an evaluation of their Yearly Annual Reports, submitted with their current CV and student and collegial teaching evaluations attached, faculty will be deemed: Highly Meritorious; Meritorious; Not Meritorious.

All faculty members determined Meritorious will receive a minimum 2% regular merit salary adjustment, unless they received a prior salary adjustment, such as through a retention offer, that precluded further adjustment.

If there is an additional merit pool above 2%, the distribution of the additional merit pool should take into consideration factors of compression or inversion, equity, and merit. The GWSS faculty recommends that 20% of any additional merit be allocated for compression and 80% for additional merit.

Unit Adjustment: If departments are given additional or different guidelines for unit adjustment, from the College of Arts & Sciences or the Provost, we will follow those instructions, as well as the review protocol outlined above.

Compression: GWSS faculty decided that the compression amount will be used to address compression in the salary of Teaching Professors, Professors who are 7-15% lower than others at their rank. Ongoing

* These percentages are only for the purpose of merit assessment.

work at the College level will be done to establish a peer average for teaching-stream faculty who can't be measured against colleagues in the department.

Additional merit: A higher percentage will be distributed to all faculty members deemed Highly Meritorious but, as far as possible, dollar equivalent equity for all faculty deemed Meritorious should be maintained.

The Chair will transmit merit recommendations based on these guidelines to the Divisional Dean with any requested supporting data the Dean may request.