

DEPARTMENT OF INTERIOR DESIGN

Merit Pay Procedures: The chair of the Department of Interior Design will use the Merit Pay Criteria to determine the allocation of merit salary monies. Each faculty member provides input in the annual activities report.

Merit Pay Criteria:

Teaching Criteria:

- Teaching load
- Student evaluations
- Teaching awards
- Chair/Co-Chair PhD/Masters Committees
- Member PhD/Masters Committees
- New course preparation and innovative methods
- Activities that help maintain faculty currency in field including participation in workshops
- Other valid items listed by the faculty member

Research Criteria:

- Books
- Refereed journals
- Conference articles
- Other publications
- Invited presentations (for example, keynote speaker)
- Other presentations
- Editorships and Editorial Board members
- Research Awards and Honors
- Numbers of research proposals submitted
- Grants and \$ value awarded
- Creative works
- Exhibitions
- Commissioned Design Projects
- Number of GRA's supported
- Other valid items listed by the faculty member

Service Criteria:

- Research Center Activities
- University/College/School Committees (Chair, Member)
- Professional Society Committees (Chair/Officer, Member)
- Other valid items listed by the faculty member

Merit Pay Criteria Continued
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General Procedure:

For tenured and tenure accruing faculty, the weights for each category are:

(iv) Teaching	40%
(v) Research	40%
(vi) Service	20%

For lecturers, the weights for each category are:

(iii) Teaching	67%
(iv) Service	33%

12/16/05

Reviewed and approved by faculty