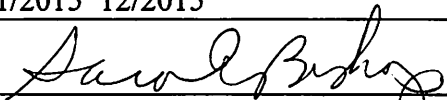


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STANDARD POLICY

MERIT

Merit raises shall normally be restricted to full-time faculty members.

The granting of a merit raise is based upon a continued record of performance in the three areas of teaching, scholarship, and service. Criteria in each category are considered as a whole. However, other criteria may be considered, depending on the needs of the University, the SON, and the community.

CRITERIA FOR EVALUATION

The criteria listed below are accomplishments to be considered. A successful candidate need not meet each criterion. A candidate's accomplishments must be considered as a whole.

Teaching

1. Consistently be on time and prepared for class.
2. Consistently show expertise in the area being taught.
3. Have an acceptable assessment through student evaluations.

Scholarship

1. Strive to provide the most up-to-date and evidence-based practice information.
2. Consistently works to improve the curriculum to meet the professional practice needs of students and graduates.
3. Publish and/or present scholarly works or clinical innovations.

Service

1. Serves on one or more school committees.
2. Is a member of an organization that promotes nursing.
3. Is involved in community service.

EVALUATION

To be eligible for a merit raise, faculty should exhibit at least one criteria from each category. If there is a higher tier merit raise, the members of the faculty who exhibit more than one in each category will be eligible.