

Appendix C

Guidelines for Merit Pay Increases

Merit pay increases are determined in the following way for faculty budgeted in the Center for Women's Studies and Gender Research. In evaluating faculty for merit pay increases, the Center recognizes the interdisciplinary nature of the field. This interdisciplinarity contributes substantially to the vitality of women's studies scholarship and teaching. A significant core of a faculty member's work is expected to be in or connected to women's and/or gender studies. It is also important to recognize work done in the faculty's area of disciplinary specialization, noting the relevance to women's studies wherever such exists. The Center for Women's Studies and Gender Research recognizes that women's studies scholarship comes in many forms and employs a variety of methods. Each topic, method, approach, and technique should be judged only on whether it is appropriate and whether it produces a valuable scholarly outcome. Success in professional development can be achieved in many ways and scholarly contributions may have an impact on research, practice, or policy; no single approach or technique is inherently superior to another. The Center will evaluate a faculty member's portfolio in accordance with University of Florida expectations of research, teaching, and service. Merit increases are awarded for excellence. Excellence can best be understood as a contribution above and beyond mere acceptable performance of assigned duties. The Center judges as meritorious those individuals who have clearly demonstrated excellence in at least two out of the three categories of research, teaching, and service.

Criteria for Excellence

An elected committee of Women's Studies faculty and the Director will review merit materials. The committee will make recommendations to the Director, who will provide merit recommendations for Center faculty to the Dean. In determining excellence the Director of the Center for Women's Studies and Gender Research and the elected committee of the Center's faculty shall judge the following:

1. Faculty Assignment Sheets
2. Annual Activities Report
3. Curriculum Vitae

The Center further recognizes that the concept of meritorious activity must comply with the applicable provisions of the Collective Bargaining Agreement, the Florida Administrative Code, as well as state and federal law.