

Department of Languages, Literatures and Cultures Merit Pay Guidelines – Ranked Faculty

Category Rating*	Research	Service	Teaching
Exceptionally Meritorious	Publication of a sole-authored monograph; annotated, book-length translation; single-authored anthology; annotated editions in original language; scholarly translation with scholarly introduction For fields in which a book is not the norm: an exceptionally high number of peer-reviewed (perhaps co-authored) articles of original scholarship 9 points	Service as Associate Chair, Graduate Coordinator or Undergraduate Coordinator or Program Advisor; Exceptional departmental, university or professional service (language coordinator/TA supervisor) 4 points	Teaching award; unusually heavy graduate mentoring; unusually high student evaluations; external course development; multiple new course developments; unusually heavy undergraduate mentoring (honors' theses, USP, etc.); development of distance-learning or hybrid courses 4 points
Highly Meritorious	Publication of multiple journal articles in peer-reviewed journal OR book chapters (published); publication of co-authored book or single-edited book volume or single-edited special volume of journal; major textbook; receipt of major grants; translation of one's work into another language 6 points	Departmental, university or professional service significantly beyond normal expectations; Chairing departmental committees (search, T&P, council, etc.); 3 points	Successful teaching of large courses; high teaching evaluations; new course development; development of web-enhanced course; recognition from other UF units for new course development (Honors, CES, etc.); mentoring of significant number of students (grad or u-grad) 3 points
Meritorious	Article in professional journal (published); publication of co-edited book or co-edited special volume of journal; significant invited talks and lectures, keynote address; significant research fellowships/ other financial awards; book and article prizes; exceptional number of minor publications; contribution to refereed conference proceedings; other significant scholarly contribution to the field; creative literary works 3 points	Departmental, university or professional service at an extent beyond normal expectations (scheduling, organizing of conferences, symposia, workshops); service on multiple committees (search, T&P, council, etc.); section head ¹ 2 points	Major revision(s) of existing course(s); good teaching evaluations; mentoring of students; successful teaching of 4-5 day/schedule over two consecutive semesters; annual maintenance of distance learning and hybrid courses 2 points
Satisfactory	Paper(s) delivered at professional meetings; article(s) submitted; preparation of grant proposal(s) or fellowship application(s); minor publication(s); work in progress on larger research project or book manuscript 1 point	Performance of normal departmental responsibilities 1 point	Service on graduate committees; Honors' theses; satisfactory teaching evaluations 1 point

*Failure to meet any of the criteria described below will fall into the category of "No Meritorious Distinction" and will receive 0 points. The final merit categories will be assessed as follows:

0 points: No Meritorious Distinction 1-2 points Satisfactory 3-7 points: Meritorious 8-10 points: Highly Meritorious Above 10: Exceptionally Meritorious

¹ Maybe revisited at a later point after the clarification of the role of the section head through the ratification of by-laws and general organization of the merged department.

Department of Languages, Literatures and Cultures Merit Pay Guidelines – Lecturers

Adopted May 4, 2010

Category Ranking*	Teaching	Service
Exceptionally Meritorious	Teaching award; unusually high student evaluations; multiple new course developments 4 points	Exceptional extra-curricular activities (language clubs, language tables, etc.); outreach activities; membership on committees, language program coordination, directing study abroad; development of distance-learning or hybrid courses 4 points
Highly Meritorious	High teaching evaluations; new course development 3 points	Significant departmental, university or college service beyond the normal expectation, development of web-enhanced courses 3 points
Meritorious	Major revision(s) or existing course(s); good teaching evaluations, successful multiple (more than two) course preparations 2 points	Performance of service beyond routine expectations, annual maintenance of distance learning and hybrid courses 2 points
Satisfactory	Satisfactory teaching evaluations 1 point	Performance of routine responsibilities 1 point

* Failure to meet any of the criteria described below will fall into the category of “No Meritorious Distinction” and will receive 0 points.

Bonus points:

3 points: Major grant and/or book

2 points: Publication in journal or edited collection

1 point: Presentation at conference/book review/attendance at workshops

The final merit categories will be assessed as follows:

0 points: No Meritorious Distinction 1 point: Satisfactory 2-4 points: Meritorious 5-6 points: Highly Meritorious 7 and above: Exceptionally Meritorious