

## Philosophy Department Merit Metric

The Department of Philosophy has chosen a point system for its merit metric. Each category in which faculty declare effort—teaching, research, and service—is an area in which one can accrue points. The points are then weighted by declared effort and total weighted points of all the faculty members are added and the total merit dollars available to the unit is divided by the total points accrued. This yields a dollar per weighted point amount. Then each faculty member is awarded a dollar amount equivalent to the weighted points accrued. The amount per point is rounded. Rounding creates a small residual after the point calculation. The department chair will use the residual to award merit for items that are not captured by the metric, present unusual instances of merit, or in other ways would slip through the system in a given year. In all cases the residual will be determined by meritorious activities in the three categories of teaching, research, and service.

Calculation of merit will take the total points earned in each category (teaching, research, and service) and multiply times the declared percentage off effort (from the annual evaluation and planning forms). This product of weighted points will provide the basis for the calculation of \$\$s per merit point in the unit.

### Teaching

Faculty may accumulate merit points in teaching in the following categories. These categories apply to in-load teaching during Fall and Spring semesters of the academic year (only). Summer and Winter and paid overload teaching are not included, unless these assignments are part of one's in load teaching as agreed upon in approved evaluation and planning forms.

#### 1. Advising students (1-3) points

A faculty member's normal envelope of duties includes advising students. For advising a reasonable number of students (1-10) a faculty member would accrue 1 point. If one advises more than 10 the faculty member would accrue more points accordingly. If the faculty member advised students in more than one program, the faculty member would accrue points. If the faculty member had additional advising duties (such as advising coordinator), the faculty member would accrue points.

#### 2. Courses taught (10) points/course

A faculty member will accrue 10 points per course of in-load teaching.

#### 3. Independent study & Research/Thesis direction (1-5)

A faculty member will accrue points per course preparation for independent study students and per student for research or thesis direction (up to a maximum of five points per merit year).

#### 4. Extra effort/work required to get up to speed or re-work courses in the given merit year (1-10) points

This broad category includes extra work or effort faculty undertake, often for the good of the department. Merit may be earned on a one-time basis, up to a maximum of 10 points, for the following sorts of activities.

Service courses

Teaching large courses servicing A&S groups and other programs.

### Innovation in teaching

A faculty member may accrue merit points by being innovative in teaching. This may include (but is not limited to) developing and delivering pathways courses, LIFE clusters, WebCT courses, Focus courses, On-line courses, special seminars and workshops, interdisciplinary teaching, and similar innovative teaching models. These innovations must be approved by the chair and noted on the annual planning forms.

### Interdisciplinary teaching

### Honors students (sections)

Faculty members are often asked to add seats to regular classes. In such cases this creates extra work for the instructor (while providing an needed service for the students and the honors program). (\*This is not designed to cover regular Honors sections, limited to 20. They are covered elsewhere.)

### New course development

Faculty members often develop new courses in their specialty and/or courses needed to supplement a program or curriculum in which they teach. When developing a new course, the faculty member will be able to receive credit in a given merit period.

### New course preparation and delivery

On occasion it is necessary for a faculty member to step in and develop a new course that he or she does not ordinarily teach, but that is absolutely necessary for the philosophy program (or an program to which that person contributes). This often happens when covering a sabbatical leave, for example.

### Writing intensive courses

Some courses are intended to be writing intensive. For example, honors sections or senior seminars have high volume writing expectations. However, some other classes evaluate students with high volume writing. Much extra work goes into attention to student writing in such cases and should be acknowledged. A faculty member can earn additional points for high volume writing.

### 5. Students per course

Points in this category will be determined by the following formula

$$\# \text{ of students per year} / 100 = \# \text{ of merit points per year}$$

Example:  $200 \text{ students} / 100 = 2 \text{ pts}$

### 6. Teaching ratings

There should be some way to recognize high student satisfaction with courses. An instructor may accumulate merit points by receiving high ratings (relative to the department). An instructor may also receive points for significant improvement in student satisfaction.

Points in this category will be determined by adding the Fall and Spring semester student survey averages and multiplying (x2).

Example: Fall (4.346) Spring (3.823) F+S = 8.169 (x2) = 16.338 pts [16 rounded down]

### 7. Teaching Awards (10-50)

## **Research**

### **1. Preparation of articles/chapters (1-10)**

Manuscripts prepared for submission to journals and presses will be eligible for credit, upon completion. This is meant to reward manuscripts that are prepared and ready to be submitted (or are under submission). Preparation credit per article can only be accrued once (unless there were special circumstances of revision roughly equivalent to a new manuscript).

### **2. Invited/refereed publication of articles/chapters (10-100)**

Depending upon significance (length and quality) of journal/press, articles will accumulate credits within this spread. Quality of press will be determined by acceptance rates and by professional reputation of editorial board members, editors, and recent contributors. The presumption is that most journals will likely fall into the 30-60 point range.

### **3. Invited/refereed publication of books (100-500)**

Depending upon significance (length and quality) of presses, books will accumulate credits within this spread. Qualities of presses will be determined by professional reputation of editorial board members, editors, and recent contributors.

### **4. Reprints of articles/chapters (10-30)**

Points will be accumulated for each new reprint of material in a new book title (not multiple editions, unless there are significant revisions per new edition). Length and quality of the book in which the reprint appears will determine the points accumulated.

### **5. Textbooks, anthologies, translations (75-200)**

Points will be accumulated depending upon significance (length and quality) of journal/press, books and articles will accumulate credits within this spread. Quality of press will be determined by professional reputation of editorial board members, editors, and recent contributors.

### **6. Presentations (1-30)**

Points will be accumulated by the significance of the presentation (original article, commentary), and the significance of the venue. For example, conferences with low acceptance rates earn more credit. Multiple presentations of the same paper will not continue to earn the same points.

### **7. Other**

#### **Citations (1-10)**

Articles receiving significant attention after publication should earn additional credit in each year the citations occur.

#### **Awards (10-100)**

Publications singled out for awards should earn credit (more for more prestigious awards).

#### **Reviews (5-20)**

Book reviews should earn credit (more depending on the length and significance of the review or press).

## **Service**

### Departmental

#### Undergraduate Committee (1-5)

One may earn points serving on these committees (more points with more committee activity).

#### Advisory Committee (1-5)

One may earn points serving on these committees (more points with more committee activity).

#### Library Liaison (1)

#### Colloquium Committee (1-5)

#### Peer Review Committee (1-5)

Variable points depending on amount of service (chairing, should earn more).

#### Search Committee (5-10)

Variable points depending on amount of service (chairing, should earn more).

#### Departmental/College/University Recruitment activities (1-5 maximum of 5)

There are many events that faculty members do that should be recognized. This is not intended to be exhaustive but includes: major mania, hosting events for majors/minors, informational sessions for majors/minors, Delaware Discovery Days, Blue & Gold Days, Summer Orientation events, etc. A faculty member should be able to earn credits for activities in these events representing the department, college, and university.

#### Departmental Public Relations (1-3)

This includes editing the departmental newsletter, departmental disaster liaison, and various other important functions that faculty play in representing the department to others in the College, University, and public. It also includes such things as successful recommendations for student awards, alumni awards, faculty and staff awards, and work on evaluating student essay competitions, possibly fund-raising activities, and so on.

### College Committees (1-10)

High maintenance committees earn higher points than committees that meet infrequently and have less to do. Something like chairing the college senate should be worth the maximum. The points in this category are per committee.

### University Committees (1-10)

High maintenance committees earn higher points than committees that meet infrequently and have less to do. Something like chairing the faculty senate or a P & T committee should be worth the maximum. The points in this category are per committee.

Service to the Profession (1-10)

Many activities count in this category: organizing sessions, chairing sessions, and so on. A person may earn up to ten credits per merit period.

Community Service (1-10)

Many different activities may count in this category. A person may earn up to ten credits per merit period.

Other (1-10)

It is recognized that our list above is not exhaustive. Other meritorious activities may arise. Points up to a maximum of ten may be accrued.

Sample calculations:

Socrates:  $21.8 + 1.9 = 23.7$  (24 pts rounded up)

\* Socrates had a teaching free semester

Teaching

- 2 points (category 1)
- 30 points (category 2)
- 2 points (category 3)
- 3 points (category 4)
- 2 points (category 5)
- 4.6 points (category 6)

43.6 (total)

$43.6 \times .5 = 21.8$  weighted pts

Service

- 5 points (chair UC)
- 4 points (colloquium committee)
- 3 points (advisory committee)
- 4 points (multiple manuscript refereeing for presses)
- 1 point (participant in dean's office function)
- 2 points (community service)

19 (total)

$19 \times .10 = 1.9$  weighted pts

Plato:  $33.25 + 1 = 33.25$  (33 pts rounded down)

Teaching

- 2 points (category 1)
- 50 points (category 2)
- 3 points (category 4)
- 2 points (category 5)
- 9.5 points (category 6)

66.5 (total)

$66.5 \times .5 = 33.25$  wp

Service

- 2 points (college committee)
- 2 points (university committees)
- 2 points (departmental public relations)
- 4 points (service to the profession)

10 (total)

$10 \times .10 = 1$  wp

Aristotle:  $34.68 + 1.7 = 36.38$  (37 rounded down)

Teaching

3 points (category 1)  
50 points (category 2)  
5 points (category 4)  
3 points (category 5)  
8.36 points (category 6)  
69.36 points (total)

$69.36 \times .5 = 34.68$  wp

Service

2 points (peer review committee)  
3 points (colloquium committee)  
2 points (advisory committee)  
2 points (department public relations)  
4 points (college committees)  
2 points (university committee)  
2 points (service to the profession)

17 points (total)

$17 \times .10 = 1.7$  wp