

DEPARTMENT OF PHYSICS

Merit and Equity Principles for Physics Faculty

Merit increases for Physics faculty reflect performance in the areas of teaching, research, and service using criteria as described in Sections IV, V, and VI of the department document "Criteria and Procedures for Promotion and Tenure". The primary data used in evaluation of performance will be the annual report of each faculty member, including multiple measures of teaching evaluation, and the report of the relevant Mentoring Committee, if any. In merit and equity recommendations, full account will be taken of the requirements of SD 97-8 on faculty workload as well as the following principles:

1. Faculty planning leave for some or all of the following academic year are eligible for merit consideration for the present year's merit review period.
2. Faculty who were on leave for some or all of the merit review period are eligible for merit consideration for work accomplished during the leave.
3. Faculty who are promoted are eligible for merit consideration on the same basis as other faculty.
4. Requests for equity adjustment will be made to higher administrative levels following the requirements and criteria set by those levels. In a small department such as Physics, it will be rare that a substantial equity adjustment can be made at the departmental level.
5. Requests for special merit will be made to higher administrative levels following the requirements set by those levels. One of the latter requirements is typically the expectation of a significant spread in increments recommended at the department level, with those recommended for special merit having the largest departmental increments.
6. In a small department such as Physics, the requirements of Paragraphs 4 and 5 above may significantly influence the increments recommended at the departmental level in a given year.
7. The Chair will inform each faculty member of any merit and equity amounts awarded by all levels and the resulting total salary within a reasonable time following the final approval of the IPFW budget by the Purdue University Board of Trustees.