

Performance-based salary increases for UVM Extension faculty will be based on the following criteria which the Associate Dean of Faculty Evaluation and Support will utilize to review the performance of each field faculty member in the state.

The annual review shall focus on the performance of the faculty member during the academic year in which the review takes place but will also take into account the performance of the faculty member during the preceding two years (Article 14, Section 3.c).

Performance based awards shall be evaluated against the individual's workload plan, Personal Performance Plan expectations and assignments for the preceding year based on the CBA.

Each faculty member's work is considered in the three areas of teaching, research, scholarship and creative activities, and in community/university service activities. Evaluations of the three areas referred to above will be related to the workload distribution outlined in the workload plan and personal performance plan.

In addition to evaluating teaching, scholarship, and service activities, accomplishments relative to the following UVM Extension *Organization Priorities and Expectations* shall be reviewed and positively noted in the scoring process:

- Evidence of Focused programs
- Documentation of impact
- Acquisition of external funding
- Consistency in writing/publishing
- Contributions to the general growth and wellbeing of the University of Vermont and UVM Extension

A scoring system of 1-5 will be employed with 1 = little to no evidence, 2 = some evidence, 3 = meets expectation, 4 = above expectations, 5 = exceeds expectations. All scores will be entered into a scoring matrix based upon both CBA criteria of Teaching, Scholarship and Service as well as Extension's organizational priorities. This matrix was reviewed by the faculty prior to implementation.

Recommendations for performance based salary increases will be based upon a ranking of all Extension field faculty using the scoring matrix listed above.