

## RUBENSTEIN SCHOOL OF ENVIRONMENT AND NATURAL RESOURCES

Performance Increase Methodology  
FY 2010 AND FY 2011 SALARY INCREASES

All faculty will be reviewed and assessed on three areas of performance: (1) Instruction; (2) Research and Scholarship; and (3) Service. This review will occur at the time of the faculty annual evaluation and will be based on teaching contributions and course evaluations; academic advising and advising evaluations; scholarly productivity as indicated by publications, grantsmanship, and scholarly presentations; and service commitments and accomplishments.

Each performance area is measured as follows:

- good performance – generally meeting expectations, however some areas for improvement may have been identified;
- very good performance – meeting or exceeding expectations in all areas; and
- highly meritorious performance – highest performers across the School in all areas (top 10%)

Based on the performance measurement in each of the above areas, a final, overall, assessment will be made placing faculty in one of these three categories: Good, Very Good or Highly Meritorious.

The performance budget for any given year will be distributed based on the number of faculty in each of the categories. Each faculty member in the categories identified above will be given the same amount of performance increase for that category. Performance increases are prorated based on the individual faculty member's full-time equivalency.