

Discretionary Raise Criteria (Academic)

1. PERFORMANCE

- a. **Mastery of Subject Matter:** As demonstrated by such things as advanced degrees, licenses, honors, awards and reputation in the subject matter field.
- b. **Effectiveness in Teaching:** As demonstrated by such things as judgement of colleagues, development of teaching materials or new courses and student reaction, as determined from surveys, interviews and classroom observation.
- c. **Scholarly Ability:** As demonstrated by such things as success in developing and carrying out significant research work in the subject matter field, contribution to the arts, publications and reputation among colleagues.
- d. **Continuing Growth:** As demonstrated by such things as reading, research or other activities to keep abreast of current developments in their fields and being able to handle successfully increased responsibility.
- e. **Overall Effectiveness:** As demonstrated by relationships with colleagues, patients, clients, etc. and by activities within the department/unit which reflect cooperation, sensitivity and leadership.

2. DISPARITY/AFFIRMATIVE ACTION

As demonstrated by such things as salary inequities for comparable duties and responsibilities within as well as among the awarding units and comparable institutions, and discrimination of any kind based on sex or sexual preference, race, color, creed, or national origin.

3. EFFECTIVENESS OF UNIVERSITY SERVICE

As demonstrated by such things as college and University public service, committee work, administrative work and work with students or community in addition to formal teacher-student relationships.