

THE UNIVERSITY OF NORTH CAROLINA ASHEVILLE
FACULTY SENATE

Senate Document Number 5920S
Date of Senate Approval 04/30/20

Statement of Faculty Senate Action:

FWDC 6: **Revise Merit Evaluation Categories**
Faculty Handbook Section [3.4.3](#)

Effective Date: Immediately

Summary: These proposed handbook changes update the merit evaluation categories

Rationale: The current annual evaluation categories, given that there are five, limit the ability to adequately reward faculty who meet expectations. We recommend deleting the “exceptional” category given the inherent inequities in the way it has been awarded.

[3.4.3 Merit Evaluation Categories \(SD9018S SD5713S SD2412S\)](#)

Each category of faculty activity is evaluated relative to minimum expectations, as defined in [Section 3.3.3](#). The rating of exceeds expectations is awarded to those whose accomplishments clearly surpass those minimum expectations, while the rating of significant accomplishments should be reserved for those faculty members whose activity clearly exceeds department and university norms or whose performance shows notable improvement over that of prior years.

The following categories will be used in evaluating the work of faculty members in annual evaluation:

~~**Below Standard:** This category is for faculty members who do not meet minimum expectations in either teaching, scholarship and scholarly or creative activity, and/or service, as defined in [Section 3.3.3](#). Faculty members in this category are not eligible for merit-based salary increases.~~

~~**Standard:** For faculty members who are fulfilling their job responsibilities by being effective teachers and meeting minimum expectations in scholarship and scholarly or creative activity and service, as defined in [Section 3.3.3](#), as well as in any administrative assignment.~~

~~**Accomplished:** For faculty members who have significant accomplishments in at least one area of faculty activity or exceed expectations in three areas; in either case, the faculty member must fulfill expectations in all other areas, including any administrative assignment.~~

~~**Superior:** For faculty members who have significant accomplishments in teaching and in at least one other category of faculty activity, including any administrative assignment.~~

~~**Exceptional:** This designation is given to a very small number of faculty members (typically no more than 4 per program area) selected by each program area dean and will be granted only in consultation with the Provost. An exceptional rating may be granted only to faculty members who have significant accomplishments in all areas of faculty activity or who have significant accomplishments in teaching and an extraordinary accomplishment in scholarship and scholarly or creative activity or service.~~

Improvement Plan Needed: This category is for faculty members who fall well below the minimum expectations in either teaching, service, or scholarship/scholarly or creative activity as defined in Section 3.3.3. Faculty members in this category are not eligible for merit-based salary increases.

Some Attention Needed: This category is for faculty members who are slightly below meeting minimum expectations in teaching, service, or scholarship/scholarly or creative activity as defined in Section 3.3.3.

Meets Expectations: This category is for faculty members who are meeting minimum expectations in teaching, service, and scholarship/scholarly or creative activity as defined in Section 3.3.3.

Exceeds Expectations: This category is for faculty members who exceed expectations in teaching, service, or scholarship/scholarly or creative activity while meeting expectations in the other category.

A faculty member with Professional Development Leave, an endowed Professorship, or any other assignment which removes ~~him or her~~ **them** from any teaching responsibilities will be expected to have correspondingly greater accomplishments in scholarship and scholarly or creative activity and/or service to compensate for a lighter teaching load.