

## 1. MERIT ADVANCES IN SALARY

1.01 The academic rank system is designed to serve as a guide for the placement in the faculty of newly appointed personnel and to provide a framework for annual merit advances in salary within rank guidelines. (See APS 900417, *Faculty Reappointment, Tenure, and Promotion*.)

1.02 Salary advances shall be awarded on the basis of merit except on those occasions when the legislature mandates periodic salary adjustments for all faculty. (See Academic Policy Statement 820317, *The Faculty Evaluation System*.)

## 2. SALARY STRUCTURE

Merit salary increases shall be awarded in accordance with the criteria and procedures established in this policy and in Academic Policy Statement 820317.

## 3. EVALUATIVE CRITERIA FOR MERIT ADVANCES

3.01 Merit advances in salary shall be based upon a determination of merit in relation to stated criteria.

3.02 Evaluation in the following categories will be considered in determining whether or not a merit advance in salary within rank will be recommended. (See Academic Policy Statement 820317 for specific evaluative criteria for each of the categories.)

- a. Teaching Effectiveness
- b. Scholarly and Creative Accomplishments
- c. Service
- d. Administrative Assignments (if applicable)

For special evaluative criteria pertaining to faculty members who are librarians, see Academic Policy Statement 810814, *Tenets for Academic Status for Professional Librarians*.