

Salary-setting Criteria

Department of Germanic Studies

Annual salaries of tenure-track faculty members in the Department of Germanic Studies are set by the Chair and based on the ranking of the colleagues' performance, as determined by the Chair, in the three areas of teaching, research, and service. The ranking of tenure-track faculty members is based on a twelve-point scale; four points possible in each area of teaching, research, and service. Annual salaries of non-tenure track faculty members (lecturers) are also set by the Chair, based on the ranking of their performance in the areas of teaching and service (ten points possible, five in each area). All lecturers in the Department of Germanic Studies have extensive service duties in addition to teaching (coordinators of Dutch and Norwegian programs, coordinator of high-school outreach, coordinator of the German House).