

From: Van Kooten, Richard James
Sent: Thursday, December 11, 2008 11:41 AM
To: Bower, Charles Raymond; Pauline.Gagnon; Jain, Vivek; Luehring, Frederick C;
Lunghi, Enrico; Mitchell, Ryan Edward; Warren, Garfield T.; Zieminska, Daria
Cc: Tillett, R J
Subject: Executive Committee Evaluation of Research Scientists

In discussions in the Departmental Executive Committee (EC), there was a desire to treat research faculty more in parallel to teaching faculty. Every year for teaching faculty, the EC reviews each annual faculty summary report to arrive at an evaluation that is used as input to determine their merit-based raise. The EC has voted that starting this year, we will also use the annual faculty summary reports of research scientists to evaluate them. This will allow the Department to better monitor scientists' performance and to recommend colleagues for promotion more systematically.

In addition, in previous years, the pool salary raise for research scientists paid by the Department/College was spread as an equal percentage raise across all research scientists. Starting this year, for research scientists:

- paid by the Department: the evaluation will be used as input, along with input from the research group's PI (if applicable), to determine a merit-based raise from the pool funding for raises.
- paid from a research grant: a summary of the evaluation will be passed along to the corresponding research group's PI for their information. The research group PI is responsible for setting annual raises.

This increases the importance of the annual summary report that is requested by the Dean of Faculty each year. Jordan will be sending a reminder message about the reports, but I wanted to make sure that the above was brought to your attention. Don't hesitate to contact me if you have any questions about this new procedure.

Thanks,
Rick

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