

Salary Rating Guidelines

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This table provides guidelines for evaluating faculty performance for the purpose of salary rankings. It should not be viewed as a rigid structure, and colleagues conducting the ratings are asked to use their discretion.

- Italicized items are relevant for non-tenure track lecturers only.
- The rating indicated is merited by any one item in the list.

Rating	Research	Teaching	Service
1 +	<ul style="list-style-type: none"> • Publication of a critical or analytical book • Publication of a scholarly critical edition with substantial apparatus • Awarding of a major national research grant • National prize for a publication 	<ul style="list-style-type: none"> • Publication of a text book • <i>Authorship of parts of a published textbook and ancillary materials</i> 	<ul style="list-style-type: none"> • Journal Editor • President of a national or international scholarly organization • Chair or Director (explain work load)
1	<ul style="list-style-type: none"> • 2 or more refereed articles • <i>Publication of research article not related to teaching</i> • Edited book (collection of essays with introduction and at least one contributed chapter) • Publication of an encyclopedia, dictionary etc. (as editor) • Publication of a translation with scholarly notes and introduction • Invited plenary or keynote lecture 	<ul style="list-style-type: none"> • Direction of Language Programs • Substantive redevelopment of a course (describe and provide documents) • Excellent student evaluations • Development of a new course 	<ul style="list-style-type: none"> • Chair or Director (explain work load) • DGS • DUGS • Service on major university committees (may be increased for multiple commitments) • Conference organizer
2	<ul style="list-style-type: none"> • 1 refereed article • 1 essay in collective volume • Co-authored publications where faculty member is not designated as principal author (provide documentation or explain co-authorship) 	<ul style="list-style-type: none"> • Direction of completed PhD • Redevelopment of course • Evidence of significant additional teaching (e.g. Independent Study courses) • Departmental working group participation 	<ul style="list-style-type: none"> • Officer in professional organization • Edited books or special numbers of a journal where there is no individual research contribution. • Review of tenure/promotion dossiers for universities other than IU (may be increased for

2 (cont'd)	<ul style="list-style-type: none"> • Publication of a translation • Article in selected proceedings of a conference 	<ul style="list-style-type: none"> • Revised edition of a text book • <i>Redevelopment of F/M 491-492</i> 	<ul style="list-style-type: none"> multiple commitments) • Review of manuscripts for publishers and journals, or of proposals for funding bodies (may be increased for multiple commitments) • Media interview relating to discipline • <i>Review of textbooks or pedagogical books</i> • <i>Organizing a new initiative in the department</i> • <i>Coordination of courses not taught</i> • <i>Participation in teaching workshop</i>
3	<ul style="list-style-type: none"> • Competitively submitted conference proposal leading to delivery of a paper. • Uncritical edition. 	<ul style="list-style-type: none"> • PhD directing • <i>Development of online courseware</i> • <i>Development of course materials including statement of goals and outcome evaluation</i> • <i>Personal teaching development: workshops, presenting, chairing, attendance</i> • <i>Invitation to teach at another university</i> 	<ul style="list-style-type: none"> • Book reviews • Panel Chair at conference
4	<ul style="list-style-type: none"> • No publications 	<ul style="list-style-type: none"> • Low percentile ranking in teaching evaluations 	<ul style="list-style-type: none"> • None, or very limited in scope