

Guidelines for Faculty Salary Increases

College of Pharmacy

According to University policy, all salary increases are made solely on the basis of merit, which is assessed initially by the department head within the College. Merit will be based upon the following criteria:

1. **Scholarship and Research.** All faculty are expected to conduct research and scholarly activities as broadly defined. Each department will define scholarship for the disciplines represented in the department.
2. **Teaching.** All faculty are expected to contribute to the teaching mission of the University. Teaching is defined broadly and includes education and training of undergraduate students, professional students, graduate students, and post-graduate residents and fellows.
3. **Service.** All faculty are expected to provide service as defined in the College Strategic Plan or department's promotion guidelines. This service must provide value to the University, College, and/or the department.
4. **Citizenship.** All faculty are expected to perform the tasks necessary for the smooth functioning of the department and the College. The proper performance of these tasks leads to an enhanced learning and research environment for students and an improved morale for faculty and staff.
5. **Administration.** In addition, those faculty with administrative responsibilities are expected to set administrative goals to be achieved during each academic year. The achievement of these goals will be evaluated by the direct supervisor of the administrator.

Each faculty member is expected to discuss in advance the relative effort spent on each of these activities with the head of their department. Each faculty member will provide the head of their department with an annual summary of their efforts as defined by the merit criteria specified above.