

Appendix A: Performance Weights and Workloads

At the beginning of the evaluation year, faculty will meet with department heads to discuss and set performance weights for their teaching, research, and service. These weights should reflect the faculty member's workload or assignment, as well as the desires and needs of the faculty member and needs of the department. For example, a faculty member with a six hour teaching load would have higher weights for research or service.

Department heads are expected to insure that faculty with reassigned time for research or service produce documented outcomes that justify the reassigned time.

Performance weights may be renegotiated if changes in faculty assignments have an impact on the existing weights for teaching, research, and service.

Upon approval from the Provost, departments in colleges that have a large number of clinical faculty or instructors, or have a unique feature of a discipline, may be permitted to use a pilot or experimental workload model that does not follow the recommended weight system. In these instances, there would need to be a well delineated plan for implementation that includes separate standards for both merit and tenure/promotion to account for the extra emphasis placed on teaching.

Note that grant activity is counted in the performance category in which the grant/contract work is most applicable – teaching, research, or service.

I. Tenured Faculty – 9 hour Teaching Load Equivalent (TLE)

Minimum Weight	Performance Category	Maximum Weight
30%	Teaching/Advising/Program Director/Accreditation Activity	60%
30%	Research/scholarship/creative activities	60%
10%	Service	20%

II. Tenured Faculty – 12 hour TLE

Minimum Weight	Performance Category	Maximum Weight
50%	Teaching/Advising/Program Director/Accreditation Activity	80%
10%	Research/scholarship/creative activities	40%
10%	Service	20%

III. Probationary Faculty

Minimum Weight	Performance Category	Maximum Weight
45%	Teaching/Advising	60%
35%	Research/scholarship/creative activities	50%
5%	Service	15%

IV. Renewable Lecturers & Greenwood Faculty

Minimum Weight	Performance Category	Maximum Weight
80%	Teaching/Advising	90%
0%	Research/scholarship/creative activities	10%

10%	Service	20%
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V. Research Faculty (Mountain Grove, CASE, or as designated in appointment letter or approved by Provost)

Minimum Weight	Performance Category	Maximum Weight
0%	Teaching/Grad Student Advising	25%
65%	Research/scholarship/creative activities	90%
10%	Service/Outreach activities	20%

VI. Library Faculty

Minimum Weight	Performance Category	Maximum Weight
60%	Librarianship (includes teaching)	80%
10%	Research/Scholarship/Creative Activities	30%
10%	Service	20%