

Selective Salary Guidelines for Scoring

Based on the standards set forth in the School of Medicine and University factors, including other evidence of scholarly or creative activities, teaching, and service that are recognized as appropriate by various academic disciplines or professions, each faculty member should be evaluated for the purpose of setting selective salary increments.

1. Research/Scholarship

Evaluation Group 1: For full professors, placement in Group 1 should indicate a record of scholarship that has gained extensive national recognition for its scope and quality. Scholarship in the forefront of the field is generally required for recognition in Group 1. Professors in this group should compare favorably with leading faculty members serving at research universities whose national standing in the same discipline is clearly above that of Wayne State University.

For associate professors, the same high-quality work is required. The scope of the work will be somewhat less because they have not been active as long as outstanding full professors in the same field. There should be national recognition of the faculty member's work, and it should be favorably and regularly cited. Associate professors in this group should compare favorably with leading faculty members at the same rank serving at research universities whose standing in the same discipline is clearly above that of Wayne State University.

For assistant professors, there should be evidence of high-quality work that promises to be in the forefront of their fields. Ordinarily, consideration of the quality of a doctoral dissertation and of papers delivered but not yet published (or accepted for publication) is appropriate for assistant professors only in the first two years of appointment. Thereafter there should be evidence of high-quality work published in selective journals. Assistant professors should be placed in Group 1 if the quality of their scholarly work is high enough to promise that, with continued work of the same quality and with a substantially broader record of such work, they would have high prospects for becoming a leading scholar in the field among their contemporaries.

Evaluation Group 2: Full professors and associate professors should be placed in Group 2 if their scholarship does not warrant placing them in Group 1, but it would plainly qualify them for promotion to their present rank using current promotion and tenure standards in the University.

Assistant professors should be placed in Group 2 if they are engaging in good quality scholarly work that meets the expectations on which they were hired but does not yet show, that if continued at the current level of quality and substantially broadened in amount and scope, it would promise that they would become a leading scholar in the field among their contemporaries.

Special consideration may be given to assistant professors in their first two years of service, as indicated above.

Evaluation Group 3: Associate and full professors should be placed in Group 3 if they are maintaining a program of scholarly or creative activity that would not be high enough in quality and/or large enough in quantity to warrant promotion to their present rank under current promotion standards at Wayne State University.

Assistant professors should be placed in Group 3 if their scholarly program has not yet produced work of sufficient quantity and quality for a person seeking to build a scholarly program that holds promise for placing them among the leading scholars in the discipline among their contemporaries.

Exceptions may be made for assistant professors in their first two years of service in that rank; the quality of papers they have in draft or of revisions in their dissertation made in expectation of publication as articles or a book may be examined.

Note: Faculty placed in Group 3 should be considered to be falling “short of expectations in research...” and “Each unit salary committee will be charged with making recommendations for improvement...” (WSU/AAUP-AFT Agreement, Article XXIV.I.C.4).

Evaluation Group 4: Associate and full professors should be placed in Group 4 if they have performance substantially below disciplinary norms and departmental factors. Assistant professors shall be placed in Group 4 if they do not meet the standards of Group 3.

Note: Faculty placed in Group 4 should be considered to be performing “substantially below the unit's factors and norms,” [and] the Salary Committee may recommend to the chair/director/dean that a peer mentoring committee be established to address the issues raised by the Salary Committee” (WSU/AAUP-AFT Agreement, Article XXIV.I.C.5).

Faculty (teaching) are typically not required to engage in scholarly or creative activity as part of their professional assignments, other than through their teaching. Thus, activity in this category may not be reported by these individuals and should not be evaluated as a negative factor in annual selective salary evaluations. However, if faculty (teaching) chose to report scholarly or creative activity, that activity should be evaluated using the same unit factors in force for faculty in the professorial ranks.

2. Teaching

Evaluation Group 1: Faculty members placed in Group 1 should have a record of outstanding teaching at the undergraduate and graduate levels (where there are graduate programs). Outstanding teaching should be demonstrated by very high levels of performance on all pertinent teaching criteria as outlined in the factors (see IV.2). There should be evidence of highly favorable student evaluations, by demonstrably high levels of student learning, and, wherever possible, by past recognition from University and/ or faculty colleagues for teaching excellence over the three-year period under consideration. When SETs/teaching evaluations are considered, persons reviewing faculty accomplishments may consider the biases that can impact student evaluations (e.g., course type, instructor characteristics, expected grade, and the students’ prior content knowledge).

Evaluation Group 2: Faculty members placed in Group 2 should demonstrate effective teaching on many of the pertinent teaching criteria as outlined in the factors of evaluation (see IV.2). There should be evidence of favorable student evaluation and of high levels of student learning. The standard for placing faculty members in Group 2 is that they must be engaged in teaching, that while not among the very highest group in the school or college, would clearly qualify them to meet the current standard for promotion to their present professorial rank. When SETs/teaching evaluations are considered, persons reviewing faculty accomplishments may consider the biases that can impact student evaluations (e.g., course type, instructor characteristics, expected grade, and the students’ prior content knowledge).

Evaluation Group 3: Faculty members placed in Group 3 should be engaged in effective teaching on some of the pertinent teaching criteria as outlined in the factors of evaluation (see IV.2). Such faculty members receive somewhat mixed reviews of teaching from students and from faculty colleagues, and evidence of student learning will be mixed. In general, faculty members placed in Group 3 are engaged in satisfactory teaching, but their teaching would not be sufficient to gain promotion to

their present rank using current promotion standards. When SETs/teaching evaluations are considered, persons reviewing faculty accomplishments may consider the biases that can impact student evaluations (e.g., course type, instructor characteristics, expected grade, the students' prior content knowledge).

Note: Faculty placed in Group 3 should be considered to be falling “short of expectations in... teaching...” and “Each unit salary committee will be charged with making recommendations for improvement...” (WSU/AAUP-AFT Agreement, Article XXIV.I.C.4).

Evaluation Group 4: Faculty members placed in Group 4 generally have performance substantially below disciplinary norms and departmental factors, including substantially less favorable student and peer evaluations of teaching in comparison to unit norms in the same school/college, and the evidence of student learning is mixed. The quality of teaching for faculty members in Group 4 is below that which would be expected to gain promotion to their present rank and would not be sufficient to gain appointment to the University in any rank. When SETs/teaching evaluations are considered, persons reviewing faculty accomplishments may consider the biases that can impact student evaluations (e.g., course type, instructor characteristics, expected grade, the students' prior content knowledge).

Note: Faculty placed in Group 4 should be considered to be performing “substantially below the unit's factors and norms, the Salary Committee may recommend to the chair/director/dean that a peer mentoring committee be established to address the issues raised by the Salary Committee” (AAUP-AFT Agreement, Article XXIV.I.C.5).

Faculty (research) are typically not required to engage in teaching as part of their professional assignments, other than through their research/scholarship. Thus, activity in this category may not be reported by these individuals and should not be evaluated as a negative factor in annual selective salary evaluations. However, if faculty (research) chose to report teaching activity, that activity should be evaluated using the same unit factors in force for faculty in the professorial ranks.

3. Service

Evaluation Group 1: Faculty members should be placed in Group 1 if they have engaged in substantial, high-quality service to their profession and/or the community and have, in addition, rendered, at a minimum, consistent, high-quality service in a responsible role to the University.

Evaluation Group 2: Faculty members should be placed in Group 2 if they have engaged in substantial, high-quality service in a responsible role to the University and have a record of some responsible contributions to their profession and/or the community.

Evaluation Group 3: Faculty members should be placed in Group 3 if they have provided only modest service in quantity or quality to their profession, the community, or the University.

Evaluation Group 4: Faculty members should be placed in Group 4 if they have performance substantially below disciplinary norms and departmental factors and they do not meet the standards of Group 3.

Note: Faculty placed in Group 3 or Group 4 should be considered to be falling “short of expectations in... service,” and “Each unit salary committee will be charged with making recommendations for improvement...” (WSU/AAUP-AFT Agreement, Article XXIV.I.C.4).

Resources:

University Guidelines for Selective Salary Evaluation of Faculty:

<https://provost.wayne.edu/resources/academic-personnel/selective-salary>

University Factors:

<https://provost.wayne.edu/resources/academic-personnel/promotion-tenure>

School of Medicine Factors:

<https://facaffairs.med.wayne.edu/mainfactors>