

FACULTY EXCELLENCE - GUIDANCE

We aim to recruit and develop a faculty of distinguished scholars, teachers and leaders.
 We aim to support every faculty member to great work in alignment with school priorities.
 We aim to reward faculty members in line with their market and contribution to the school.
 At minimum, faculty members should fulfill all three bases and be active in at least one domain.

<p>Distinguished Scholar <i>Define the frontier of knowledge</i> Outstanding publications quality over past 5 years</p>	<p>Distinguished Teacher <i>Define premium learning</i> Outstanding learning outcomes over past 5 years</p>	<p>Distinguished Leader <i>Define exemplary leadership</i> Outstanding leadership outcomes over past 5 years</p>
<p>Research Active <i>Contribute to the frontier of knowledge in areas of school focus</i> Safe-harbor: 3 publications from journal list in past 5 years Other criteria include</p> <ul style="list-style-type: none"> • Editorship of major journal • Placement of PhDs at peers • Research grants & presentations • Quality of publications 	<p>Teaching Active <i>Contribute to the design and improvement of premium learning experiences</i> Safe-harbor: same as base with one extra course in base load Other criteria include significant premium learning innovations</p>	<p>Leadership Active <i>Contribute to the implementation of school strategy and leadership of sub-unit(s)</i> Safe-harbor: leadership assignment priced at one course equivalent or more Other criteria include significant external service assignments</p>
<p>Base Research <i>Participate in the conversation at the frontier of knowledge in areas of school focus</i> Contributions to thought leadership within the school, academia and industry</p> <p><i>4 course</i></p>	<p>Base Teaching <i>Participate in the improvement of the delivery of premium learning</i> Delivery of learning experiences in line with school progress within base load of three courses.</p>	<p>Base Service <i>Participate in the life of campus, school, and department/centers</i> Participation in campus, school, departments and centers activities and governance Respectful and professional interactions within the university</p> <p><i>Violation no pay increase</i></p>
<p>Processes</p> <ul style="list-style-type: none"> • Regular input into Digital Measures • Yearly professional development for guidance <ul style="list-style-type: none"> – Individual submit initial statements – Deans add complements – Department proposes positioning on matrix – Subcommittee reviews and proposes adjustments – Dean and Dept. chair finalize assessment and guidance to faculty member • Five-year and promotion reviews <ul style="list-style-type: none"> – Committee proposes adjustments to base salary, summer support, teaching load, named chair based on thorough research/teaching/leadership evaluation relative to internal and external peers by committee – Subcommittee reviews and evaluate proposal – Dean finalize assessment and decides adjustments • Assistant Professors <ul style="list-style-type: none"> – Yearly process complemented by detailed feedback from department with supplementary requirements – Salary review in third year akin to 5-year review <p><i>no summer</i></p>		<p>Contractual Outcomes</p> <ul style="list-style-type: none"> • Base salary <ul style="list-style-type: none"> – Market value at 5-year review and promotion, close to market in between – Beyond market value when market does not reward distinguished performance critical to the school – Other adjustments triggered by <ul style="list-style-type: none"> • UW guidance (e.g., 1% in FY14 and FY15) • Pre-emption or retention upon recommendation of Dept. Chair or deans • Summer support in addition to summer teaching <ul style="list-style-type: none"> – In support of research for research active faculty – In support of distinguished performance • Named chair <ul style="list-style-type: none"> – Specific responsibilities or function, or – Research active, – Distinguished performance • Temporary base adjustments <ul style="list-style-type: none"> – Specific responsibilities or project • Research funding <ul style="list-style-type: none"> – Minimum of \$7,5K in FY14 for research active faculty