



EARTH & SPACE SCIENCES

UNIVERSITY of WASHINGTON

College of the Environment

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Levels of merit considered in the annual ESS merit reviews

Evaluations are conducted consistent with [Faculty Code Sec. 24.55 Procedure for Salary Increases Based Upon Merit](#). Following this code, a merit recommendation is given for a faculty member at four levels. The faculty code implies that an evaluation should recognize at least the first three levels of merit listed below and the code allows for a higher level. However, the Faculty Code does not give specific descriptions of the levels, which is left to the judgement of departmental faculty. Descriptions of the levels of merit for ESS evaluation are as follows (noting that the Code states that “reviews shall consider the faculty member's cumulative record”):

1) No merit: Less than the conditions required for meritorious.

2) Meritorious:

Meets basic expectations of research/scholarship, teaching, and service, and has an impact in these categories consistent with the faculty member's rank. The basic expectations are as follows, to a degree consistent with a faculty member's rank: the faculty member is teaching classes with acceptable collegial reviews and student evaluation, has active research, and has some service activities.

This level is intended to conform to [UW Faculty Salary Policy Executive Order 64](#):

“If deemed meritorious...the faculty member shall in the following academic year receive the 2% or the minimum equal-percentage merit increase that has been approved for that year.”

3) Highly meritorious:

Has higher performance than meritorious, interpreted as follows, to a degree consistent with a faculty member's rank: a healthy teaching record, research/scholarship output that equals or exceeds those of peers within the relevant research area, and identifiable worthy service to the department, college, UW, the national or international community.

This level is intended to conform to [UW Faculty Salary Policy Executive Order 64](#):

“Higher levels of performance shall be recognized by higher levels of salary increases as permitted by available funding.”

4) Exceptionally meritorious:

Has better performance than “highly meritorious” by having an exceptional impact in teaching, research or service. As noted in [Faculty Code Sec. 24.55 Procedure](#)



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[for Salary Increases Based Upon Merit](#), the impact of a faculty member will be considered “on the department, school/college, University, and appropriate regional, national, and international communities”.

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