

**SCHOOL OF MUSIC  
STEPHEN F. AUSTIN STATE UNIVERSITY**

**MERIT MODEL**

Approved by the music faculty, fall, 1992; approval reaffirmed, fall, 1994; revised, 1/20/98; reaffirmed, spring, 2008.

**EVALUATING LEVELS OF PERFORMANCE - 4 POINT SYSTEM:**

- 4 = Outstanding Performance
- 3 = Very Good Performance
- 2 = Satisfactory Performance
- 1 = Weak Performance
- 0 = Unsatisfactory Performance

**AREAS OF EVALUATION AND WEIGHTING:**

- 60% = Teaching
- 40% = (1) Creative Activities/Research & (2) Service [Faculty member may elect weighting for each of these two areas; neither area may receive less than 10%, however.]

**PROCEDURE:**

1. Each person will be rated in each of the three areas on a 4-point scale.
2. The rating in each area will be multiplied by the percentage weighting.
3. The final total will be divided by 100 to produce a final "level of performance" rating.

**MERIT PLAN:**

- 3.5 - 4.0 High Merit = 3 units of merit
- 3.0 - 3.4 Medium Merit = 2 units of merit
- 2.5 - 2.9 Low Merit = 1 unit of merit
- 0.0 - 2.4 No Merit = 0 units of merit

The total amount of funding for merit given to the Department each year will be divided by the total number of merit units awarded to determine the dollar amount of each merit unit. Thus, the dollar amount for each merit unit will vary from year to year.

The **Merit Review Panel** consists of six elected members, two from each area represented on the Music Advisory Committee. Members must have been full-time faculty members in the Department for a minimum of three years at SFA before they serve on the panel. Committee members may NOT serve two consecutive terms. Each area has been asked to establish guidelines for awarding merit in its area.