

# Policy on the Assignment of Evaluation Weights

Proposal for vote

April 3, 2019

Each faculty member has a weight for teaching  $T$ , research  $R$ , and service  $S$ , with  $T + R + S = 100\%$ . Default values and constraints on these weights for each faculty type are set by college or university policy. Default values for individual faculty may also be set based on the specifics of their position. Within these constraints, the weights for each faculty member shall be automatically modified under the following conditions:

- If the faculty member receives a one-course teaching reduction due to a major service responsibility, then 10% will be added to their  $S$  and subtracted from their  $T$ .
- If the faculty member receives a one-course teaching reduction due to a research opportunity or buy-out from a grant, then 10% will be added to their  $R$  and subtracted from their  $T$ .
- If the faculty member receives a one-course teaching increase due to low research activity, then 10% will be added to their  $T$  and subtracted from their  $R$ .

Multiple such modifications may be combined.