

History Department Point System

This system is based on the fact that the University requires each faculty member to have a point total for accomplishments, as well as to determine the median for the Department. In order to do this, and with the support of the executive committee, I have created a menu for determining points.

Scholarship

Book	14
Major article	4
Minor article (short)	1.5
Book chapter	3
Edited book w/chapter	5
Textbook	4-6
Grant	1
Significant prize/award	1
Professional research talk	1
Translation/reprint	1
Book review	.5
Encyclopedia	.5
Commentator	.5
Public talk/newspaper	.25-.10 (recognizes audience and type of talk)
In progress	
Completed, in press	1.5
Complete comments	1
Early contract	1
Continuing work	.5

Points then become units on the scale by a ratio. For example: If the range goes from 1-14 – there is a 13 point range. As the range for satisfactory work on the scale is 5 – 9 there is a 4 point range there. By the formula $13(x) = 4$ which gives us $x = .31$, someone with an article (4 points) a conference paper (1 point) and continuing work on a book (.5) would receive $5.5 \text{ points} \times .31 = 1.7 + 5 = 6.7$ on the scale or 17 units. This procedure takes account for a variety of accomplishments and styles of working. Although it sounds complicated, it really isn't.

Service

Exceptional contribution to the profession or university	1
Major committee	.5
Minor committee	.25
Manuscript read	.10-.25
Conference organizer	.5
External reviewer	.25
Editorial board	.10

As in research, a ratio is set up, and the final points are multiplied by the factor (usually around .75) to receive a total. Again, if the work has been satisfactory, this score is added to 5 for a total on the scale. Units are determined by total decimals from 5.

Teaching

Courses extremely below;	0
Courses all below dept. average	1
Courses range around dept average	2.5
Courses consistently above dept average	3
Courses well above dept. average	3.5
Additional points	
New course	1
Honors add on section	.5
Second Writing section	.5
Special need to the Dept	.25
Honor or recognition	1
Other	may range

Procedure. Multiply by .8; add to 3.7