

UNM Department of Anthropology
Annual Faculty Salary Review
Calendar Year: January-December 2017

Electronic Submission Due: MARCH 5, 2018 5 PM

Name:	
Subfield:	
Position and Rank:	
Years in Rank:	

Instructions:

Complete the relevant sections included in this document for your Annual Salary Review. Provide **workload self-scores** for Scholarship, Service and Other (as appropriate) at the end of each section. (The Chair will provide scores on instruction as part of the Faculty Workload Report.) ***Please note: you will receive a composite WORKLOAD score, as well as an ANNUAL REVIEW score.***

How to calculate workload:

The workload is calculated so that 23 workload units is considered "average" and "sufficient" and the max load possible is twice that, or 46. With the range between average and max in mind, teaching accounts for 9-18 units, scholarship 9-18 units, and service 5-10. A person who does less than whatever is considered average could obviously score below the average 9-9-5 formula.

For teaching, the scoring is fairly straightforward and the College has made some pronouncements. Two classes, of whatever size and effort, count for 6 units, and all the rest of our pedagogical work counts for another three. Obviously there are many faculty who through advising, mentoring and chairing students' committees are going to accrue more than 3 units in that area. Some people have a one class release during certain semesters, but full or more than full advising loads, etc. The idea is to look at the total of what each faculty member does with respect to teaching and students as a whole and come up with at least 9 units and likely many more.

Scoring scholarship is challenging. This document will prompt you to list all of your publications that came out in 2017, the grants you were awarded, papers given, and all the demonstrable instances of your productivity that you provide for salary review, you should also list things you are working on but haven't submitted or even completed necessarily. In other words: book, article and chapter manuscripts, exhibits, films, presentations, grants, fellowships and all sorts of projects that you worked on in 2017.

Please add something brief and to the point about the time and effort- -i.e. the work- - of

conducting research itself to your personal statement. Scoring your research and scholarship should then include publications, grants, and presentations as the three components of the average 9 and max 18 workload units, adding research into that as a fourth component. Please provide a score of your own scholarship on the fillable form. Come up with a score and very briefly outline how you estimated it in the comments space provided below the score.

Please also self-evaluate your service, keeping in mind that service is considered to accrue to one's subfield, department, the University, the profession, and the greater public, and the myriad combinations thereof. There is a separate category for "Other" kinds of work, especially including administrative work, which you will also self-evaluate. Some faculty are structurally doing more admin work and less teaching as part of the appointments in the College.

Maximum self-score for each category:

Scholarship: 9-18 points

Instruction: 9-18 points

Service: 5-10 points

Other: 5-10 points

Committee Rubric:

Rankings (decimals are acceptable: [1] Outstanding; [2] Good; [3] Satisfactory; [4] Inadequate

Weight per category: Teaching=.40 (40%); Scholarly Work=.40 (40%); Service=.20 (20%)

Committee Composite Score: Average of the three committee member scores

Professional Recognition

Honors and Awards:

Fellowships and Scholarships:

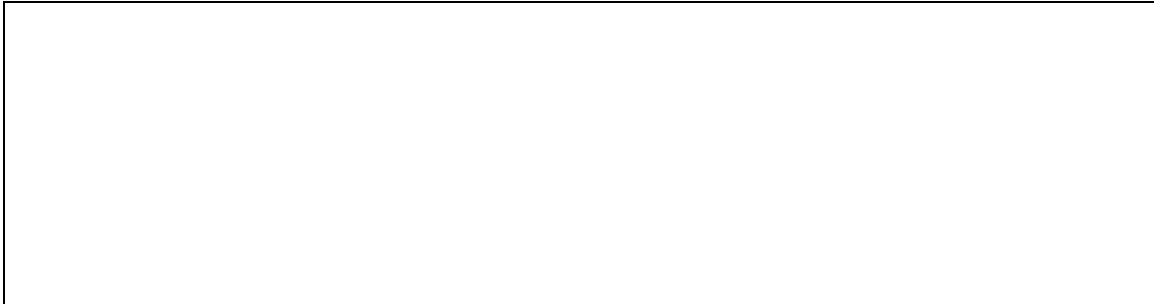
Other Professional Appointments:

Personal Statement

Probationary faculty undergoing annual review in current Spring semester: The dossier-required “statement of self-evaluation based upon goals set for the previous year” and statement setting goals for the coming year.” Please included a brief description of your research.

Faculty evaluated for tenure/promotion/mid-probationary review in Fall or Spring of current year: The dossier-required “expanded statement of scholarly professional achievements and future goals,” also include teaching, service, and a brief description of your research.

All other tenured faculty: Review packet-required “self-evaluation of their record of teaching, scholarly work, and service during the previous calendar year and goals for the next calendar year.” Please include a brief description of your research.

A large empty rectangular box with a thin black border, intended for the user to provide a brief description of their research as requested in the text above.

Annual Salary Review: RESEARCH AND SCHOLARSHIP (0-18 Points)

Publications

Books Co-Authored, Authored, or Edited:

Special Journal Issues, Videos, Films, Recordings, Major Exhibits, Performances or Comparable Materials:

Peer Review Articles:

Peer Reviewed Book Chapters:

Encyclopedia Entries:

Published Abstracts or Proceedings Papers:

Book Reviews:

Other Non-Peer Review Papers:

Technical Reports or Monographs (and Chapters):

Accepted for publication (*Note date of acceptance and probable date of publication*):

Submitted for publication (*Note date of submission*):

Publications in preparation:

Other Creative Scholarship

Public Anthropology (Collaborative Research, Community Training, Expert Testimony or other Pro Bono Work)

Presentations (or other Participation) at Professional Meetings

Symposia Organized and/or Chaired:

Invited Professional Presentations (Conferences, Seminars, Colloquia):

Volunteered Professional Presentations:

Consulting or Formal Research Collaborations or Groups

Grants or Contracts

External New:

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External Continuing:

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External Pending:

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Internal New:

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Internal Continuing:

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Internal Pending:

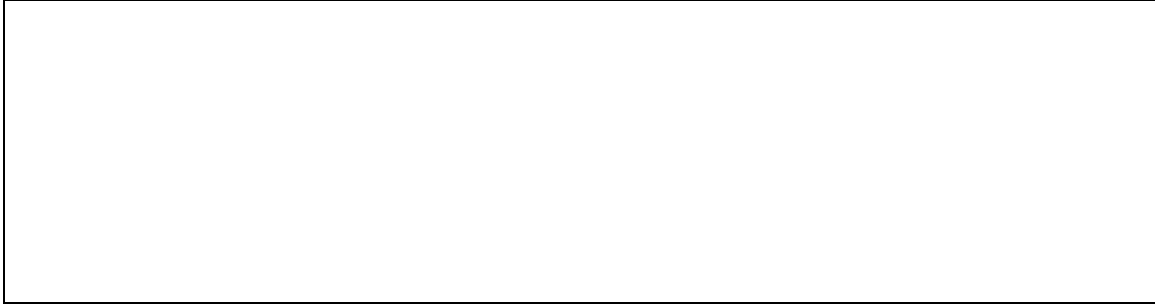
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Collections and Information Management

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SCHOLARSHIP	
Fall Workload Units (0-18)	Self Score:
	Chair's Score:
Spring Workload Units (0-18)	Self Score:
	Chair's Score:
Committee Annual Review Score	
Chair's Annual Review Score	

SELF SCORE COMMENTS:



Annual Salary Review: INSTRUCTION (0-18 Points)

Instructional Record

UNDERGRADUATE INSTRUCTION

Undergraduate Classroom or On-Line Courses Taught:

Fall		Attributes						Spring		Attributes					
		A	B	C	D	E	F			A	B	C	D	E	F
Course No.								Course No.							
Enrollment								Enrollment							
		Attributes								Attributes					
Course No.								Course No.							
Enrollment								Enrollment							
		Attributes								Attributes					
Course No.								Course No.							
Enrollment								Enrollment							

Fill in where appropriate:

- [A] Large section >50 students = 2, > 100 students = 3; > 200 students = 4
- [B] General education or major/subfield requirement;
- [C] Lab Class or Section;
- [D] Field class;
- [E] New course or First time taught;
- [F] Also taught as 500 level with 2 or more graduate students

Faculty Member's IDEA Scores:

Spring 2015		Average Score				
		A	B	C	D	E
Course No.						
Sample						
Course No.						
Sample						
Course No.						
Sample						

Fill in Mean scores:

- [A] Progress on Relative Objectives;
- [B] Excellent Teacher;
- [C] Excellent Course;
- [D] Average of B and C;
- [E] Summary Evaluation (Average of A&D)

Faculty Member's Evaluation KIT Scores:

Fall 2015		Average Score				
		A	B	C	D	E
Course No.						
Sample						
Course No.						
Sample						
Course No.						
Sample						

Fill in Mean Scores:

- [A] Instructor's overall teaching effectiveness;
- [B] How comfortable do you feel approaching the instructor;
- [C] Learning objectives clearly communicated;
- [D] How much did you learn;
- [E] How much effort did you put into the class.

GRADUATE INSTRUCTION

Graduate Seminars Taught:

Fall		Attributes				Spring		Attributes			
		A	B	C	D			A	B	C	D
Course No.						Course No.					
Enrollment						Enrollment					
		Attributes						Attributes			
Course No.						Course No.					
Enrollment						Enrollment					

Fill in where appropriate:

- [A] More than 12 students;
- [B] Lab component; Field class; Internet Component;
- [C] New Course or First Time Taught;
- [D] Graduate Students Outside Department

Faculty Member's Student Evaluation Scores:

Fall		Average Score				Spring		Average Score			
		8	11	15	18			8	11	15	18
Course No.						Course No.					
Sample						Sample					
Course No.						Course No.					
Sample						Sample					

Fill in Mean score:

- [8] Instructor;
- [11] Readings;
- [15] Written Work;
- [18] Rate this Course

Additional Instructional Record

Undergraduate

399:

497:

498:

499:

Honors Supervision:

Graduate

597:

598:

599:

Master's Thesis/Paper Committee Member:

Masters Thesis/Paper Committee Chair:

697:

698:

699:

Dissertation Committee Member:

Dissertation Committee Chair:

Graduate Students' Grants or Fellowships:

Completed PhD (Academic Year) and Placement:

Outside Department or UNM MA Committee/Reviewer:

Outside Department or UNM PhD Committee/Reviewer:

INSTRUCTION	
Fall Workload Units (0-18)	Self Score: Not Applicable
	Chair's Score:
Spring Workload Units (0-18)	Self Score: Not Applicable
	Chair's Score:
Committee Annual Review Score	
Chair's Annual Review Score	

Annual Salary Review: SERVICE (0-10 Points)

Professional and Public Service

External Professional Reviewing (e.g., Promotion and Tenure, Distinguished Professorships, Program Reviews)

Reviewing for Funding Organizations

Reviewing for Journals or Presses

Professional Offices, Committees, Panels, and Editorial Boards:

Public Anthropology (Outreach, K-12 Education, Websites, Interpretive Activities, Other):

Media Appearances and Interviews:

University Service (Committees, Faculty Senate, etc)

Department

College/University

Community Service: Invited Public Presentations

Volunteered Community Service

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<i>SERVICE</i>	
Fall Workload Units (0-10)	Self Score:
	Chair's Score:
Spring Workload Units (0-10)	Self Score:
	Chair's Score:
Committee Annual Review Score	
Chair's Annual Review Score	

SELF SCORE COMMENTS:

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Annual Salary Review: OTHER (0-10 Points)

University Administration Activities

Chair or Unit or Program Director:

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Other University Administration:

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Management of Collections, Records, Documents

Physical Condition, Preservation and Storage of Specimens and Documents

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Electronic Databases

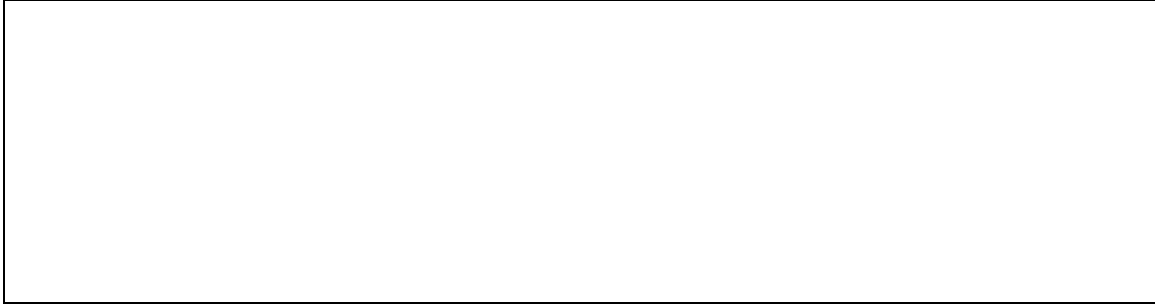
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Establishing Policies and Procedures

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OTHER	
Fall Workload Units (0-10)	Self Score:
	Chair's Score:
Spring Workload Units (0-10)	Self Score:
	Chair's Score:
Committee Annual Review Score	
Chair's Annual Review Score	

SELF SCORE COMMENTS:



Annual Salary Review: SCORING SUMMARY

<i>WORKLOAD SUMMARY</i>	
Committee Annual Review COMPOSITE Score	
Chair's Annual Review COMPOSITE Score	
Finalized Workload Score	

SELF SCORE COMMENTS:

CHAIR COMMENTS: