

**Lecturer Merit Policy  
Department of Business  
University of Wisconsin-Parkside  
Adopted February 26, 2010**

The purpose of this document is to specify the policy for determining merit scores of lecturers in the Department of Business (DoB). The maximum overall merit score for lecturers is 5. The overall merit score is computed using a weighted average of merit scores for teaching, research and service.

Each lecturer can allocate the weights for teaching, research and service categories according to the following guidelines:

- Teaching weight must be a minimum of 55%, but cannot exceed 75%
- Service weight must be a minimum of 10%
- Total of all weights for teaching, research and service must be 100%

The teaching merit policy for lecturers is the same as that for tenure track faculty members outlined in a separate document. The research merit for lecturers is determined by their publication record and conference research presentations. Lecturers who maintain AQ status are awarded the maximum research merit score. Service merit policies for lecturers are the same as those for tenure track faculty members (under the section untenured faculty upto the year before tenure year) outlined in a separate document.

It is expected that lecturers maintain AQ or PQ status. If a lecturer is neither AQ nor PQ, they are evaluated for at most eighty five percent of the merit (75 percent weight for teaching and 10 percent weight for research/service).