1. The purpose of this program is to recognize and reward faculty productivity in teaching, scholarly endeavors and service. Awards will be for full-time faculty who go above and beyond normal job expectations and demonstrate true excellence. The individual colleges are responsible for implementing these procedures. Award recipients will be selected and awarded according to these criteria:
2. The colleges of Agriculture and Human Sciences, Business Administration, Education, Engineering and each of the three divisions of the College of Arts and Sciences will present one award to faculty for demonstrated excellence in each of the following categories:
   a. a teaching award for senior level faculty (associate and full professors)
   b. a teaching award for junior level faculty (assistant professors and instructors)
   c. a scholarship award for senior level faculty
   d. a scholarship award for junior level faculty
   e. a service award (for a faculty member at any professorial rank)
3. Faculty from the Jernigan Library will be added to the faculty from the social sciences division of the College of Arts and Sciences to be considered for these awards.

4. Each recipient of a faculty award will receive a plaque and a pre-tax $3500 monetary award.

5. Monetary awards will be dispersed through the university payroll system in September and will be reduced through payment of appropriate taxes. These one-time merit payments will not be added to base salaries.

6. Awards will be based upon faculty productivity during the previous calendar year.

7. Criteria for eligibility:
   a. Faculty may receive only one award in a given year.
   b. Faculty who receive an award will not be eligible for that award in the following year.
   c. To be eligible for this award faculty must demonstrate outstanding performance as evidenced by an overall rating of outstanding or higher on a current performance evaluation (as per TAMUS policy 31.01.08).

8. Measures of Teaching Productivity may include:
a. creating measurable increases in student learning outcomes,
b. Student Rating of Instruction scores,
c. advising excellence,
d. innovation in course design and student evaluation,
e. participation in activities that enhance teaching,
f. service as a mentor to other faculty,
g. outstanding classroom teaching techniques,
h. development of internet or distance education courses,
i. providing undergraduate experiential learning opportunities,
j. trends in semester credit hour generation

9. Measures of Research and Scholarly Productivity may include:
a. publication of national refereed journal articles (primary authorship weighted most heavily),
b. published books or significant book chapters,
c. grant dollars received,
d. number of grants received,
e. research expenditures,
f. number and quality of regional or national juried shows/exhibitions or performances

10. Measures of Service Productivity may include:
a. Student recruitment activities,
b. Student retention activities,
c. Active participation on department, college, or university committees,
d. Providing discipline-specific expertise to outside stakeholders,
e. Providing leadership as a student club or organization advisor

11. Award recipients will be selected as follows:
a. Faculty, students, chairs and deans may submit nominations for the award in each category. No self-nominations will be considered.
b. Faculty, department chairs and unit heads may be nominated for an award.
c. A college committee composed of elected faculty (department chairs and unit heads are eligible to be elected) will solicit nominations, gather and evaluate credentials and other evidence, and make recommendations for selection to the dean. Faculty nominated for an award cannot serve on this committee.
d. The committee shall provide assurance that nominated faculty meet the criteria for eligibility (outstanding or higher rating on annual evaluation, only one award per faculty member).

12. This program will be implemented according to the following timeline:
a. The program will be announced at the fall general faculty meeting. Recipients from the previous year will also be recognized at that meeting.
b. The committees will complete their work by March 10. Some units may choose to use reporting data from the annual evaluation reports in their deliberations.
c. The payment of the award will be processed as part of the regular merit raise
procedure.
d. Award ceremonies will be held before the end of Spring Semester.

13. The President’s Office will supply plaques for these awards.

N: Office of the Provost and Vice President for Academic Affairs

RECOMMENDATION: ________________________________________________ Provost and Vice President for Academic Affairs

RECOMMENDATION: ________________________________________________ Compliance Officer

APPROVAL: ________________________________________________ President Date