Faculty Merit Voting Matrix

*Faculty members in the tracks and ranks of Professor, Research Professor, Teaching Professor, Associate Professor, Research Associate Professor, Associate Teaching Professor, Assistant Professor, Research Assistant Professor, and Assistant Teaching Professor are **eligible to vote**. In addition, full-time senior artists in residence, full-time lecturers, and full-time artists in residence are **eligible to vote**. A retired assistant professor, associate professor, or professor, or a retired research assistant professor, research associate professor, or research professor, or a retired teaching professor, associate teaching professor, or assistant teaching professor, or a retired principal lecturer or senior lecturer, is also eligible to vote on merit and merit-based salary increases during the quarter(s) he or she is serving on a part-time basis.

**All faculty, whether serving under visiting, acting, research, clinical, or affiliate appointment, or whether serving on a part-time or full-time basis, shall be reviewed annually for merit to arrive at a recommendation for any applicable merit-based salary increase.

Matrix

Rank or Title of Faculty Member**	Faculty Eligible to Vote on Merit*
- Professor - Teaching Professor - Affiliate Professor - Acting Professor - Visiting Professor	- Professor - Teaching Professor
- Associate Professor - Associate Teaching Professor - Affiliate Associate Professor - Acting Associate Professor - Visiting Associate Professor	- Professor - Teaching Professor
- Assistant Professor - Assistant Teaching Professor - Affiliate Assistant Professor - Acting Assistant Professor - Visiting Assistant Professor	- Professor - Teaching Professor - Associate Professor - Associate Teaching Professor
- Senior Lecturer, part-time quarterly - Senior Artist in Residence, full-time or part-time	- Professor - Teaching Professor - Associate Professor - Associate Teaching Professor - Assistant Professor - Assistant Teaching Professor

Rank or Title of Faculty Member**	Faculty Eligible to Vote on Merit*
• Lecturer full-time or part-time • Visiting Lecturer • Artist in Residence, full-time or part-time	• Professor • Teaching Professor • Associate Professor • Associate Teaching Professor • Assistant Professor • Assistant Teaching Professor

Faculty Code References
- Faculty Code Section 21-31: Establishes "Membership in the Faculty" and "voting eligibility based on superior rank"
- Faculty Code Section 21-32: Establishes "Voting Membership in the Faculty"
  - 21-32A: Establishes that a retired assistant professor, associate professor or professor (tenure-track, tenured, WOT, research, or teaching), or a retired principal lecturer or senior lecturer, are eligible to vote during the quarters they are serving on a part-time basis.
  - 21-32B: Establishes the ranks and titles of those members of the faculty who do not have any voting rights (e.g. clinical, clinical dental pathway, affiliate, acting, visiting).
- Faculty Code Section 24-40: "WOT faculty members have same rights, responsibilities and obligations as tenure-track and tenured faculty members at those ranks"
- Faculty Code Section 24-55: Establishes "Procedure for Salary Increases Based Upon Merit"
  - 24-55B: Merit and salary of each faculty member below the rank and title of professor shall be considered by the voting members of the department superior in rank and title.
  - 24-55C: The chair of a department, or dean of an undepartmentalized school/college shall consider the merit and salary of each full professor in their unit with the advice of the full professors based on a procedure approved by the voting members of the unit.
- Faculty Code Section 24-57: Establishes "Procedural Safeguards for Merit-Based Salary"
- Executive Order 45: Documentation of Qualifications and Recommendations for Promotion, Tenure, and Merit Increases