

**UNIVERSITY OF NORTH TEXAS
DEPARTMENT OF ACCOUNTING
Lecturer Employment Review Process
(First Draft Fall 08)**

The merit evaluation process of the Department of Accounting is performed annually by the Personnel Affairs Committee and an independent evaluation is performed by the Department's Chairperson. Each lecturer is evaluated on their individual performance in the areas of Teaching, Research, and Service. Each lecturer receives a ranking in each of the evaluated areas and an overall performance ranking. These rankings are categorized as follows, on a 1 to 10 scale.

Outstanding	9.0 to 10.0
Very Good	8.0 to less than 9.0
Good	7.0 to less than 8.0
Satisfactory	5.0 to less than 7.0
Unsatisfactory	Below 5.0

Lecturers are subject to counseling or termination by the department chair if they receive an overall ranking of "Unsatisfactory" in an annual evaluation. The final ranking used to determine whether a lecturer is subject to counseling or termination is the ranking which results from the reconciled views of the Personnel Affairs Committee and the Department Chairperson.