

**City University of Hong Kong
School of Creative Media**

Criteria for Performance-based Pay Review

HUMANITIES (Publishers, Journals, Conferences)

(A) Publishers Ranking (Humanities)

A+	<p>Publication by the following publishers, <u>or</u> a publisher of comparable standard and visibility (with justification, and subject to approval by the advisory committee):</p> <p>Cambridge University Press Cornell University Press Columbia University Press Duke University Press Harvard University Press John's Hopkins University Press John Wiley & Sons MIT Press Cambridge Mass Oxford University Press Oxford University Press Clarendon PHAIDON Princeton University Press Stanford University Press University of California Press University of Chicago Press University of Pennsylvania Press Yale University Press</p>
A	<p>Publication by the following publishers, <u>or</u> a publisher of comparable standard and visibility (with justification, and subject to approval by the advisory committee):</p> <p>Allen & Unwin Academia-Bruylant Ashgate / Avebury Aspen Assouline Basic Books, Inc. Ballinger Publishing Co. Berg, Oxford Blackwell Brill Brown University Press CRC Press Coach House Books Continuum Press Craftsman House (Sydney) Darmouth College Press Distributed Art Publishers (New York) Edward Elgar Elsevier Science and Technology Fudan University Press Garland Science Garrisberg MacMillan Greenwood Harcourt Brace Jovanovich, Inc. Harper & Row Publishers, Inc. Hart</p>

Harwood Academic Publishers
 Heinemann
 Hatje Cantz
 Hoover Institution Press of Stanford University
 James Currey
 Kegan Paul International
 Kluwer Academic Publishers
 Lit Verlag
 Lynn Rienner
 Macmillan (London)
 M.E. Sharpe
 McGill-Queen's University Press
 Melbourne University Press
 Methuen
 New York University Press
 Palgrave Macmillan
 Pergamon Press
 Permanent Black
 Perseus Books Group
 Perseus Books Group Westview Press
 Peking University Press
 Penn State University Press (State College, Pennsylvania)
 Pluto Press, London
 Polity Press
 Praeger
 Prestel (Cologne)
 Public Culture
 Random House Inc, New York
 Routledge
 Routledge Cavendish
 Routledge Curzon
 Routledge Europa Publications
 Routledge Frank Cass
 Rowman and Littlefield Publishers
 Rice University Press
 O'Reilly
 Orient Longman
 Oxford University Press (China & Hong Kong)
 Sage Publications
 Springer
 St. Martin Press
 State University of New York Press
 TASCHEN
 Taylor & Francis
 Texas University Press
 Transaction Publisher
 Thames & Hudson
 Tsinghua University Press
 University of Manchester Press
 University of Michigan Press
 University of Minnesota Press
 Verso Books
 Zed Books

B+ Publication by the following publishers, or a publisher of comparable standard and visibility (with justification, and subject to approval by the advisory committee):

Academic and Scientific Publishers (ASP)
 Arizona University Press
 Asia Pacific Press

Australian National University Press
Bath University Press
Beijing University Press
Belhaven Press
Benjamins
Berghahn Books
Cassell
Campus Verlag
Chinese University Press
Deakin University Press
Edinburgh University Press
Gale
Graham & Trotman
Hampton Press
Hong Kong Art Museum
Hong Kong Film Archive
Hong Kong International Film Festival
Hurst
Ian Randle Publishers
IDC Publishers, Leiden
Indiana University Press
Intermediate Technology Press
Intermediate Technology Publications
Intellect Publishers
Iwanami Shoten (Tokyo)
John Benjamins
KNAW (Royal Netherlands Academy of Arts and Sciences)
Lexington Books
Macmillan (Melbourne)
Marcel Dekker
MMF Publications, Lisse
Ming Pao Press (Hong Kong)
Neal-Schuman Publishers, Inc.
NIAS Press (Nordic Institute for Asian Studies)
North Holland Publications
Nova Science Publications
Ohio State University Press
Open University Press (UK)
Peter Lang
Prentice Hall
Presse de l'Université de Lyon
Presse de l'Université de Quebec
Rodopi
Power Publications (Sydney)
Rutgers University Press
Rozenberg (Dutch University Press)
Seoul University Press
Shanghai Conservatory Press
Stockholm University Press
Sussex University Press
Syracuse University Press
Sing Tao Press (Hong Kong)
Una Publications, Universidad de Buenos Aires
United Nations University Press
Universitat Hamburg
University of Birmingham
University of Bonn
University of Canberra
University of Cape town Press

University of Copenhagen Press
University of Hawaii Press
University of Hong Kong Press
University of Illinois Press
University of Leeds Press
University of Massachusetts Press
University of Mexico Press
University of New South Wales Press (Sydney)
University of Ottawa Press
University of Tennessee Press
University of the Philippines Press
University of Washington Press
Universität Wien
Utrecht University
Victoria University Press (Wellington, NZ)
VUB Press (ASP)
Woodhead Publishing Limited

B Publication by the following publishers, or a publisher of comparable standard and visibility (with justification, and subject to approval by the advisory committee):

Action Publishers
Akademie Verlag
Aksant Academic Publishers
Almqvist & Wiksell International, Stockholm
Anthem Press
Area Studies Centre for Europe
Asia-one
ASC University of Edinburgh
Asia-Pacific Research Program
Auburn House
Bergin & Garvey (Greenwood Publishing Group)
Bookwell Publishers
Brookings Institution Press
Centre for Development Research
City University of Hong Kong Press
Concept Publications Company
Communication University of China Press
Corner House
Council for Asia-Europe Co-operation, Japan and Brookings Institute Press, Washington
Coutinho
Das Argument Verlag
David Philip Publishers
European University Institute
Fagbokforlaget
Fitzroy Dearborn
Fountain Publishers
Four Courts Press
Franz Steiner Verlag
Free Associations Books, London
Helbing & Lichtenhahn
Hong Kong Baptist University Press
Horlemann Verlag
Hunan Fine Arts Publishers
Idea Group Publishers (IGI)
Institute of South East Asian Studies (ISEAS)
Institute Press, Washington
International Books
Island Press

	<p>Jessica Kingsley, London KIT Publishers KITLV Press Stylus/Kumarian Press Lannoo Publishing Open University (Hong Kong) Oxfam Publishing Quorum Books The Scarecrow Press Shaker Publishing Tata McGraw-Hill Publishing Company Thela Publishers Thompson Education Publications Tohoku University, Sendai, Japan Tuhka Publications, UCL Press University Press of America (Rowman & Littlefield) University of Pittsburgh Press Waveland Press</p>
C	<p>Publication by the following publishers, <u>or</u> a publisher of comparable standard and visibility (with justification, and subject to approval by the advisory committee):</p> <p>Arcadia Press (Hong Kong) ACTS Press Bert Bakker Commercial Press (Hong Kong) Eburon Academic Publishers Elmar Publishers Foris Publications Joint Publishing (Hong Kong) Kubrick (Hong Kong) MCCM Publishing (Hong Kong) Plural Publishing Roundtable Publishing Schenkman Books Wisdom House Publications</p>

(B) Journals Ranking (Humanities)

A+	<p>Publication in the following journals, <u>or</u> a journal from the A category of the European Reference Index for Humanities (ERIH), <u>or</u> a journal from the A category of the Excellence In Research for Australia journal title list (ERA), <u>or</u> a journal of comparable standard and visibility (with justification, and subject to approval by the advisory committee):</p> <ul style="list-style-type: none"> • 20/21 siècle (INHA, Paris) • 20th Century Music • American Art • American Anthropologist • American Ethnologist • American Philosophical Quarterly • Analysis • Annual Review of Anthropology • Anthropologica (Journal of Canadian Anthropological Association) • Anthropological Forum (University of Western Australia) • Anthropological Theory • Apollo • A-Prior • Archives of Asian Art
----	---

- Art Bulletin (The)
- Art Criticism
- Art History
- Art Journal
- Australian Journal of Anthropology (The)
- Australasian Journal of Philosophy
- Australian and New Zealand Journal of Art (Brisbane)
- British Journal of Aesthetics
- British Journal for the History of Philosophy
- Cahiers du cinema
- Cahiers du Musée national d'art moderne
- Cinema Journal
- Computers and the History of Art
- Comparative Studies in Society and History
- Contemporary Music Review
- Critical Inquiry
- Cultural Anthropology
- Current Anthropology
- Digital Creativity
- Études photographiques
- Ethnography
- Ethnology
- Erkenntnis. An International Journal of Analytic Philosophy
- European Journal of Philosophy
- Eye
- Feminist Media Studies
- Feminist Review
- Feminist Studies
- Feminist Theory
- Film History: An International Journal
- Film Studies (Manchester U. Press)
- Film Quarterly
- Games and Culture
- Game Developer
- Game Studies
- Grey Room
- Harvard Design Magazine
- History of Photography
- Identities
- Journal of Aesthetics and Art Criticism (The)
- Journal of Cultural Heritage
- Journal of Musicology
- Journal of the American Musicological Society
- Journal of the Royal Musical Association
- Journal of New Music Research
- Journal of Philosophy
- Journal of Philosophy and the Visual Arts
- Journal of Visual Anthropology
- Journal of Visual Culture
- Leonardo: Art, Science and Technology
- Leonardo: Music
- Midwest Studies in Philosophy
- Mind
- Mind and Language
- Monist (The)
- Musical Quarterly (The)

- Music and Letters
- October: Art, Theory, Criticism, Politics
- Oriental Art
- Organized Sound
- Oxford Art Journal
- Pacific Philosophical Quarterly
- PAJ – Journal of Performance and Art
- Philosophical Quarterly (The)
- Philosophical Review (The)
- Philosophical Studies
- Public Culture
- Representations
- Res: Anthropology and Aesthetics
- Revue de l'Art
- Reviews in Anthropology
- Screen
- Sculpture Journal
- Social Analysis
- Social Anthropology
- Social Text
- Third Text
- Ubuweb (www.ubu.com)
- Visual Anthropology
- Visual Anthropology Review
- Word & Image

A Publication in the following journals, or a journal of comparable standard and visibility (with justification, and subject to approval by the advisory committee):

- Afterimage
- Architecture Theory Review
- Art and Australia
- Body & Society
- Ethnomusicology
- Music Analysis
- Camerawork
- Comparative Studies in Society and History
- Communication and Critical/Cultural Studies
- Continuum: Journal of Media & Cultural Studies
- Convergence
- Cross-Cultural Research
- Critical Quarterly
- Cultural Analysis
- Cultural Dynamics
- Cultural Studies
- Cultural Studies Review
- Differences: A Journal of Feminist Cultural Studies
- European Journal of Women's Studies
- Frontiers: A Journal of Women's Studies
- Film Criticism
- Genders (www.genders.org)
- Gender and Society
- Gender, Technology and Development
- Hypatia: A Journal of Feminist Philosophy
- Inter-Asia Cultural Studies
- Intelligent Agent (www.intelligentagent.com)
- Journal of Cultural Economy

- Journal of Gender Studies
- Journal of Film and Video
- Journal of Writing in Creative Practice
- Nka, Journal of Contemporary African Art
- Paragraph
- Performance Research
- Photofile
- Popular Music
- Reading Room
- Signs: Journal of Women in Culture and Society
- Sexualities: Studies in Culture and Society
- Studies in the History of Art
- Studio International
- Technoetic Arts - A Journal of Speculative Research
- Television Quarterly
- Women's Studies International Forum

B+ Publication in the following journals, or a journal from the B category of the European Reference Index for Humanities (ERIH), or a journal from the B category of the Excellence In Research for Australia journal title list (ERA), or a journal of comparable standard and visibility (with justification, and subject to approval by the advisory committee):

- A minima
- Art Asia-Pacific
- Art Monthly
- Art Press
- Artforum International
- ArtNodes
- Acta Acustica united with Acustica
- American Catholic Philosophical Quarterly
- American Music
- Ancient Philosophy
- Anthropological Journal of European Cultures
- Anthropological Quarterly (George Washington University)
- Anthropology in Action
- Apeiron
- Asian Music: Journal of the Society for Asian Music
- Asian Philosophy
- Asia Pacific Journal of Anthropology
- Argumentation
- British Art Journal
- British Journal of Music Education
- Cabinet Magazine
- Canadian Journal of Philosophy
- City and Society
- Cross-Cultural Research
- Computer Music Journal
- Computing in Musicology
- Continental Philosophy Review
- Cultural Analysis
- Cultural Dynamics
- Current Musicology
- Domus
- Dialectica
- Eludamos
- European Photography
- Ethnic and Racial Studies

- Fabrications
- Fibreculture
- First Monday
- Furthernoise (www.furthernoise.org)
- Games and Simulation
- History and Computing
- History of Technology
- Hypatia: A Journal of Feminist Philosophy
- Image & Narrative (www.imageandnarrative.be)
- Impressions
- Intersections
- International Journal of Philosophical Studies
- International Philosophical Quarterly
- Invisible Culture
- In Theory Only
- Inquiry
- Indiana Theory Review
- IEEE: Signal Processing Magazine
- M/C - A Journal of Media and Culture
- Minds and Machines
- Modern Asian Studies
- Modern China
- Nations and Nationalism
- Narrative Inquiry
- Orientations
- Philosophical Explorations
- Philosophical Forum
- Philosophical Papers
- RACAR: Revue d'art canadienne
- Theory, Culture and Society
- The Asian Film Quarterly
- The Wire
- Senses and Society (The)
- Social Theory and Practice
- Source: Notes in the History of Art
- Topoi: An International Review of Philosophy
- Visual Anthropology Review
- World of Music (The)
- Journal of Asian and African Studies
- Journal of Applied Philosophy
- Journal of Contemporary Ethnography
- Journal of the Acoustic Society of America
- Journal of the Royal Anthropological Society of Oxford
- Journal of Logic and Computation
- Journal of Logic, Language and Information
- Journal of Music and Meaning
- Journal of Music Theory
- Journal of Musicological Research
- Journal of Ritual Studies
- Journal of Southeast Asian Studies
- Journal of Virtual Worlds Research
- Kunstmusik
- Notes
- Opera Quarterly (The)
- Performance Research
- Perspectives of New Music

	<ul style="list-style-type: none"> • Popular Music • Sound and Music (soundandmusic.org) • Women & Music: a Journal of Gender and Culture • Woman's Art Journal • Visual Anthropology • Yishu
B	<p>Publication in the following journals, <u>or</u> a journal of comparable standard and visibility (with justification, and subject to approval by the advisory committee):</p> <ul style="list-style-type: none"> • Asian Journal of Women's Studies • Australian Feminist Studies • Bulletin monumental • Camera Obscura • Critical Matrix • Criticism • Critica d'Arte • Dance Research • Gender Issues • Gender and History • GLQ • Historical Journal of Film, Radio and Television • Indian Journal of Gender Studies • Intersections • Journal of Homosexuality • Journal of Lesbian Studies • Journal of South Asia Women Studies • Journal of Popular Film and Television • Kokka • Women and Performance: A Journal of Feminist Theory • Women: A Cultural Review • Women's Studies Quarterly • Women's Studies: an Interdisciplinary Journal
C	<p>Publication in the following journals, <u>or</u> a journal from the C category of the European Reference Index for Humanities (ERIH), <u>or</u> a journal from the C category of the Excellence In Research for Australia journal title list (ERA), <u>or</u> a journal of comparable standard and visibility (with justification, and subject to approval by the advisory committee):</p> <ul style="list-style-type: none"> • Asian Ethnicity • AI & Society • Angelaki: Journal of Theoretical Humanities • Anthropology Today • Art in America • Chime • Contexts • Daile • Danish Yearbook of Philosophy • Early Popular Visual Culture • European Meetings in Musicology • EXIT, Imagen & Cultura (www.exitmedia.net) • FotoMuseum Magazine • IEEE: Transactions on Acoustics, Speech and Signal Processing • Journal of Film Music • Journal of the Audio Engineering Society • Literature-Film Quarterly • MediaKultur

	<ul style="list-style-type: none"> • Music in Art • Musical Times • Soundsite (www.soundsite.com) • Source (www.source.ie) • Tempo • Vibrofiles (www.vibrofiles.com) • World of Music
--	--

(C1) Conferences

A+	<ul style="list-style-type: none"> • Keynote or invited speeches at a conference that is either: (a) organized by leading professional associations or learned societies in the field, or (b) organized by universities placed in the top 100 in the Times Higher Education Supplement World University Ranking.
A	<ul style="list-style-type: none"> • Paper given at a conference organized by leading professional associations or learned societies in the field. • Papers given at a conference from the A category of ERA's (Excellence in Research for Australia) conference list.
B+	<ul style="list-style-type: none"> • Paper given at a conference organized by universities placed in the top 100 in the Times Higher Education Supplement World University Ranking. • Papers given at a conference from the B category of ERA's conference list.
B	<ul style="list-style-type: none"> • Paper given at a conference organized by universities placed in the top 200 in the Times Higher Education Supplement World University Ranking. • Papers given at a conference from the C category of ERA's conference list.
C	<ul style="list-style-type: none"> • Paper given at peer-reviewed conference that do not fall under category A and B.

(C2) Conference Proceedings

1. Papers presented in conferences that are subsequently published as special issues in journals are considered to be a separate research output and will yield additional credit. The ranking the publication in question should refer to the ranks of the journal where the conference papers are published.

2. Peer-reviewed full paper publications in conference proceedings with ISBN are considered to be a separate research output and will yield additional credit. The ranking of the publication in question should refer to the ranks of the conference where the paper was originally presented.

CREATIVE ARTS

(A) Exhibition

A+	<ul style="list-style-type: none"> • Participation in an international curated or juried exhibition as (a) award winner or; (b) a solo or featured artist. • Curatorship of an international and publicly funded exhibition.
A	<ul style="list-style-type: none"> • Participation in an international curated or juried exhibition. • Co-curatorship of an international and publicly funded exhibition.
B+	<ul style="list-style-type: none"> • Participation in a local curated or juried exhibition as (a) award winner or; (b) a solo or featured artist. • Curatorship of a local and publicly funded exhibition.
B	<ul style="list-style-type: none"> • Participation in a local curated or juried exhibition. • Co-curatorship of a local and publicly funded exhibition.
C	<ul style="list-style-type: none"> • Participation in a publicly funded exhibition that does not fall under category A and B.

(B) Performance

A+	<ul style="list-style-type: none"> • A commissioned international presentation a solo or featured artist.
A	<ul style="list-style-type: none"> • A commissioned international presentation as a collaborator in a supporting role.
B+	<ul style="list-style-type: none"> • A commissioned local presentation a solo or featured artist.
B	<ul style="list-style-type: none"> • A commissioned local presentation as a collaborator in a supporting role.
C	<ul style="list-style-type: none"> • A publicly-funded presentation that does not fall under category A and B.

(C) Festival (film and non-film)

A+	<ul style="list-style-type: none"> • Participation in an international juried or curated festival as (a) award winner or; (b) a featured artist.
A	<ul style="list-style-type: none"> • Participation in an international juried or curated festival.
B+	<ul style="list-style-type: none"> • Participation in a local curated or juried festival as (a) award winner or; (b) a featured artist.
B	<ul style="list-style-type: none"> • Participation in a local curated or juried festival.
C	<ul style="list-style-type: none"> • Participation in a publicly funded festival that does not fall under category A and B.

(D) Citation (as subject)

A+	<ul style="list-style-type: none"> • Being the subject of an artist's monograph that is published by an A+ and A category publisher.
A	<ul style="list-style-type: none"> • Being the subject of a book chapter that is published by an A+ and A category publisher.
B+	<ul style="list-style-type: none"> • Being the subject of an artist's monograph that is published by a B+ and B category publisher. • Having works cited in an article that is published by an A+ and A category publisher.
B	<ul style="list-style-type: none"> • Being the subject of a book chapter that is published by a B+ and B category publisher.
C	<ul style="list-style-type: none"> • Having works cited in an article that is published by a B+, B or C category publisher.

(E) Arts Funding

B+	<ul style="list-style-type: none"> • A grant and/or commission of over HKD150,000 from the Arts Development Council (ADC), Leisure and Cultural Services Department (LCSD), CREATE HK, or other public institutions of similar artistic nature.
B	<ul style="list-style-type: none"> • A grant and/or commission of HKD150,000 or below from the Arts Development Council (ADC), Leisure and Cultural Services Department (LCSD), CREATE HK or other public institutions of similar artistic nature.

(F) Artist Residency

B+	<ul style="list-style-type: none"> • Participation in an international juried or competitive artist residency.
B	<ul style="list-style-type: none"> • Participation in a local juried or competitive artist residency.

(G) Public Art Project

A+	<ul style="list-style-type: none"> • A juried or curated public art project that is associated with a historic site, structure, or monument (e.g. the Legislative Council of Hong Kong, the Rockefeller Center in New York).
A	<ul style="list-style-type: none"> • A juried or curated international public art project.
B+	<ul style="list-style-type: none"> • A juried or curated local public art project.

(H) Creative Writing and Literary Output

A+	<ul style="list-style-type: none"> Sole authorship of an award-winning publication by an international publisher, or a local publisher with international visibility (with justification, and subject to approval by the advisory committee).
A	<ul style="list-style-type: none"> Sole authorship of a publication by an international publisher, or a local publisher with international visibility (with justification, and subject to approval by the advisory committee).
B+	<ul style="list-style-type: none"> Co-authorship of or contribution to a publication by an international publisher, or a local publisher with international visibility (with justification, and subject to approval by the advisory committee).
B-	<ul style="list-style-type: none"> Sole authorship of a publication by a local publisher with local visibility.
B	<ul style="list-style-type: none"> Co-authorship of or contribution to a publication by a local publisher with local visibility.

(I) Path-Finding Activities

(for experimentation that do not fall neatly under the categories above)

A	<ul style="list-style-type: none"> Path-finding activities and/or experimentation in the arts with both (a) international visibility and (b) a high level of originality (with justification, and subject to approval by the advisory committee).
B	<ul style="list-style-type: none"> Path-finding activities and/or experimentation in the arts with a high level of originality (with justification, and subject to approval by the advisory committee).

OTHER RESEARCH-RELATED ACTIVITIES

Ranked outlets listed above shall be the main measuring yardsticks of a faculty's research performance. However, research-related activities listed below may also be considered in a faculty's overall performance in research:

1. Articles in field-related magazines and non-academic media; media interviews.
2. Lectures and workshops; panel discussions or round tables; public symposiums or seminars.
3. Organization and management of field-related activities (e.g. conferences, workshop, seminar etc).

APPENDIX

DEFINITIONS

“Internationalism”

An outlet is defined as international when both of the following criteria are met: (a) it involves international artists and/or collaborators, (b) it involves international juries or curators.

When only one of the two conditions, either (a) or (b), is met, the faculty may present evidence that the venue is internationally visible, for example, by showing reviews and/or reports in substantial international publications.

A “local” outlet refers to venues that are geographically limited in its curatorial direction and transnational visibility.

“Public funding”

Public funding is defined as funding from government agencies (e.g. Hong Kong Arts Development Council, the Leisure and Cultural Services Department), non-profit foundations (e.g. Robert H. N. Ho Family Foundation, New York Foundation for the Arts), charitable organizations (e.g. Hong Kong Jockey Club), or arts and culture advocacy organizations (e.g. Asian Cultural Council, Asia Society, Asian American Arts Alliance).

“Leading”

No definition of “leading professional associations or learned societies in the field” in the conferences category is offered. At present, the school finds it satisfactory to leave it to the individual faculty to make a case for the ranking of the conference in question. The school shall revisit this issue after the first round of PBPR exercise.

PROCEDURE

- Each faculty is required to self-rank her/his research outputs into A+, A, B+, B or C in accordance with the school's guideline in the creative arts, humanities, and technical publications.
- In the humanities, colleagues need only submit additional information if the journal or publisher is NOT on the list. Faculty could in such a case submit: (1) the title page of the journal, and (2) the contents page, showing the title and author of the faculty member's contribution.
- In the creative arts, colleagues may submit as much information as she/he deems appropriate to justify her/his self-ranking. Such information may include but not limited to house program, exhibition catalogue, publicity material, press clipping, review. In cases where an output falls under more than one category, the category with the higher grade point applies.
- In the humanities, in case where a journal, publisher or conference falls under more than one of the lists cited (ERIH, ERA, SENSE, SCM's own etc.), the higher grade point applies.
- Prior to a pay-review meeting, faculties' self-ranking will be sent to the School Performance Assessment Committee (SPAC) for review. The committee may collectively decide to endorse or suggest modification to these rankings. In the case of modification, the committee will provide reasons. The committee's recommendations will be release to faculties no less than a week before the meeting.
- Upon request, a faculty may ask to appear before the committee at the pay-review meeting to discuss her/his self-ranking, and if applicable, to provide further justification for her/his research outlet rankings.
- In the case of further dispute over outlet ranking classification, a faculty may appeal to an external advisory committee. The decision of the external advisory committee shall be final.

YEARLY REVIEW OF CRITERIA

SPAC and faculty will be invited to suggest modification and/or addition to the PBPR criteria and the above-stated procedure before the beginning of each academic year in June/July. These suggestions will be accompanied by justification and will be presented to an external advisory committee for evaluation.