

UI FACULTY-STAFF HANDBOOK

CHAPTER THREE:

EMPLOYMENT INFORMATION CONCERNING FACULTY AND STAFF

2006 (editorial)

3140

PERFORMANCE EXPECTATIONS FOR FACULTY

PREAMBLE: This section outlines performance expectations of faculty with respect to tenure and promotion. This section was new to the Handbook in July, 1982, and remained unchanged until July 1998 and again in July 2003 when it was revised to give greater prominence to annual position descriptions as the embodiment, so to speak, of performance expectations for faculty and to bring it in line with other Handbook revisions. For further information, contact the Provost's Office (208-885-6448). [rev. 7-98, 7-03]

A. POLICY. Expectations designated for individual faculty members to achieve tenure or promotion in rank or satisfactory performance evaluation must be compatible with the criteria of the department or other unit concerned. Each faculty member is advised of these expectations in writing [see 3320] by the departmental or unit administrator at the time of appointment. [rev. 7-02, 03]

B. PROCEDURES.

B-1. Each department or unit shall determine the faculty roles and how much value or weight is to be assigned to each of these roles. These determinations shall be documented in the department's or unit's by-laws. Each document shall be reviewed and approved by the college faculty or a committee of the college faculty. [add. 7-03].

B-2. Except by written agreement between the faculty member and the appropriate administrator, expectations for individual faculty members are in effect for a period of one year. [ed. 7-02, 03, renumbered 03]

B-3. Any change in duties or responsibilities that represents a significant departure from the position description is permitted only with the written consent of the faculty member and administrator involved. A revised position description should be filed in this event. [rev. 7-98, 7-03]

B-4. Expectations must not be greater than those that can be reasonably supported in the department or unit by providing sufficient time and resources. [renumbered 7-03]

B-5. Expectations are specified in the current faculty position description and are the basis for the annual performance evaluation. [rev. 7-98, 7-03, renumbered 7-03]