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 when it was revised to give greater prominence to annual position descriptions as the embodiment, so to speak, of performance expectations for faculty. For further information, contact the Provost's Office (208-885-6448). [rev. 7-98]

A. POLICY. Position descriptions designated for individual faculty members to achieve tenure or promotion in rank or satisfactory performance that meets expectations 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 prior to the writing of the first position description at the time of appointment. Furthermore:

B. PROCEDURES.

B-1. Except by written agreement between the faculty member and the unit appropriate administrator, expectations for individual faculty members are in effect for a period of not less than three years.

B-2. Annual faculty position descriptions [see 3050] must accurately reflect the stated expectations for tenure, promotion, or continued satisfactory performance evaluation. 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]

B-3. Expectations must not be greater than those that can be reasonably supported in the department or unit by providing sufficient time and resources.

B-4. Expectations are specified in the current faculty position description and are given major consideration in the annual performance evaluation. [rev. 7-98]