



STATEMENT OF EXPECTATIONS

This document should clearly delineate the departmental expectations of the faculty member. It should demonstrate modified expectations of quality and involvement commensurate with the faculty member's rank, expertise, and experience. A statement of expectations **must** be completed minimally at the time of initial appointment.

Normally, the Statement of Expectations will apply for the length of the probationary period for probationary faculty unless expectations change, or for the term of appointment if temporary faculty. However, the Statement of Expectations should be updated, signed, and dated by all parties if expectations change, as the faculty evaluation process is linked to the Statement of Expectations.

Note: Even if the Statement of Expectations is not changed, the form should be reviewed upon the achievement of tenure and every five years thereafter.

Name: _____ Department: _____

Begin Date: _____ End Date: _____
month/year month/year

I. EFFECTIVE TEACHING AND FULFILLMENT OF PROFESSIONAL RESPONSIBILITIES

II. CONTINUING SCHOLARLY GROWTH AND PROFESSIONAL DEVELOPMENT

III. SERVICE

For each promotion applicant, the median score in each category will be multiplied by the percentage weighting factor specified in the applicant's Statement of Expectations. The sum of these weighted factors will become the final score. The percentages in the Statement of Expectations do not correspond to an expectation about the amount of time or effort that a faculty member spends on these areas of their employment.

TEACHING: (For probationary faculty this value is 50%, Tenured faculty 48% – 65%)

SCHOLARSHIP: (For probationary faculty this value is 35%, Tenured faculty 25% – 42%)

SERVICE: (For probationary faculty this value is 15%, Tenured faculty 10% – 27%)

I have read and agree with these expectations. It is understood that I am expected to demonstrate fulfillment of the Statement of Expectations responsibly and competently, and that I must adhere to all provisions of the Collective Bargaining Agreement. It is further understood that evaluation of my performance will be conducted in accordance with the Collective Bargaining Agreement and will be based on part on the extent to which these expectations have been met.

Faculty Member: _____ Date: _____

Department Chair: _____ Date: _____

Dean: _____ Date: _____