

Faculty Performance Expectations (from [SOU Faculty Constitution Bylaws – Section 5](#))

5.227

7. Secondary academic divisional expectations (5.227)

5.227 (a)

a. Goal of Secondary academic divisional expectations

The expectations for faculty performance are articulated by adding discipline-specific characteristics to the performance tables for teaching, scholarship, and service (see 5.224-5.226). The combination of institutional and discipline-specific characteristics should provide clear direction to faculty members regarding performance expectations in their discipline at Southern Oregon University.

Institution-wide characteristics are included in the teaching and service tables. Secondary academic divisions may add characteristics under any or all of the headings as well as add characteristics under any or all of the institutional bullets. Due to the differences between disciplines and programs, no institution-wide characteristics are included in the scholarship table. Secondary academic divisions shall create appropriate bullets under each heading to describe expectations in their discipline(s). In addition, secondary academic divisions may add footnotes or commentary following any or all of the tables to clarify their expectations and/or measures.

5.227 (b)

b. Periodic Review of Secondary academic divisional expectations

Expectations shall be reviewed periodically, subsequent to any substantive change in policy and at least once every five years. Initial proposals and subsequent changes are not effective until approved. Should these expectations involve substantive changes,

5.227 (c)

c. Review Process

(1) The Provost will publish a timeline for review of secondary academic divisional expectations that concludes prior to the next promotion and tenure cycle.

(2) Secondary academic divisions will develop scholarship characteristics in keeping with the expectations described in section 5.225. They may also add to the institutional characteristics for teaching (see section 5.224) and service (see section 5.226) to clarify expectations for their faculty.

(3) Initial proposals and subsequent changes shall be submitted through the Director to the Faculty Personnel Committee.

(4) The Faculty Personnel Committee shall review secondary academic divisional expectations to assure the consistent and equitable application of promotion and tenure criteria across campus (see sections 5.224-5.226). While expectations may vary significantly from one discipline to another, every effort should be made to avoid any one secondary academic division setting significantly higher or lower overall standards for their faculty than others across campus.

(5) When secondary academic divisional expectations involve substantive changes, the Faculty Personnel Committee will review the phase-in plan to assure it provides faculty with sufficient time to adapt to these changes.

(6) The Faculty Personnel Committee will meet with the Chair (or designee) as needed to clarify expectations and/or phase-in plans prior to making a recommendation to Faculty Senate.

(7) Upon the recommendation of Faculty Personnel Committee and the approval of Faculty Senate, secondary academic divisional expectations shall be forwarded to the Provost for final approval.

(8) Once approved, these expectations shall be published with the institutional performance tables (sections 5.224-5.226) and readily available to all faculty.