

## SOAN Faculty Performance Expectations

Professional faculty members will be measured against the expectations listed under teaching and service (see section 5.224 and 5.226). Professorial faculty members will be measured against the expectations listed under teaching, scholarship and service (see sections 5.224-5.226).

All faculty members should be making progress toward performing at the preferred level in each of the areas applicable to their appointment. The acceptable level describes the minimum performance expected for continued employment. Note: unacceptable performance is defined as below an acceptable level and may require a plan for correction (see 5.370).

The preferred level describes the average or typical performance level for a faculty member making good progress toward final promotion. The exceptional level would characterize and recognize faculty who demonstrated significant achievements, well beyond the preferred level.

All faculty members must have the educational background required and have completed the required years in rank prior to the effective date of promotion or the required years of service prior to the date of awarding of tenure or a three-year extendable appointment (see section 5.223).

Faculty members must demonstrate that there are areas in which they must meet or exceed the acceptable performance level in each area applicable to their appointment. The number of areas required to exceed the acceptable level gradually increases (see table below) until all areas must be at the preferred level for final promotion (Senior Instructor 2 or Full Professor). Note: exceptional performance is not expected, nor required for promotion to any rank, however faculty

<b>SR Instructor 2</b>	1	2	1	1
<b>Associate</b>	2	1	1	1
<b>Tenure</b>	1	2	1	1
2	1	1	1	1



## Service Performance Levels

Acceptable	Preferred	Exceptional
<p><b>Departmental Service</b></p> <p>Contributes to departmental programs; writing letters of recommendation; assisting at preview days, registration and orientation activities; and other advising related activities</p> <ul style="list-style-type: none"> <li>○ Effective contributor on various committees</li> <li>○ Effectively carrying out his/her fair share of departmental activities</li> </ul>	<p><b>Departmental Service</b> (see acceptable column)</p> <p><b>University/Professional Service</b></p> <p>University service on active committees (at least one committee every year under review, more if committee(s) is not very active). Active service in professional organization or capacity may substitute for a University committee.</p> <p>Effective partner in accomplishing assignments</p>	
<p><b>University/Professional Service</b></p> <p>Some activity beyond department or program (e.g. serve on active University committee most years under review). Active service in professional organization or capacity may substitute for a University committee.</p>	<p><b>Leadership</b></p>	

## Scholarship Performance Levels

Acceptable	Preferred	Exceptional
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### Originality

A combination of at least three publications, presentations, reports,

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