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:

1. at the time of initial appointment;
2. whenever expectations change;
3. upon the achievement of tenure and every five years thereafter.

Normally it will apply for the length of the probationary period for probationary faculty or for the term of appointment if temporary faculty.

Name: _____ Department: _____

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

I. EFFECTIVE TEACHING AND FULFILLMENT OF PROFESSIONAL RESPONSIBILITIES

[ ]% (Tenured faculty 48% – 65%, for untenured faculty this value is 50%)

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II. CONTINUING SCHOLARLY GROWTH [%]

(Tenured faculty 25% – 42%, for untenured faculty this value is 35%)

III. SERVICE [%]

(Tenured faculty 10% – 27%, for untenured faculty this value is 15%)

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: _____

CC: Faculty Member; Department Chair; Dean; Provost; APSCUF; Human Resources
Revised 11/09

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