Resolution Regarding Service Expectations

In its April 2011 report, the Ad Hoc Committee on Extraordinary Service offered a set of guiding principles and limited recommendations for consideration.

Guiding Principles

1. In order for Departments, Programs, Schools and the College to function properly, faculty must participate in department, school, and college-level service activities. In the course of their careers, all faculty members will contribute to work at all levels of the College (Department, School and College). It is further acknowledged that some individuals may also contribute valuable service to professional organizations/activities outside of The College.

2. While service is expected for reappointment and promotion, service is a required component of the work of all faculty members, regardless of their promotion status.

3.Faculty should strive to promote a culture where service is expected and valued.

4.Service to the College should be acknowledged in a transparent and equitable manner.

Recommendations

1. Endorse and practice the articulated value of service and service expectations expressed in the Promotion/Reappointment document.
2. In the course of their careers all faculty are expected to participate in department, school, and college-level service activities
3. Expectations for service increase as faculty rank increases
4. Some faculty members contribute service above the normal level, and this ‘exceptional long-term service’ should be acknowledged
5. To ensure focus on teaching and scholarship work, untenured Assistant Professors should not be eligible to serve as Chair or Program Leader.
6. Given the complexity of each individual’s specific contributions, it is not desirable to establish expectations that are so specific as to be formulaic.

A review of the allocation of administrative release time should be conducted. Such a review was called for in the Memorandum of Agreement regarding Curricular Transformation but it has not been completed. Given that administrative duties may vary dramatically, there will be no uniform formula for calculating administrative reassigned time, however the process for distributing reassigned time should be transparent and equitable.

The Faculty Senate concurs with these recommendations and asks the Steering Committee to issue charges to the appropriate collegewide committees to review these issues. The first is a review of the allocation of administrative release time and the second the recommendation that untenured Assistant Professors should not be eligible to serve as Chair or Program Leader.