Faculty Senate Resolution to Remove Citizenship and Collegiality from Faculty Position Responsibility Statements

ISU’s Faculty Handbook states that a Position Responsibility Statement (PRS) “describes the range of responsibilities undertaken by a faculty member” (FH 3.4.1).

In the section defining the PRS, the Faculty Handbook clarifies the content of PRSs: “The PRS description itself should be general and include only the significant responsibilities of the faculty member that are important in evaluating faculty accomplishments especially in the promotion and tenure process for tenure eligible/tenured faculty or for advancement for term faculty” (FH 3.4.1, emphasis added). The restrictive term “only” precludes including expectations for faculty conduct or aspects of faculty performance that are not subject to explicit evaluation.

Throughout the Faculty Handbook, the term “position responsibilities” refers to activities, such as teaching, research/creative activity, extension, outreach, professional practice, clinical practice, professional service, and institutional service (FH 3.4.2.2; cf. 3.3.2, 4.1, 5.1.1.2, 5.3.1.4, 5.3.2.2). Position responsibilities listed on the PRS are accompanied by “an indication of the expected distribution of those responsibilities (e.g., expected proportion of effort or relative importance)” (FH 3.4.2.2).

The Faculty Handbook provides standards for performance in areas of position responsibility for evaluation for promotion and tenure (FH 5.2.2).

“Citizenship,” “collegiality,” “civility,” and associated terms are not defined in the Faculty Handbook. There are no standards in the Faculty Handbook for faculty citizenship, collegiality, civility, etc. They are not areas of position responsibility. Thus, the Faculty Handbook provides no guidance for how to incorporate considerations of citizenship, collegiality, civility, etc. in evaluation of faculty performance.

The Faculty Handbook does provide procedures for investigating allegations of faculty misconduct and punishing documented cases of misconduct (FH 7). Faculty are accountable for their conduct, even without any explicit statement on PRSs.

BE IT RESOLVED that ISU’s Faculty Senate judges that inclusion of statements about citizenship, collegiality, civility, and other associated terms on PRSs violates ISU’s Faculty Handbook. Accordingly, all colleges and departments are directed to immediately remove any statement about citizenship, collegiality, civility, or other associated terms from every faculty PRS, including PRSs signed prior to the adoption of this resolution. Furthermore, colleges and departments are directed to immediately remove such statements from any college or department documents related to appointment or evaluation of faculty performance (e.g., advancement or promotion and tenure documents).