

## **B. Faculty Citizenship**

---

Citizenship is an essential part of the faculty role at the University, supporting the primary role of teaching. Citizenship may occur in three major areas: citizenship to the University community, to the civic community, and to the professional community. Citizenship helps the University achieve its mission and institutional goals; facilitates participative governance; fosters collegiality among faculty, staff, and students; provides an environment where students can grow and learn outside of the classroom; creates a sense of community; models leadership and citizenship for students; enhances the recruitment of students, and promotes the name and reputation of the University to the outside community.

All forms of faculty citizenship which further the mission of the University are valued. A faculty member's citizenship is cumulative and flexible over time and type of activity.

**Citizenship to the University community** could include but is not limited to:

- participation in faculty governance, for example:
  - attendance at faculty meetings,
  - work on standing or ad hoc committees,
  - service in leadership roles within the department or on departmental committees or projects;
- involvement with students in co-curricular and extracurricular activities, for example:
  - advising or supporting a student organization,
  - overseeing student publications,
  - participating in the Service Learning program,
  - facilitating student involvement in professional organizations both on and off campus;
- participation in life of the University community, for example:
  - attending campus events, such as athletic competitions, chaperoning dances, attending student recitals and capstone presentations.

**Citizenship to the civic community** could include but is not limited to:

- participation in or leadership of political, church or community organizations and activities, for example:
  - working at polls during elections,
  - working in political caucuses,
  - making presentations before political bodies,
  - serving in church ministry positions,
  - assisting with church youth groups,
  - teaching bible study or religious formation classes,
  - leading a scout troop,
  - working in a soup kitchen,
  - helping with a community garden,
  - assisting with neighborhood improvement projects.

**Citizenship in the professional community** could include but is not limited to:

## ***Employee Handbook***

- service to professional organizations related to teaching or scholarship in the faculty member's discipline or field of endeavor, for example:
  - serving on committees or task forces,
  - helping organize a conference,
  - reviewing papers for a conference,
  - serving as board members or officers,
  - acting as a reviewer or editor for a journal.

### **CITIZENSHIP CRITERIA FOR ADVANCEMENT TO VARIOUS RANKS**

#### **Assistant Professor**

Evidence of citizenship to the University community is required.

#### **Associate Professor**

Evidence of ongoing citizenship to the University community is required.

Evidence of citizenship to either the civic community or professional community is also required.

#### **Professor**

Evidence of ongoing citizenship to the University community is required.

Evidence of citizenship to either the civic community or professional community is also required.

Evidence of leadership in one of the three areas is required.

Although leadership may be demonstrated through elected or appointed positions, faculty may also be leaders by having a significant impact on people, policies or organizations. For example, a faculty member may have served on key ad hoc committees that helped shape policy at the University; a faculty member may have launched an outreach program in the community; a faculty member may have organized a professional conference.