

SUL ROSS STATE UNIVERSITY

Proposal:

Recommendations on Research and Creative Endeavor Expectations

Submitted by the SRSU Research Council

Executive Summary

The Sul Ross State University (SRSU) Research Council has reviewed the submitted drafts of research expectations and proposes the following recommendations to ensure clarity, fairness, and alignment with institutional goals. These recommendations emphasize flexibility across disciplines while maintaining consistency and transparency in expectations for teaching, service, and research/creative endeavors.

Purpose and Rationale

- **Flexibility Across Disciplines:** Recognize disciplinary differences in research and creative work while maintaining institutional standards.
- **Clear Expectations:** Faculty needs written, transparent expectations for teaching, service, and research/creative endeavors to reduce uncertainty, particularly in research requirements.
- **Consistency:** Promote campus-wide alignment in rigor and expectations, while allowing justified variations among departments and colleges.

Recommendations

1. Establish Clear Expectations

- Each college and department should develop written standards for teaching, service, and research/creative endeavors.
- Expectations should explicitly define requirements for promotion to Associate and Full Professor.
- Current Status: Some departments have established criteria; others have not, despite repeated requests.
- Action: The Provost should set a firm deadline of March 1, 2026 for all colleges and departments to submit finalized expectation statements.

2. Ensure Consistency Across Campus

- Departments should review expectations in other colleges to maintain reasonable consistency.
- Major differences (e.g., higher research output) must be justified by corresponding differences in other areas.
- Rigor should align across types:

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- Publication-focused disciplines: peer-reviewed publications as the standard.
- Creative disciplines: juried or externally reviewed works as the standard.

3. Define Processes for Expectations

- Establishing Expectations: Created with faculty input and aligned with SRSU’s mission and vision.
- Changing Expectations: Changes require faculty input; no unilateral decisions by chairs or deans.
- Communicating Expectations: Clearly stated in job descriptions for new hires; changes communicated in writing; evaluators must apply correct standards during reviews and promotions.

Impact on Faculty

- **New Hires:** Held to new standards if communicated at time of hire.
- **Assistant Professors:** Changes after hire do not apply to tenure and promotion to Associate Professor; new standards apply for promotion to Full Professor.
- **Associate Professors:** Expected to meet new standards for promotion to Full Professor, unless within one year of eligibility.

Implementation Timeline

Date	Action
Nov 2025 – Feb 2026	Departments and colleges create or refine drafts with faculty input.
Jan/Feb 2026	Share this proposal at Faculty Meeting or Faculty Senate for review/discussion.
March 1, 2026	Submit finalized expectation statements to the designated Teams folder.
2026–2027 Academic Year	Approved expectations go into effect. All new job descriptions must include these expectations, and applicants should be informed during recruitment.

Conclusion and Call to Action

The Research Council recommends that colleges and departments finalize clear, written expectations for faculty performance in teaching, service, and research/creative endeavors by March 1, 2026. These expectations should be developed collaboratively, communicated transparently, and applied consistently to support faculty success and uphold SRSU’s mission. **Next Steps:** Share this proposal at the January/February faculty meeting or Faculty Senate meeting for review and discussion.