

Faculty choice of association: procedures and conditions

College of Agricultural Sciences

Oregon State University

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Introduction

Choice of association applies to individual faculty moves from one academic home department to another. It does not apply to changes occurring as the result of merger of units or movement of entire programs. Potential moves are entirely voluntary and may not be initiated or induced by anyone other than the individual faculty member. Proposals to move are expected to be relatively few in number and will be approved only if the move is consistent with the mission of the receiving unit and enhances potential productivity of both the individual faculty member and the receiving unit without irreparably impairing or destabilizing the former unit.

Procedures

1. Faculty member initiates exploratory conversations with leaders of his or her current unit and the proposed receiving unit.
2. Faculty member provides to the leaders of both units a written proposal for change of academic home. The proposal consists of:
 - a new position description;
 - a description of anticipated program outcomes;
 - a timeframe for the transition; and
 - a description of budget implications (addressing, as appropriate, matters of salary, grants, service and supplies budgets, and related matters).
3. Unit leader for the proposed academic home engages faculty within the unit to ensure there is an appropriate match of academic expectations.
4. To the faculty member's proposal, the leaders of the current unit and the proposed new academic home unit add their perspectives on the proposal including:
 - the unit leader's level of support for the move; and
 - the unit leader's assessment of programmatic and budgetary dimensions of the move.
5. The unit leaders then forward the faculty member's proposal and their perspectives on it to the associate deans of the College of Agricultural Sciences (with a copy to the faculty member).
6. The associate deans review and evaluate the proposal and the unit leaders' perspectives, then forward their recommendation to the dean
7. The dean communicates a decision to the faculty member and the leaders of the affected units.

Conditions

Unless there are unusual or special circumstances, it is understood that:

- The receiving unit provides needed office and lab space for the incoming faculty member;
- Materials, supplies, and equipment associated with the transferring faculty member will move with them, unless they choose otherwise; and
- Grants, contracts, and other funding sources specifically associated with the faculty member will move with them