

UNIVERSITY OF ALASKA FAIRBANKS

REGULATIONS FOR THE
APPOINTMENT AND EVALUATION OF FACULTY

AND

DEPARTMENT OF ANTHROPOLOGY UNIT CRITERIA
STANDARDS AND INDICES

THE FOLLOWING IS AN ADAPTATION OF UAF AND REGENTS
CRITERIA FOR PROMOTION AND TENURE, SPECIFICALLY
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CHAPTER I

Purview

The UAF Faculty
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CHAPTER II

Initial Appointment of Faculty

A. Criteria for Initial Appointment

Minimum requirements for UAF Faculty
Applicants must have a Ph.D. or equivalent
in a discipline related to the position
to be filled.

IV. Equal Opportunity
and Affirmative Action

B. Academic Titles

Academic titles are assigned by the faculty.

C. Process for Appointment of Faculty with Academic Rank

Faculty are appointed to academic ranks
by the faculty in consultation with the
Dean of the College and the UAF Human
Resources Director. The process includes
a review of applications and a search
committee report. The process also
includes a review of the search committee
report by the faculty and the Dean of the
College. The process also includes a
review of the search committee report by
the UAF Human Resources Director.

D. Process for Appointment of Faculty with Special Academic Rank

Faculty are appointed to special academic
rank by the faculty in consultation with
the Dean of the College and the UAF
Human Resources Director. The process
includes a review of applications and a
search committee report. The process
also includes a review of the search
committee report by the faculty and the
Dean of the College. The process also
includes a review of the search committee
report by the UAF Human Resources
Director.

http://www.uaf.edu/humanresources/initial-appointment/

CHAPTER III

Periodic Evaluation of Faculty

A. General Criteria

As stated in UAF Faculty Handbook, Chapter IV, AND DEPARTMENT OF ANTHROPOLOGY UNIT CRITERIA, STANDARDS AND INDICES, the following are the criteria for the evaluation of the faculty:

Faculty at UAF, to be considered for promotion, must meet the following criteria:

Bipartite Faculty
Bipartite faculty are those who are employed on a part-time basis.

Technical Faculty
Technical faculty are those who are employed on a part-time basis.

Bipartite Faculty
Bipartite faculty are those who are employed on a part-time basis.

B. Criteria for Instruction

A. Instruction
The following are the criteria for the evaluation of the faculty's instruction:

1. Effectiveness in Teaching

Effectiveness in teaching is measured by the following criteria:

- a. Achievement of Learning Objectives

- b. ~~is not a~~ ~~staff~~ ~~position~~
- c. ~~is not a~~ ~~staff~~ ~~position~~ ~~in~~ ~~the~~ ~~department~~ ~~of~~ ~~anthropology~~ ~~at~~ ~~the~~ ~~University~~ ~~of~~ ~~Alaska~~ ~~Fairbanks~~
- d. ~~is not a~~ ~~staff~~ ~~position~~
- e. ~~is not a~~ ~~staff~~ ~~position~~ ~~in~~ ~~the~~ ~~department~~ ~~of~~ ~~anthropology~~ ~~at~~ ~~the~~ ~~University~~ ~~of~~ ~~Alaska~~ ~~Fairbanks~~
- f. ~~is not a~~ ~~staff~~ ~~position~~ ~~in~~ ~~the~~ ~~department~~ ~~of~~ ~~anthropology~~ ~~at~~ ~~the~~ ~~University~~ ~~of~~ ~~Alaska~~ ~~Fairbanks~~
- g. ~~is not a~~ ~~staff~~ ~~position~~

h. CURATORS AT THE UNIVERSITY OF ALASKA MUSEUM WITH A FACULTY APPOINTMENT IN ANTHROPOLOGY TYPICALLY HAVE A PORTION OF THEIR WORKLOAD ASSIGNED TO THE DEPARTMENT. THE DEPARTMENT OF ANTHROPOLOGY WILL EVALUATE THE CURATOR'S TEACHING RECORD.

2. Com

- n ALL PEER-REVIEWED PUBLICATIONS SHALL BE CONSIDERED SIGNIFICANT. THIS INCLUDES NOT ONLY THE WRITING OF JOURNAL ARTICLES AND BOOK CHAPTERS BUT THE EDITING OF BOOK AND JOURNAL VOLUMES.
- o MULTIPLE- AUTHORED, PEER-REVIEWED PUBLICATIONS SHALL BE EVALUATED IN TERMS OF THE AUTHOR'S CONTRIBUTION, TO BE DELINEATED IN THE NARRATIVE STATEMENT OF THE PROMOTION AND TENURE FILE.
- p RESEARCH CONTRIBUTIONS AS EDITOR OF VOLUMES OF THE APUA (ANTHROPOLOGY PAPERS OF THE UNIVERSITY OF ALASKA) SHALL BE CONSIDERED COMPARABLE TO RESEARCH CONTRIBUTIONS AS EDITOR OF OTHER PEER REVIEWED BOOKS AND JOURNAL VOLUMES.
- q CURATORS AT THE UNIVERSITY OF ALASKA MUSEUM WITH A FACULTY APPOINTMENT IN ANTHROPOLOGY TYPICALLY HAVE A PORTION OF THEIR WORKLOAD ASSIGNED TO THE DEPARTMENT. THE DEPARTMENT WILL EVALUATE THE CURATOR'S RECORD OF RESEARCH.

D. Criteria for Public and University Service

Public and University Service shall be evaluated in terms of the quality and quantity of service rendered to the community and the university. This shall include, but not be limited to, the following:

1. Public Service

Public service shall be defined as any activity that benefits the community or the university. This shall include, but not be limited to, the following:

- a. Participation in public service projects
- b. Service on advisory committees
- c. Service on the faculty
- d. Appointment to public positions
- e. Appointment to university positions

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g. PURSUING FUNDING FOR COLLECTIONS GROWTH AND MAINTENANCE; AND

h. PRODUCING CURATORIAL OR COLLECTIONS-RELATED PUBLICATIONS, REPORTS, AND/OR MANUALS.

i. ENSURING UNIVERSITY COMPLIANCE WITH STATE AND FEDERAL LAWS THAT PERTAIN TO THE COLLECTION.

2. SPECIFIC CRITERIA FOR CURATORIAL PERFORMANCE:

ASSISTANT PROFESSOR AND CURATOR

EVIDENCE OF CURATORIAL ABILITY AND A COMMITMENT TO DEVELOPING AND MANAGING RESEARCH COLLECTIONS RELEVANT TO THE AREA OF SPECIALIZATION INCLUDES THE FOLLOWING:

1. CURATORS WILL DEVELOP THE COLLECTIONS AS A PERMANENT RECORD OF THE NATURAL AND/OR CULTURAL DIVERSITY OF ALASKA AND THE CIRCUMPOLAR NORTH AND AS A RESEARCH RESOURCE FOR STUDIES OF BIOLOGICAL AND/OR CULTURAL DIVERSITY.
2. COLLECTIONS CARE INCLUDES RESPONSIBILITY FOR THE PHYSICAL CONDITION AND STORAGE OF OBJECTS/SPECIMENS, CORRESPONDING DOCUMENTATION, BUDGETARY MANAGEMENT, AND ANNUAL REPORTS.
3. CURATORS WILL PRESERVE THE SPECIMENS, ARTIFACTS, OBJECTS, AND MATERIAL UNDER THEIR PURVIEW THROUGH THE USE OF METHODS AND TECHNIQUES PROFESSIONALLY ACCEPTED WITHIN THEIR RESPECTIVE DISCIPLINES.
4. CURATORS WILL ENSURE THAT ALL RECORDS AND FIELD NOTES CONCERNING COLLECTION MATERIALS ARE MAINTAINED IN A SECURE FASHION AND MEET OR EXCEED DOCUMENTATION STANDARDS FOR THEIR RESPECTIVE DISCIPLINE.
5. CURATORS WILL MAINTAIN CURRENT ACCESSION FILES, DEACCESSION FILES, AND CATALOGUES OF OBJECTS IN THEIR COLLECTIONS. THEY WILL DEVELOP ELECTRONIC DATABASES WITH COMPUTER DATA FORMATS THAT FOLLOW DATA STANDARDS OF THE RESPECTIVE DISCIPLINE AND UAM.
6. CURATORS WILL DEVELOP, MAINTAIN, AND REVISE WRITTEN POLICIES AND PROCEDURES FOR CAUTION OF OBJECTS OR SPECIMENS IN THEIR COLLECTIONS.
7. CURATORS WILL TAKE PART IN INTERPRETIVE ACTIVITIES OF THE MUSEUM IN ORDER TO FULFILL THE MUSEUM'S MISSION TO INTERPRET THE NATURAL AND CULTURAL HISTORY OF ALASKA. IN THIS REGARD, PREPARATION OF SMALL EXHIBIT IS APPROXIMATELY THE EQUIVALENTS OF PUBLICATION OF A PROFESSIONAL ARTICLE; PROJECT DIRECTION OF A LARGE COMPLEX EXHIBIT THAT INCLUDES

PREPARATION OF A SERIOUS CATALOGUE IS APPROXIMATELY THE EQUIVALENT OF PUBLICATION OF A SCHOLARLY BOOK.

8. CURATORS WILL ACTIVELY PREPARE GRANT APPLICATIONS FOR EXTERNAL SUPPORT FOR THEIR CURATORIAL ACTIVITIES AND COLLECTION-BASED RESEARCH.

ASSOCIATE PROFESSOR AND CURATOR

CONSISTENT CONTRIBUTIONS TO INTERPRETIVE (EDUCATION AND EXHIBITION) ACTIVITIES OF THE MUSEUM, RESPONSE TO COLLECTION-RELATED INQUIRIES (FROM OTHER PROFESSIONALS, THE PUBLIC AND STATE AGENCIES) AND/OR DEVELOPMENT OF INTERPRETIVE MATERIALS FOR THE PUBLIC-AT-LARGE ARE EXPECTED. USE OF THE COLLECTIONS FOR TEACHING AND/OR RESEARCH MUST BE EVIDENT. ACTIVE SOLICITATION FOR EXTERNAL FUNDS TO SUPPORT CURATORIAL ACTIVITIES AND COLLECTION-BASED RESEARCH MUST BE EVIDENT.

PROFESSOR AND CURATOR

SIGNIFICANT DEVELOPMENT OF THE COLLECTIONS UNDER THE CURATOR'S CARE IS EXPECTED. THIS DEVELOPMENT INCLUDES SUSTAINED GROWTH OF THE COLLECTIONS AS RESEARCH RESOURCES AND AS A MEANS OF FULFILLING THE MUSEUM'S MISSION OF ACQUIRING, PRESERVING IN PERPETUITY, INVESTIGATING, AND INTERPRETING OBJECTS AND SPECIMENS RELATING TO THE NATURAL AND OR CULTURAL HISTORY OF ALASKA AND THE CIRCUMPOLAR NORTH. SIGNIFICANCE OF COLLECTIONS WILL BE MEASURED IN TERMS OF RESEARCH SIGNIFICANCE, VALUE TO UNIVERSITY OF ALASKA RESEARCH AND INSTRUCTIONAL PROGRAMS, AND VALUE TO NATIONAL AND INTERNATIONAL RESEARCH PROGRAMS. THE CURATOR SHOULD BE A RECOGNIZED AUTHORITY IN HIS/HER FIELD, LOCALLY AND NATIONALLY. THEY MUST HAVE A RECORD OF SUCCESS IN ACQUIRING EXTERNAL FUNDS FOR THEIR CURATORIAL ACTIVITIES AND COLLECTION-BASED RESEARCH.

3. EVALUATION OF CURATION

A COMMITTEE COMPOSED OF THE TENURED CURATORS AT THE MUSEUM WILL PROVIDE AN EVALUATION TO THE UNIT PEER COMMITTEE. IN FORMULATING CRITERIA, STANDARDS AND INDICES FOR EVALUATION, PROMOTION, AND TENURE, THE MUSEUM SHOULD INCLUDE EXAMPLES OF CURATORIAL ACTIVITIES AND MEASURES FOR EVALUATION APPROPRIATE FOR THAT UNIT. EXCELLENCE IN CURATION MAY BE DEMONSTRATED THROUGH, E.G., APPROPRIATE LETTER OF COMMENDATION, RECOMMENDATION, AND/OR APPRECIATION, CERTIFICATES AND AWARDS, AND OTHER PUBLIC MEANS OF RECOGNITION FOR SERVICES RENDERED.