

MEMORANDUM

DATE: March 11, 2009

TO: D. D. 1. K...

**UAF REGULATIONS FOR THE APPOINTMENT AND EVALUATIONS OF
FACULTY**

INDICES

THE FOLLOWING IS AN ADAPTATION OF UAF AND BOARD OF REGENTS'

CHAPTER II

Initial Appointment of Faculty

Criteria for Initial Appointment

CHAPTER III

A. General Criteria

Criteria as outlined in "UAF Faculty Appointment and Evaluation Policies," Chapter IV, evaluators may consider, but shall not be limited to, whichever of the following are appropriate to the faculty member's professional obligation: mastery of subject matter; effectiveness in teaching; achievement in research, scholarly, and creative activity; effectiveness of public service; effectiveness of university service;

1. Effectiveness in Teaching

Evidence of excellence in teaching may be demonstrated through, but not limited to, evidence of the various characteristics that define effective teachers. Effective teachers

- a. are highly organized, plan carefully, use class time efficiently, have clear objectives, have high expectations for students;
- b. express positive regard for students, develop good rapport with students, show interest/enthusiasm for the subject;

c. organize and encourage student participation, ask questions frequently

monitor student participation for student learning and teacher effectiveness,
and sensitive to student diversity

b. narrative self-evaluation,

(1) document their classroom observation(s)

DEMONSTRATING GROWTH IN KNOWLEDGE OF THE DISCIPLINE

OR GROWTH IN EMPIRICAL AND/OR CRITICAL RESEARCH ABILITIES.

2. Components of Research, Scholarly and Creative Activity

2.1. Components of research, scholarly, and creative activity may be

demonstrated through, but not limited to:

- a. Books, reviews, monographs, bulletins, articles, proceedings and other scholarly works published by reputable journals, scholarly presses, and publishing houses that accept works only after rigorous review and approval by peers in the discipline.
- b. Competitive grants and contracts to finance the development of ideas, these grants and contracts being subject to rigorous peer review and approval.
- c. Presentation of research papers before learned societies that accept papers only after rigorous review and approval by peers.

1. Exhibitions of artwork collections, selection for these exhibitions being based

D. Criteria for Public and University Service

Public service is intrinsic to the land grant/sea grant/space grant tradition, and is a fundamental part of the university's obligation to the people of its state. In this tradition, faculty providing their professional expertise for the benefit of the state's external constituencies, face of charge, is identified as "public service."

The tradition of the university itself provides that its faculty assumes a collegial obligation for the internal functioning of the institution; such service is identified as "university service."

1. Public Service

Public service is the application of teaching, research, and other scholarly and creative activity to constituencies outside the University of Alaska Fairbanks. It

- f. Consulting.
- g. Prizes and awards for excellence in public service.
- h. Leadership of or presentations at workshops, conferences, or public meetings.
- i. Training and facilitating.
- i. Radio and TV programs, newspaper articles and columns, publications,

- k. Judging and similar educational assistance at science fairs, state fairs, and speech, drama, literary, and similar competitions.

2. University Service

University service includes those activities involving faculty members in the governance, administration, and other internal affairs of the university, its colleges, schools, and institutes. It includes non-instructional work with students and their organizations.

EFFECTIVENESS IN UNIVERSITY SERVICE INCLUDES:

- 1. ACTIVELY PARTICIPATING ON AND CONTRIBUTING TO THE

- f. Service in support of student organizations and activities.
- g. Academic support services such as library and museum programs.
- h. Assisting other faculty or units with curriculum planning and delivery of instruction, such as serving as guest lecturer.
- i. Mentoring.
- j. Prizes and awards for excellence in university service.

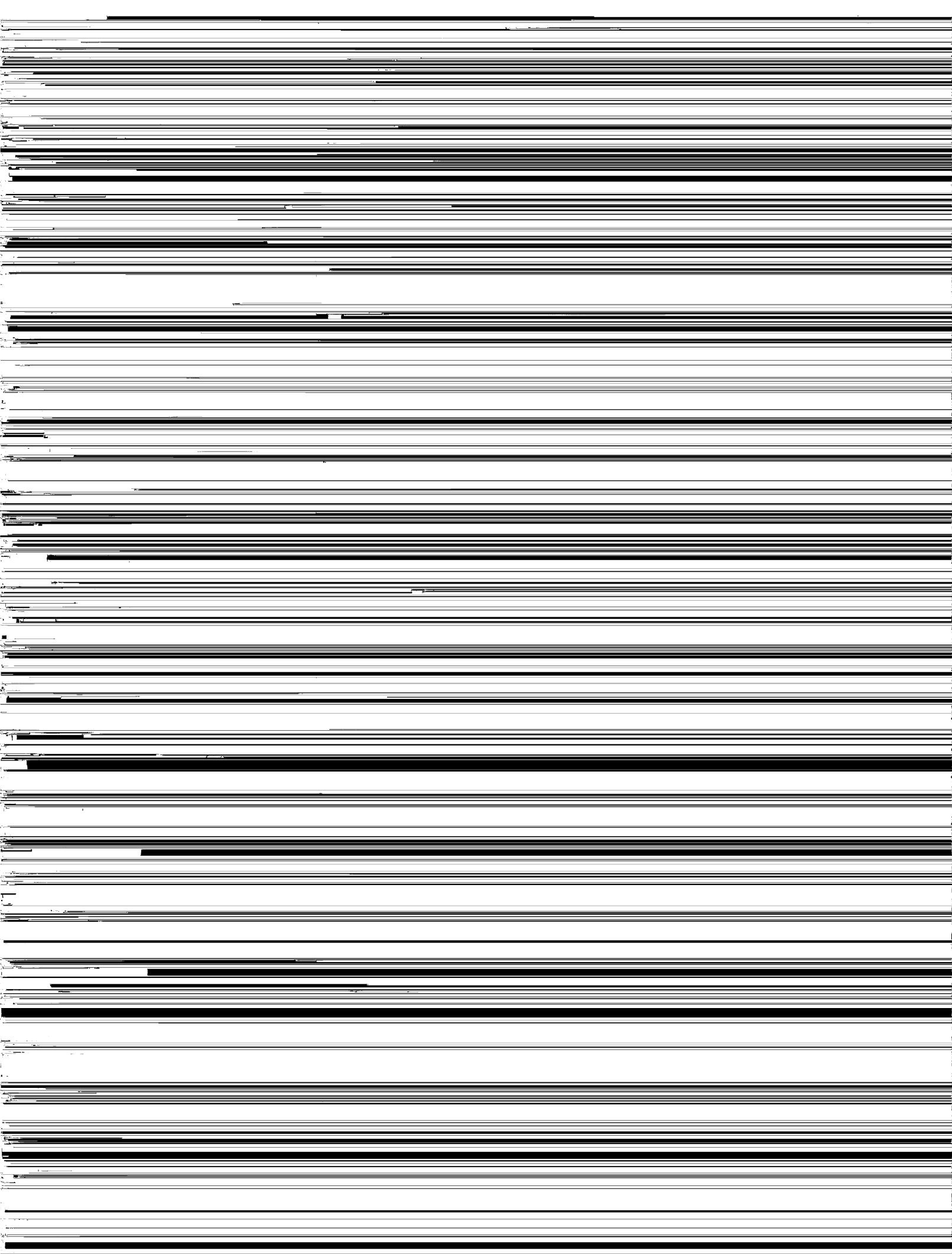
3. Professional Service

Examples of such activity include, but are not limited to:

- a. Editing or refereeing articles or proposals for professional journals or organizations.
- b. Active participation in professional organizations.
- c. Active participation in discipline-oriented service organizations,
OR ORGANIZATIONS CLOSELY RELATED TO THE DISCIPLINE. .
- d. Committee chair or officer of professional organizations.
- e. Organizer, session organizer, or moderator for professional meetings.
- f. Service on a national or international review panel or committee.

4. Evaluation of Service

Each individual faculty member's proportionate responsibility in service shall be reflected in annual workload agreements. In formulating criteria standards and



Even if a promotion and tenure committee prepares a recommendation, each faculty member independently

hand, some external reviewers are too tough because they want to guard a field that is very competitive.

their colleagues' specialties have acceptable standards of excellence. One wonders, in that case, what it

Even if the promotion guidelines are clear and lengthy, the determination of what constitutes "excellence" (or other keywords in the guidelines)

nominate external reviewers who they know will send glowing letters.

Less often discussed is the point that the reviewers' independence

question aside, faculty judgments can be partial yet still crucial. It is not the case that each and every

cases and events. However, evaluating
out-of-the-ordinary ill-defined, and

judgment model. It unavoidably
promotes "nasty relations" among

kind of ceremony of reconciliation
where we collectively soothe the