

UNIVERSITY OF ALASKA FAIRBANKS
REGULATIONS FOR THE EVALUATION OF FACULTY
AND
DEPARTMENT OF ALASKA NATIVE STUDIES AND RURAL DEVELOPMENT
(DANSRD)
UNIT CRITERIA, STANDARDS AND INDICES

“OUR MISSION IS TO STRENGTHEN LEADERSHIP CAPACITY FOR RURAL AND INDIGENOUS COMMUNITIES IN ALASKA AND THE CIRCUMPOLAR NORTH THROUGH DEGREE PROGRAMS THAT PROMOTE ACADEMIC EXCELLENCE, PERSONAL DEVELOPMENT, PROFESSIONAL SKILLS, GLOBAL AWARENESS, RESPECT FOR INDIGENOUS CULTURES AND COMMITMENT TO COMMUNITY. WE SEEK TO INCLUDE A KEEN AWARENESS OF THE SCOPE, RICHNESS, AND VARIETY OF ALASKA NATIVE CULTURAL HERITAGES, AND A SERIES OF CRITICAL PERSPECTIVES ON THE HISTORICAL AND THE CONTEMPORARY INDIGENOUS EXPERIENCE FOR ALL OUR STUDENTS.”

RURAL DEVELOPMENT (RD) IS AN APPLIED PROGRAM THAT IS MADE AVAILABLE AT BOTH BACCALAUREATE AND GRADUATE LEVELS TO STUDENTS ON THE FAIRBANKS CAMPUS, ACROSS THE STATE, AND BEYOND USING A COMBINATION OF HIGH QUALITY, INNOVATIVE DELIVERY METHODS INCLUDING INTENSIVE SEMINARS, AUDIOCONFERENCING, WEB-BASED TEACHING AND OTHER DISTANCE TECHNOLOGIES.

ALASKA NATIVE STUDIES (ANS) IS AN ACADEMIC PROGRAM AVAILABLE AT THE BACCALAUREATE LEVEL AS BOTH A MAJOR AND A MINOR. STUDENTS TAKE ADVANTAGE OF THE SAME DELIVERY METHODS AS RD, AND DANSRD FACULTY TEACH COURSES IN BOTH PROGRAMS. STUDENTS FROM ANS ARE ENCOURAGED TO TAKE RD COURSES (E.G. AS A MINOR SEQUENCE) AND VICE-VERSA WITH THE RESULT THAT BOTH PROGRAMS PRODUCE WELL ROUNDED GRADUATES.

BOTH PROGRAMS ENCOURAGE NATIONAL AND INTERNATIONAL ENGAGEMENT WITH INDIGENOUS SCHOLARS AND POLITICAL LEADERS. GUESTS FROM INDIGENOUS COMMUNITIES OUTSIDE THE STATE DELIVER LECTURES TO STUDENTS IN BOTH PROGRAMS, AND FACULTY MAINTAIN ACTIVE CONNECTIONS WITH INTERNATIONAL COUNTERPARTS. INTERNATIONAL STUDENTS ATTEND BOTH RD AND ANS COURSES.

AS AN ACADEMIC DISCIPLINE, RURAL DEVELOPMENT IS A RAPIDLY EXPANDING FIELD WITH AN INCREASED NUMBER

OPPORTUNITY FOR ALASKA'S STUDENTS TO CONNECT TO PEERS IN THE FIELD

eligibility, and other specifications relating to the evaluation of faculty at the University of Alaska Fairbanks (UAF). Contained herein are regulations and procedures to guide the evaluation processes and to identify the bodies of review appropriate for the university. The university, through the UAF Faculty Senate, may change or amend these regulations and procedures from time to time and will provide adequate notice in making changes and amendments.

These regulations shall apply to all of the units within the University of Alaska Fairbanks, except in so far as extant collective bargaining agreements apply otherwise.

The provost is responsible for coordination and implementation of matters relating to procedures stated herein.

Chapter II

Initial Appointment of Faculty

A. Criteria for Initial Appointment

Minimum degree, experience and performance requirements are set forth in “UAF Faculty Appointment and Evaluation Policies,” Chapter IV. Exceptions to these requirements for initial placement in academic rank or special academic appointments are

The dean or director shall appoint the new faculty member and advise him/her of the conditions, benefits, and obligations of the position. If the appointment is to be at the professor level, the dean/director must first obtain the concurrence of the chancellor or chancellor's designee.

F. Letter of Appointment

The initial letter of appointment shall specify the nature of the assignment, the percentage emphasis that is to be placed on each of the parts of the faculty responsibility, mandatory year of tenure review, and any special conditions relating to the appointment. This letter of appointment establishes the nature of the position and, while the percentage of emphasis for each part may vary with each workload distribution as specified in the annual workload agreement document, the part(s) defining the position may not.

Chapter III

Periodic Evaluation of Faculty

1. General Criteria

Criteria as outlined in "UAF Faculty Appointment and Evaluation Policies," Chapter IV, AND DANSRD UNIT CRITERIA, STANDARDS AND INDICES, 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; demonstration of professional development and quality of total contribution to the university.

For purposes of evaluation at UAF, the total contribution to the university and activity in the areas outlined above will be defined by relevant activity and demonstrated competence from the following areas: 1) effectiveness in teaching; 2) achievement in scholarly activity; and 3) effectiveness of service.

Bipartite Faculty

Bipartite faculty are regular academic rank faculty who fill positions that are designated

Bipartite faculty may voluntarily engage in a tripartite function, but they will not be required to do so as a condition for evaluation, promotion, or tenure.

B. Criteria for Instruction

A central function of the university is instruction of students in formal courses and supervised study. Teaching includes those activities directly related to the formal and informal transmission of appropriate skills and knowledge to students. The nature of instruction will vary for each faculty member, depending upon workload distribution and the particular teaching mission of the unit. Instruction includes actual contact in classroom, correspondence or electronic deli

g. may receive prizes and awards for excellence in teaching.

SPECIFIC DANSRD CRITERIA FOR TEACHING FOR APPOINTMENT OR PROMOTION TO:

A. ASSISTANT PROFESSOR: EVIDENCE OF TEACHING ABILITY AS WELL AS COMMITMENT TOWARD CONTINUAL IMPROVEMENT IN AREAS INVOLVING DISTANCE DELIVERY AND ONLINE LEARNING MUST BE PROVIDED.

B. ASSOCIATE PROFESSOR: THE RECORD MUST SHOW THAT THE MATERIAL TAUGHT IS CONTEMPORARY AND RELEVANT, AND THAT THE PRESENTATIONS STIMULATE THE LEARNING PROCESS. EVIDENCE OF THE EXPECTED QUALITY OF INSTRUCTION MAY INCLUDE, BUT IS NOT LIMITED TO, COURSE AND/OR CURRICULUM DEVELOPMENT, INNOVATIVE APPROACHES TO INSTRUCTION, EFFECTIVE GUIDING AND MENTORING OF STUDENTS, AND EFFECTIVE TEACHING PERFORMANCE IN CLASSROOM SETTINGS AND BY DISTANCE DELIVERY MODALITIES. THERE MUST BE EVIDENCE OF SUPERVISION OF GRADUATE STUDENT RESEARCH AS A MAJOR COMMITTEE CHAIR/MEMBER.

C. PROFESSOR: SIGNIFICANT CONTRIBUTIONS TO THE INSTRUCTIONAL PROGRAM ARE EXPECTED. THESE MAY INCLUDE, BUT ARE NOT LIMITED TO, CONTRIBUTIONS TO MAJOR IMPROVEMENTS IN COURSE AND/OR CURRICULUM OFFERINGS, DEVELOPMENT OF NEW COURSES AND/OR DELIVERY APPROACHES, ABILITY TO MOTIVATE AND/OR INSPIRE STUDENTS, AND EXEMPLARY TRAINING OF GRADUATE STUDENTS. THERE SHOULD BE A RECORD OF SUCCESSFUL COMPLETION OF GRADUATE WORK BY HIS OR HER STUDENTS. IT IS EXPECTED THAT ASSESSMENT OF TEACHING BY STUDENTS AND FACULTY WILCCESFUL

d. peer/department chair evaluation of course materials, AND excellence in development/utilization of course materials,

C. Criteria for Research, Scholarly, and Creative Activity

Inquiry and originality are central functions of a land grant/sea grant/space grant university and all faculty with a research component in their assignment must remain active as scholars. Consequently, faculty are expected to conduct research or engage in other scholarly or creative pursuits that are appropriate to the mission of their unit, and equally important, results of their work must be disseminated through media appropriate to their discipline.

CONSIDERING THE DANSRD MISSION AND DISCIPLINE, THEREFORE, THE LOCUS AND AUDIENCE FOR DANSRD RESEARCH EXPANDS TO INCLUDE NATIVE AND RURAL COMMUNITIES AND/OR CONSTITUENCIES. THE KEY TO RESEARCH/SCHOLARLY/CREATIVE ACTIVITIES IS THAT THESE ACTIVITIES SHOULD BE APPLICABLE TO THE MISSION OF THE UNIT AND ALSO THAT THE RESULTS OF THESE ACTIVITIES SHOULD BE DISSEMINATED THROUGH MEDIA ACCESSIBLE TO AND UTILIZED BY THOSE WHOM THEY ARE INTENDED TO BENEFIT. CERTAIN ACTIVITIES AND DEFINITIONS, THEREFORE, HAVE ALSO BEEN EXPANDED TO REFLECT DANSRD'S PARTICULAR MISSION "...TO STRENGTHEN LEADERSHIP CAPACITY FOR RURAL AND INDIGENOUS COMMUNITIES IN ALASKA AND THE CIRCUMPOLAR NORTH THROUGH DEGREE PROGRAMS THAT PROMOTE ACADEMIC EXCELLENCE, PERSONAL DEVELOPMENT, PROFESSIONAL SKILLS, GLOBAL AWARENESS, RESPECT FOR INDIGENOUS CULTURES AND COMMITMENT TO COMMUNITY." FURTHER, THERE IS OFTEN AN OVERLAP BETWEEN RESEARCH AND PUBLIC SERVICE SUCH THAT THE RESULTS OF DANSRD'S RESEARCH, SCHOLARLY AND CREATIVE ACTIVITIES DIRECTLY BENEFIT ALASKA'S NATIVE AND RURAL COMMUNITIES AS MUCH AS THEY DO THE UNIVERSITY COMMUNITY.

TO KEEP DANSRD TRUE TO ITS MISSION, APPROPRIATE DISSEMINATION OF RESULTS WILL INCLUDE REPORTING TO AND INFORMING COMMUNITY, REGIONAL AND STATE ORGANIZATIONS SUCH AS ALASKA NATIVE CORPORATION BOARDS, THE ALASKA FEDERATION OF NATIVES, ALASKA NATIVE TRIBAL ORGANIZATIONS AND INTERNATIONAL INDIGENOUS ORGANIZATIONS. THESE ARE THE ORGANIZATIONS WHERE APPROPRIATE JUDGES FOR DANSRD'S WORK ARE FOUND. ALL OF THESE ENTITIES SUPPORT MEDIA WHICH CAN PUBLISH OR OTHERWISE SHOWCASE THE WORK OF DANSRD FACULTY. Furthermore, it is important to emphasize the distinction between routine production and creative excellence as evaluated by an individual's peers at the University of Alaska and elsewhere.

1. Achievement in Research, Scholarly and Creative Activity

Whatever the contribution, research, scholarly or creative activities must have one or more of the following characteristics:

- a. They must occur in a public forum.
- b. They must be evaluated by appropriate peers
- c. They must be evaluated by peers AS DEFINED ON PAGES ONE AND TWO external to this institution so as to allow an objective judgment.
- d. They must be judged to make a contribution TO THE COMMUNITIES SERVED BY DANSRD AND TO THE UNIVERSITY.

2. Components of Research, Scholarly and Creative Activity

Evidence of excellence in research, scholarly, and creative activity may be demonstrated through, but not limited to;

- a.** Books, reviews, monographs, bulletins, articles, MANUALS, NEEDS ASSESSMENTS, PROGRAM EVALUATIONS, ANNOTATED BIBLIOGRAPHIES, TRANSLATIONS AND TRANSCRIPTIONS, proceedings and other scholarly works published by reputable journals, scholarly presses, and publishing houses, OR BY LEGAL, INDUSTRY OR GOVERNMENT PUBLICATIONS that accept works only after rigorous review and approval by peers in the discipline OR OTHER APPROPRIATE JUDGES.
- 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, DVDs, OR INVITED PAPERS before learned societies that accept papers only after rigorous review and approval by peers OR OTHER APPROPRIATE JUDGES. SUBMISSION OF RESEARCH PROPOSALS AND/OR THE COMPLETION OF CONTRACTED RESEARCH REPORTS TO AGENCIES AND FUNDING SOURCES, FORMAL PRESENTATIONS OF RESEARCH/INFORMATION TO ALASKA NATIVE ORGANIZATIONS SUCH AS ALASKA FEDERATION OF NATIVES, REGIONAL CORPORATIONS, TRIBAL COUNCILS, RESULTS OF COMMUNITY PLANNING PROCESSES AS REPORTED TO COMMUNITY ENTITIES, DEVELOPMENT OF PLANNING PROCESSES REVIEWED BY COMMUNITY BOARDS, DRAFTING AND SUBMITTING REGULATORY PROPOSALS ON BEHALF OF PARTNER COMMUNITIES, ETC.

d. Exhibitions of art work at galleries, selection for these exhibitions being based on rigorous review and approval by juries, recognized artists, critics.

e. Performances in recitals or productions **ESPECIALLY IN THOSE PLAY OR DANCE PRODUCTIONS THAT PRESENT INDIGENOUS MATERIALS INCLUDING THEATER/DRAMA/FESTIVAL OF NATIVE ARTS/CAMA-I, AND OTHER STATEWIDE FESTIVALS**, selection for these performances being based on stringent auditions and approval by appropriate judges.

f. Scholarly reviews of publications, art works and performance of the candidate.

g. Citations of research in scholarly publications **AND PUBLICATIONS OF SPECIAL INTEREST TO NATIVE AND RURAL CONSTITUENTS AND/OR CONSTITUENCIES.**

h. Published abstracts of research papers.

i. Reprints or quotations of publications, **CATALOGING AND ARCHIVING DATA COLLECTIONS OF DANCE/PERFORMANCE VIDEO AND AUDIO TAPES**, reproductions of art works, and descriptions of interpretations in the performing arts, these materials appearing in reputable works of the discipline.

j. Prizes and awards for excellence of scholarship.

(“k” IS MISSING FROM THE ORIGINAL DOCUMENT)

l.

N. NON-REFEREED JOURNAL ARTICLES AND MONOGRAPHS INCLUDING AUTHORSHIP OF A BOOK OR MAJOR REFERENCE IN THE FACULTY MEMBER'S AREA OF A SCHOLARLY ACTIVITY.

SPECIFIC CRITERIA FOR RESEARCH PERFORMANCE FOR PROMOTION OR APPOINTMENT TO:

A. ASSISTANT PROFESSOR: EVIDENCE OF ABILITY TO ESTABLISH A VIABLE RESEARCH PROGRAM IN THE AREA OF SPECIALIZATION MUST BE PROVIDED.

B. ASSOCIATE PROFESSOR: THE FACULTY MEMBER MUST HAVE ESTABLISHED AN APPROPRIATE RESEARCH PROGRAM THAT PRODUCES SATISFACTORY PUBLICATIONS IN SOME OR ALL OF THE PUBLICATIONS NOTED IN A THROUGH Q IN THE ABOVE SECTION, AND HAVE PRESENTED RESEARCH RESULTS AT PROFESSIONAL MEETINGS AND OTHER PUBLIC FORUMS. SUCH THINGS AS THE SUBMISSION OF RESEARCH PROPOSALS AND ACQUISITION OF EXTERNAL RESEARCH FUNDING, THE COMPLETION OF CONTRACT RESEARCH REPORTS, AND PUBLICATION IN CONFERENCE PROCEEDINGS CONSTITUTE SUPPLEMENTARY EVIDENCE THAT THE RESEARCH PROGRAM IS OF HIGH QUALITY. THE FACULTY MEMBER MUST SHOW INDEPENDENCE AND LEADERSHIP BY THE CREATION OF RESEARCH IDEAS THAT INVOLVE STUDENTS.

C. PROFESSOR: THE RESEARCH PROGRAM SHOULD HAVE PRODUCED PUBLICATIONS IN REFEREED PROFESSIONAL LITERATURE AS WELL AS OTHER PUBLICATIONS NOTED IN A THROUGH Q ABOVE, AND THERE SHOULD BE A RECORD OF STUDENT AND/OR JUNIOR FACULTY INVOLVEMENT. THE PUBLICATIONS SHOULD BE OF SUFFICIENT QUALITY AND QUANTITY TO DEMONSTRATE THE EXISTENCE OF AN ON-GOING, PROFESSIONAL, INDEPENDENT RESEARCH PROGRAM. ADDITIONAL EVIDENCE MUST BE PROVIDED SHOWING THAT RESEARCH HAS BEEN PRESENTED TO ENTITIES SUCH AS INDIGENOUS ORGANIZATIONS AND TRIBAL GOVERNMENTS.

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 university's external constituency, free 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 includes all activities which extend the faculty member's professional, academic, or leadership competence to these constituencies. It can be instructional, collaborative, or consultative in nature and is related to the faculty member's discipline or other publicly recognized expertise. Public service may be systematic activity that involves planning with clientele and delivery of information on a continuing, programmatic basis. It may also be informal, individual, professional contributions to the community or to one's discipline,

2. University Service

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

b. Service on university, college, school, institute, or departmental committees or governing bodies, APPOINTMENT TO INTERNAL EDITORIAL BOARDS AND SCHOLARSHIP SELECTION COMMITTEES

c. Consultative work in support of university functions, such as expert assistance for specific projects.

d. Service as department chair or term-limited and part-time assignment as

f. Service on a national or international review panel or committee, AND APPOINTMENT TO PROPOSAL EVALUATION/GRANT SELECTION COMMITTEES.

Evaluation of Service

Each individual faculty member's proportionate responsibility in service shall be reflected in annual workload agreements. In formulating criteria, standards and indices for evaluation, promotion, and tenure, individual units should include examples of service activities and measures for evaluation appropriate for that unit. Excellence in public and university service may be demonstrated through, e.g., appropriate letters of commendation, recommendation, and/or appreciation, certificates and awards and other public means of recognition for services rendered.

SPECIFIC DANSRD CRITERIA FOR SERVICE PERFORMANCE FOR APPOINTMENT OR PROMOTION TO:

A. ASSISTANT PROFESSOR: NONE IN ADDITION TO UAF CRITERIA

B. ASSOCIATE PROFESSOR: POSITIVE CONTRIBUTIONS TO DEPARTMENTAL AND/OR UNIVERSITY MATTERS, EFFECTIVE PROFESSIONAL CONTRIBUTIONS TO THE PUBLIC, AND EFFECTIVE SERVICES TO THE PROFESSION ARE EXPECTED.

year comprehensive and diagnostic review

workload agreement in commenting on progress. The director or dean shall provide a copy of a written evaluation to the faculty member.

In the case of a faculty member having a joint appointment, the dean will coordinate the