



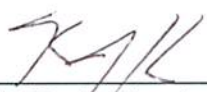
UNIVERSITY OF ALASKA SOUTHEAST

Faculty Handbook for Academic Year 2015-16

Effective: July 1, 2015

This Handbook will be reviewed annually by an ad hoc Working Group created jointly by the Faculty Senate President and Provost. The Group will review the document and recommend changes to the Faculty Senate. The Senate will then consider the recommendations and take action no later than their regular May meeting. This process ensures that the Faculty Handbook will be reviewed, updated, and affirmed for use prior to the beginning of each academic year.

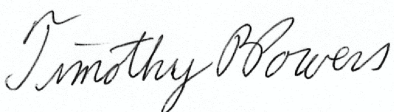
Through shared governance, this Faculty Handbook was approved by Faculty Senate and Provost Caulfield on May 1, 2015.

 6-15-15

Kevin Krein, Faculty Senate President

 5/1/15

Richard Caulfield, Provost

 6/30/2015

Tim Powers, Sr., UAFT President

 5-11-15

Lisa Hoferkamp, UNAC Representative

INTRODUCTION

This faculty handbook outlines the University of Alaska Southeast organization; procedures of the Faculty Senate; academic ethics, rights, and responsibilities; curricular development protocols; support services; procedures and criteria for faculty evaluation and sabbatical leave; and many other helpful matters of importance.

The handbook resides with the Provost's Office in electronic form and can be located on the UAS website at <http://www.uas.alaska.edu/facultyhandbook/index.html>. Should you wish to have a hard copy of the handbook, you may print the PDF version. For most current information always use the web version of the handbook. Forms referred to in this handbook site may be downloaded and saved and some may be filled in online.

Other important materials regarding University planning and governance reside within other UAS sites such as the Provost's Office, the Chancellor's Office, and the Faculty Senate Website. Faculty is encouraged to visit these websites to be apprised of strategic planning, budget issues, and other matters of importance.

Everything in the handbook arises from University of Alaska Board of Regents' (BOR) Policies and Regulations, University of Alaska Southeast Policies, and faculty collective bargaining agreements. This document reflects priorities in the UAS Strategic & Assessment Plan 2010-2017. The BOR Policies and Regulations are available at the University of Alaska web site <http://www.alaska.edu/bor/>.

This handbook will be reviewed annually by a Working Group created jointly by the Faculty Senate President and UAS Provost. The Group will review the document to:

- Determine what updates are necessary so it correctly reflects current faculty collective bargaining agreements, Board of Regents policies and regulations, and UAS business practices and, affirm the document for use the upcoming academic year.
- The Working Group's proposed changes will be forwarded to Faculty Senate (prior to their May meeting) for review and approval, prior to publication.

Through shared governance, this Faculty Handbook was approved by Faculty Senate and Provost Caulfield on May 2, 2014.

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Chapter 1: ORGANIZATION

UAS MISSION & ACCREDITATION

“The mission of the University of Alaska Southeast is student learning enhanced by faculty scholarship, undergraduate research and creative activities, community engagement, and the cultures and environment of Southeast Alaska.”

[approved by UA Board of Regents]

The UAS “core themes” of the UAS Strategic and Assessment Plan 2010-2017 core themes are:

Student Success – provide the academic support and student services that facilitate student access and completion of educational goals.

Teaching and Learning – provide a broad range of programs and services resulting in student engagement and empowerment for academic excellence.

Community Engagement – provide programs and services that connect with local, state, national, and international entities on programs, events, services, and research that respond to the economic, environmental, social, and cultural needs and resources of Southeast Alaska.

Research and Creative Expression – provide programs and services that support research, scholarship, and creative expression by faculty and students.

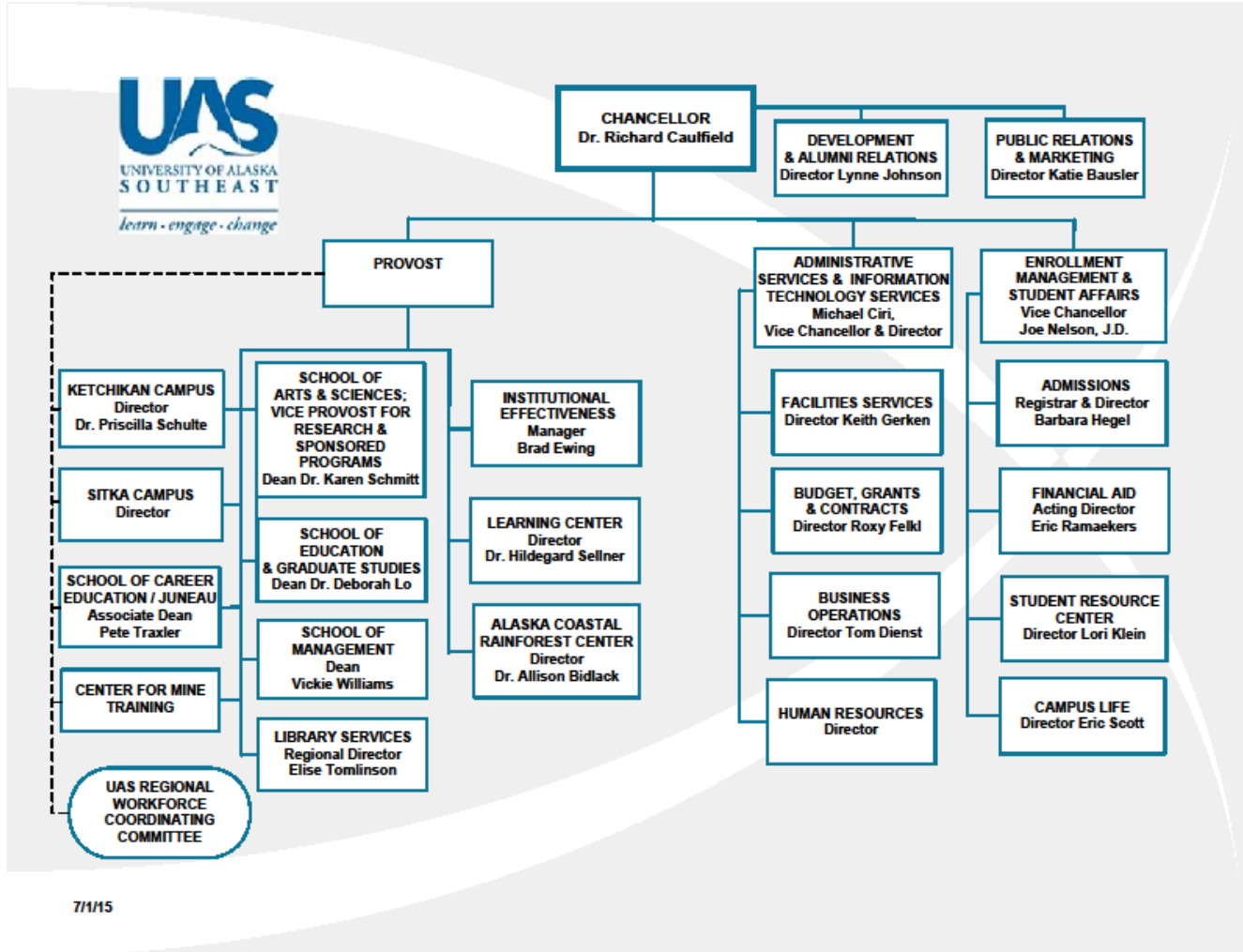
The University of Alaska Southeast is regionally accredited by Northwest Commission on Colleges and Universities. (For additional information go to the NWCCU website at: [http://www.nwccu.org/.](http://www.nwccu.org/))

ACADEMIC ORGANIZATION

The University of Alaska Southeast has three campuses located in Southeast Alaska in the communities of Juneau, Ketchikan, and Sitka. As a regional institution, all three campuses provide an array of certificate and two-year programs and serve their communities with strong academic and vocational programs and non-credit community and continuing education courses. The Juneau campus is the primary baccalaureate and graduate degree granting campus. UAS is organized into four schools across three campuses.

The Chancellor is the Chief Executive Officer. The Vice Chancellor of Administrative Services is the Chief Operating Officer. The Vice Chancellor of Enrollment Management is the chief of student services and student recruitment. The Provost is the Chief Academic Officer. The School deans, campus directors, and Regional Library Director report to the Provost.

The academic structure of UAS is depicted in the following organizational chart:



A number of advisory and governing bodies meet regularly to administer academic and business affairs. They include the following:

Chancellor's Executive Council: The Executive Council consists of the Chancellor, Provost, Vice Chancellor of Administrative Services, and Vice Chancellor of Enrollment Management, who set the overall strategic direction for the regional institution. The Executive Council meets weekly.

Chancellor's Cabinet: The Cabinet serves as a policy and review body, making recommendations to the Chancellor regarding regional academic programs and administrative and support services for UAS. The Cabinet consists of the members of the Executive Council, the School deans, Associate Dean of Career Education, Faculty Senate President and President-elect, Staff Council President, Vice Provost, directors (Library Services, Information Technology Services, Financial Aid, Personnel, Student Services and Enrollment Management, Facilities, Budget, Development and Alumni Relations,

Institutional Research, Marketing and Media Relations, Admissions/Student Success, Auxiliary Services), Registrar, Assistants to Executive Management, and Administrative Managers. The Cabinet meets once a month.

Provost's Council: The Provost's Council serves as an advisory body making academic and administrative recommendations to the Provost. The Council consists of Provost, Vice Provost, Faculty Senate President, school deans, Associate Dean of Career Education, Campus Director, Regional Library Director, Vice Chancellor of Enrollment Management, Registrar, School Administrative Managers, and the Assistant to the Provost. The Provost's Council meets monthly.

Campus Advisory Councils: These advisory councils offer guidance to each campus unit and serve as a link for public constituencies to the Board of Regents. The Chancellor appoints no fewer than seven and no more than fifteen persons to each council in Juneau, Sitka, and Ketchikan, with membership broadly representative of constituencies served by the campus. The powers, duties, and responsibilities of each Campus Advisory Council are contained in Board of Regents' Policy 02.04.420. The current membership lists for these UAS Campus Advisory Councils are available in the academic catalog.

Faculty Senate: The Senate serves as a faculty governance body. It is responsible for academic and faculty affairs and administrative matters as specified in the Constitution and Bylaws for Faculty Governance. The Faculty Senate consists of Senators representing each academic unit, plus an at-large representative for each campus, the Senate President, and Senate President-elect. The Faculty Senate has permanent committees to deal with matters coming under the purview of the Faculty Senate. Ad Hoc committees are established, as needed. The Faculty Senate meets monthly during the academic year.

Additionally, Board of Regents Policy 03.01 establishes a mechanism for UA system wide governance. These councils include the System Governance Council (which consists of representatives from the Faculty Alliance, the Staff Alliance, and the Coalition of Student Leaders), the Faculty Alliance consisting of three members from the Faculty Senate leadership of each university who meet monthly to discuss matters of mutual concern, and Statewide Academic Council (which consists of the Vice President for Academic Affairs, university Provosts, representatives from Faculty Alliance, and research representatives).

Chapter 2a: CONSTITUTION FOR FACULTY GOVERNANCE

PREAMBLE

The faculty of the University of Alaska Southeast establish this Constitution in order to create a governance structure that will provide a forum for and give a voice to university-life issues, including curriculum, student success, research and creative activities, as well as institutional and professional development.

ARTICLE I. NAME

Section 1 Faculty governance at the University of Alaska Southeast will be by a Faculty Assembly of the Whole and a representative Faculty Senate.

ARTICLE II. PURPOSE, AUTHORITY, RIGHTS, AND RESPONSIBILITIES

Section 1 Purpose

- A. The Senate shall act in a representative capacity on behalf of the Faculty Assembly in matters which affect the general welfare of the university and its educational programs.

Section 2 Authority

- A. The Faculty Senate of the University of Alaska Southeast shall carry out its responsibilities and functions subject to the authority of the Board of Regents, UA President, and UAS Chancellor consistent with the laws of the State of Alaska (BOR Policy 03.01) and faculty collective bargaining agreements.
- B. Such responsibilities and functions shall be regulated by the By-Laws accompanying this Constitution.
- C. Senate actions shall otherwise be binding and subject to veto in accordance with ARTICLE IX (Veto Powers) of this Constitution.

Section 3 Faculty Rights

Faculty rights include:

- A. To exercise academic freedom
- B. To form a representative body to develop legislation concerning the professional activities of the faculty.
- C. To have elected representatives to appropriate governance bodies.
- D. To have primary authority through the Senate to initiate, develop, recommend, review, and approve University of Alaska Southeast policies and standards with regard to the responsibilities outlined in Section 4.

Section 4 Responsibilities

- A. The Senate shall function as the legislative and administrative body having primary authority to initiate, develop, recommend, review, and approve university policy, including but not limited to the following:

Academic Affairs

- (a) academic advising
- (b) assessment of students and course outcomes
- (c) degrees
- (d) course and program approval
- (e) admissions and transfer policies
- (f) instructional policies
- (g) library
- (h) distance education
- (i) academic suspension or dismissal
- (j) other matters directly concerned with the academic program of the university

Faculty Affairs

- (a) evaluation, promotion, and tenure
- (b) sabbatical leave
- (c) appointment, reappointment, and termination
- (d) teaching
- (e) research and creative activities
- (f) service
- (g) workload
- (h) professional ethics
- (i) faculty development
- (j) grants and contracts
- (k) other matters affecting the welfare of the faculty

Administrative Matters

- (a) budget
- (b) calendar
- (c) administrative appointments
- (d) physical facilities
- (e) academic catalog
- (f) course scheduling
- (g) support services including information technologies
- (h) diversity
- (i) safety
- (j) community outreach
- (k) other matters affecting the welfare of the university

- B. To serve as a clearinghouse for the distribution of information of general concern and interest to University of Alaska Southeast faculty and to articulate matters requiring a timely response to a Chancellor's or other administrator's concerns.
- C. To develop and recommend to the Chancellor protocols for the approval and deletion of academic programs.
- D. To provide faculty representatives for the appropriate governance bodies.
- E. To support student and staff constituencies on matters of mutual concern.

ARTICLE III. MEMBERSHIP

Section 1 Eligibility

A. Faculty Assembly

Members of the Faculty Assembly include

- (1) tenure-track faculty and
- (2) those term faculty who have worked in their positions three or more consecutive years with a faculty appointment of 50% FTE or greater.

B. Faculty Senate

- (1) Those eligible for membership in the Faculty Senate are current members of the Faculty Assembly.
- (2) Faculty members on any type of sabbatical leave are not eligible to serve as members of the Faculty Senate.

Section 2 Designation

- A. The membership of the Faculty Senate shall consist of elected representatives hereinafter referred to as Senators.

Section 3 Composition of the Senate

The Senate shall consist of the following:

A. Faculty Senators

- (1) Elected by and from the Faculty Assembly as set forth in the Bylaws.
- (2) One representative for each faculty academic unit, as defined in the Bylaws.

B. Campus Senators

- (1) Elected by and from the Faculty Assembly at each campus as set forth in the Bylaws.
- (2) One representative for each of the campuses, Ketchikan, Sitka, and Juneau.

C. Provost

The Provost shall be a non-voting, ex officio member of the Senate.

Section 4 Terms of office

- A. Faculty Senators shall serve one-year terms and may be re-elected by the faculty they represent.
- B. Vacancies shall be filled expeditiously in the manner designated for that position in the Bylaws and shall be for the unexpired term of the position.

Section 5 Officers

- A. The officers of the Senate, a President, President-Elect and Past President, shall be elected by members of the Faculty Assembly according to procedures and a timeline laid out in the Bylaws.

ARTICLE IV. DUTIES OF MEMBERSHIP

Section 1: Duties include, but are not limited to, the following:

- A. President
 - (1) facilitates the business of the Faculty Senate, such as elections and appointments, setting agendas, and leading meetings;
 - (2) votes only to make or break a tie;
 - (3) officially represents the faculty in all university and public forums except those pertaining to official collective bargaining activities;
 - (4) participates as a member of the Chancellor's Cabinet or its equivalent, and as a voting member of the University of Alaska's Faculty Alliance, articulating between these groups and the Faculty Senate on matters affecting the faculty;
 - (5) nominates faculty for appointment to statewide and UAS committees;
 - (6) chairs Faculty Assembly meetings;
 - (7) serves as an ex-officio, non-voting member of all permanent Senate committees;
 - (8) appoints members of the Faculty Assembly to ad hoc committees;
 - (9) chairs the Executive Council.
- B. President-Elect
 - (1) assists the President in conducting the business of the Senate;
 - (2) is a non-voting ex-officio member of the Senate except as noted in (3) below;
 - (3) serves in the place of the President in all capacities with commensurate authority and responsibility when the President is not available;
 - (4) participates as a member of the Chancellor's Cabinet or its equivalent, and as a voting member of the University of Alaska's Faculty Alliance, articulating between these groups and the Faculty Senate on matters affecting the faculty;
 - (5) participates as a member of the Executive Council.
- C. Past President
 - (1) participates as a member of the Executive Council;
 - (2) is a non-voting member of the Senate;

(4) is a voting member of the University of Alaska's Faculty Alliance.

D. Faculty Senators

- (1) participate as voting members of the Faculty Senate in the deliberation of its business;
- (2) articulate, on a regular basis, all pertinent matters between the faculty in their respective faculty academic units and the Faculty Senate;
- (3) undertake academic and administrative work of the Faculty Senate, as it becomes apparent, including service on committees.

E. Campus Senators

- (1) participate as voting members of the Faculty Senate in the deliberation of its business;
- (2) articulate, on a regular basis, all pertinent matters between the faculty on their respective campuses and the Faculty Senate;
- (3) undertake academic and administrative work of the Faculty Senate as it becomes apparent, including service on committees;
- (4) consider Faculty Senate business from a campus perspective and bring this view to bear on matters at hand in Faculty Senate meetings.

F. Senators' Workload Release

The effort inherent in service on the Faculty Senate and its committees will be recognized as follows:

- (1) Senator –2 workload credits per year.
- (2) The Senate President - 6 workload credits per year.
- (3) The Senate President-Elect - 4 workload credits per year.
- (4) The chair of the Curriculum Committee- 4 workload credits per year.

G. The Provost

- (1) participates in the discussions of the Senate;
- (2) communicates with the Faculty Assembly, via its Senators, regarding Academic Affairs, Faculty Affairs, and Administrative Matters outlined above in Article II Section 2;
- (3) works with the Senate President to help set the agenda for the Senate's regular meetings by bringing forth issues, concerns, and opportunities of which the Faculty Assembly should be aware.

ARTICLE V. COMMITTEES

Section 1 Permanent Committees

Below are listed the permanent committees of the Faculty Senate. Their membership, terms of service, reporting relationship to the Senate, and duties are established in the Bylaws.

A. Executive Council

1. Purpose of the Council

The Council will meet to discuss campus issues and conduct business of the Faculty Senate under circumstances in which the full Senate is not scheduled or is unable to meet.

B. Undergraduate Curriculum Committee

1. Purpose of the Committee

The Committee will discuss and make recommendations to the Senate on curricular and academic policy changes affecting instruction at all levels except the graduate level.

C. Graduate Committee

1. Purpose of the Committee

The Committee will discuss and make recommendations to the Senate on graduate courses, curriculum and graduate degree requirements, and other academic matters related to the instruction and mentoring of graduate students.

D. Faculty Alliance Committee

1. Purpose of the Committee

The UAS Faculty Alliance Committee represents UAS faculty interests at meetings of the Faculty Alliance.

E. UAS Faculty Evaluation Committees (as per UAFT and UNAC bargaining contracts)

1. Purpose of the Committees

Each Committee provides process and peer review of faculty members for retention, promotion, tenure, and sabbatical leave (UAFT only) decisions and contributes its recommendations to the mandatory process of faculty review in conjunction with UA Board of Regents' Policies and Regulations, the UAS Faculty Handbook and the faculty collective bargaining agreements.

F. Research and Creative Activity Committee

1. Purpose of the Committee

The Committee addresses all issues concerned with faculty research and creative activity.

G. Sustainability Committee

1. Purpose of the Committee

The Committee provides recommendations for and facilitates sustainable practices at the university.

H. Faculty Handbook Committee

1. Purpose of the Committee

The Committee reviews and recommends to the Senate changes, corrections and additions to the UAS Faculty Handbook.

Section 2 Additional committees

- A. Additional committees may be established for specific tasks according to procedures outlined in the Bylaws. Their charges and reporting relationships shall be determined by the Senate.

ARTICLE VI. MEETINGS

Section 1 Frequency

- A. There will be at least one Faculty Assembly meeting in the Fall of each year chaired by the Senate President.
- B. There shall be at least one regular meeting of the Faculty Senate every month of the academic year from August through May with the exception of January.
- C. Additional meetings may be held as the Faculty Senate determines, or as called by the President or President-Elect in the President's absence.

Section 2 Parliamentary Authority

- A. To the extent consistent with this Constitution or the Faculty Senate Bylaws, Robert's Rules of Order govern the conduct of business.
- B. The President and/or a person he/she designates as parliamentarian shall be the final authority on parliamentary interpretation.

Section 3 Quorum

- A. The presence of 60% of the voting members of the Faculty Senate constitutes a quorum.
- B. A presence may be established by participation in an audio- or video-conference.

Section 4 Voting

- A. Proposed motions, unless otherwise specified in the Constitution or By-Laws, will pass with a majority vote of the Senate membership.
- B. Votes by proxy are not allowed.

Section 5 President's Substitute

- A. Should the President-Elect not be able to serve in the President's stead, the President may appoint any Senator to fill his/her place for specific purposes and/or periods of time.

Section 6 Substitutes

- A. Senators may appoint colleagues to attend Faculty Senate meetings in their stead.

- B. Substitutes must be a faculty member from the same faculty academic unit and be a member of the Faculty Assembly.
- C. Substitutes have full voting powers and count towards a quorum.

Section 7 Addressing the Faculty Senate

- A. Any member of the Faculty Assembly may address the Senate at any meeting on any issue.

Section 8 Attendance

- A. If any Senator fails to attend three, regularly scheduled meetings during an academic year, the President shall so inform the Senator's constituency, and the unit must formally decide by the next meeting whether it wishes to retain or replace the Senator.

Section 9 Minutes

- A. A first draft of meeting minutes will be e-mailed to Senators for editing.
- B. Within seven working days following a Senate meeting, the revised minutes will be posted electronically to the Faculty Senate web site, marked "DRAFT."
- C. Notice of the posting of the draft minutes will be sent to all tenure-track, non-tenure track, and term faculty, including Senators.
- D. Minutes will be revised as needed and approved at the following Senate meeting.

Section 10 Agenda

- A. The Senate President, in consultation with the Provost, will set the agenda based on unfinished business and continuing business, such as curriculum matters, and new business as may be determined via the Faculty Alliance, Chancellor's Cabinet, Provost's Council, Faculty Senators or Executive Council. Agenda items should be submitted to the President in time for distribution and no later than one week prior to the next Faculty Senate meeting.
- B. Distribution.
 - (1) Agendas will be distributed electronically as early as two weeks prior to a meeting and no later than one week before a meeting.
 - (2) Agenda attachments that cannot be transmitted electronically will be distributed in printed form.

ARTICLE VII. COMMUNICATIONS

Section 1 In the interest of efficiencies in time and resources, Senators will endeavor to use available technologies to increase communication.

Section 2 The support staff from the Provost's office is responsible to assist the President in maintaining current and archival information about Senate business.

Section 3 Faculty Assembly meetings will be used to communicate Senate business to all faculty and to facilitate discussions of members' concerns.

ARTICLE VIII. AMENDMENTS to the CONSTITUTION

Section 1 Proposals

- A. Amendments to this Constitution may be proposed only by members of the Senate and copies will be sent to all members of the Senate.
- B. Motions for an amendment must be formally read and incorporated into the minutes of the Senate meeting.
- C. A motion for an amendment should include an effective date that either coincides with the Chancellor's approval of the amendment or post-dates it.

Section 2 Approval

- A. A motion for approval of an amendment to the Constitution requires a two-thirds vote of the Senate membership.
- B. Approval cannot occur sooner than 28 days from the date of the meeting at which the amendment was first read and discussed.

Section 3 Implementation

- A. An amendment becomes effective either on the date of the Chancellor's approval or on a later date if so stated in the proposal for the amendment.

ARTICLE IX. SENATE ACTIONS and CHANCELLOR'S VETO POWERS

Section 1 Actions

- A. Actions of the Faculty Senate shall be passed as motions by majority vote of Senators and may include findings, resolutions, recommendations, or reports.
- B. The President shall notify the Chancellor in writing within seven business days of any action taken by the Faculty Senate that includes resolutions or recommendations regarding policies or procedures.

Section 2 Chancellor's veto

- A. The Chancellor may veto any actions submitted by the Faculty Senate.
- B. Faculty Senate actions will be considered approved and enacted unless the Chancellor exercises veto power and gives written notification of the veto and its reasons to the Senate President within fifteen business days of formal submission to the Chancellor's Office.
- C. Actions of the Senate may not be partially approved or partially vetoed, nor may they be modified or amended by the Chancellor. A veto or approval may only be exercised against the whole action.

Section 3 Reconciliation

- A. Any action approved by the Senate and vetoed by the Chancellor may be submitted to a reconciliation committee upon a two-thirds vote of a Senate quorum.
- B. Up to three Senators and three members of the Chancellor’s Cabinet shall constitute a reconciliation committee whose task it will be to formulate recommendations to the Senate and to the Chancellor’s Office.
- C. If the Senate and the Chancellor’s Office are not able to resolve the impasse, then the Senate, upon a two-thirds vote of its membership, may elect to forward its previous action to the Faculty Alliance for their consideration and recommendation.

Section 4 Effect

- A. Actions of the Senate shall become effective upon approval of the Chancellor or on the effective date mentioned therein. In the case of referral to the Faculty Alliance, an action that the Alliance recommends for re-consideration by the Chancellor at UAS will be considered approved and enacted unless the Chancellor once again exercises veto power and gives written notification of the veto and its reasons to the Senate President within fifteen business days of formal submission to the Chancellor’s Office.

ARTICLE X. RELATIONS OF THE SENATE WITH OTHER GOVERNING BODIES

Section 1 The President of the Faculty Senate and President-Elect shall represent the faculty at meetings of the University of Alaska Southeast Chancellor’s Cabinet or its equivalent.

Section 2 The President of the Faculty Senate, the President-Elect, and the Past President shall represent the Senate on the University of Alaska Faculty Alliance. One of these shall also serve on the System Governance Council and the Statewide Academic Council.

Section 3 The Executive Council shall work with the Chancellor, Provost, and Deans by nominating faculty for appointments to all University committees, whether statewide or internal to UAS.

Revised 03/09/15

EFFECTIVE: 03/09/15

_____ Date: _____ President, UAS Faculty Senate

APPROVAL: _____ Date: _____ John Pugh, Chancellor

DISAPPROVAL: _____ Date: _____ John Pugh, Chancellor

Chapter 2b: BYLAWS FOR FACULTY GOVERNANCE

SECTION 1. GENERAL PROVISIONS

- A. The Bylaws enumerated below, in conjunction with the Constitution for Faculty Governance, represent the procedures by which faculty governance shall operate at the University of Alaska Southeast.
- B. The Faculty Senate of the University of Alaska Southeast shall carry out its responsibilities and functions subject to the authority of the Board of Regents, UA President, and UAS Chancellor consistent with the laws of the State of Alaska (BOR Policy 03.01) and faculty bargaining agreements.
- C. Senate actions taken under these Bylaws shall otherwise be binding and subject to veto in accordance with ARTICLE IX (Senate Actions and Chancellor's Veto Powers) of the Constitution of the Faculty Senate.

SECTION 2. ELECTIONS (Article III. Membership)

- A. Election of Faculty Senators (Article III. Section 3.A)
 - (1) A faculty academic unit is a single academic unit (excluding the individual campuses) having a Chair, Dean or Director. Currently there are seven: Business/PADM, Career Education, Education, Humanities, Library, Natural Sciences, and Social Sciences.
 - (2) Between March 1 and March 10, each faculty academic unit will elect or re-elect a Senator. All members of the Faculty Assembly are eligible to vote for one senator from their faculty academic unit and one senator from their campus.
 - (3) Faculty academic units will establish their own procedures for filling this post.
 - (4) The current Chair or Dean, or Director of each faculty academic unit will coordinate the selection by a method that the unit determines.
 - (5) Current Chairs, Deans, or Directors will report selection results to the Senate President by March 15.
- B. Election of Campus Senators (Article III. Section 3.B)
 - (1) By March 20, members of the Faculty Assembly on each campus (Ketchikan, Sitka, Juneau) will elect a Campus Senator.
 - (2) The incumbent Campus Senator will coordinate the election by a method that members of the Faculty Assembly at each campus shall determine.
 - (3) By March 31, incumbent Campus Senators will report election results to the Senate President.

C. Election of Officers (Article III. Section 5)

- (1) At the March meeting of the Faculty Senate, the Senate President will open nominations for Senate President-Elect. All tenure track Faculty Assembly members are eligible for nomination. Nominations may be taken from the floor and will remain open until March 31.
- (2) It is the obligation of Faculty Senators from each academic faculty unit or campus to provide at least one nominee for that academic faculty unit or campus. Should this fail to produce a nomination, by default the current Faculty Senator from that unit or campus will automatically be nominated for President-Elect.
- (3) By April 1, the Senate President will notify each nominee of his or her nomination. Those who wish to accept the nomination must communicate this to the Senate President by April 5.
- (4) Should the nomination process produce fewer than two candidates for President-Elect, the following steps (numbers 5 through 10) become null and void. The current President-Elect, upon becoming President, will make the nomination and election of a President-Elect the first item of business at the Faculty Assembly meeting held during convocation of the current academic year. No further business may be conducted by the Faculty Assembly or the Faculty Senate until at least two nominations have been confirmed by the nominees and a schedule for elections has been agreed upon by members of the Faculty Assembly attending the Fall Convocation meeting (quorum not required).
- (5) By April 15, the written list of nominees will be delivered to all members of the Faculty Assembly in the form of an election ballot with a due date for return to the Provost's office. An Assembly member may vote for no more than one of the nominees. The ballot will be constructed in such a way that it can be submitted with anonymity.
- (6) On the due date of the election, the Provost's office with the Faculty Senate President will tally the results.
- (8) The nominee receiving a simple majority of the votes cast will become the Senate President-Elect for the upcoming academic year, unless that position is already vacant, in which case that nominee will become President and the nominee receiving the second largest number of votes will become the President-Elect for the upcoming academic year.
- (9) If no nominee receives a majority of the votes, a runoff election will be held between the two nominees receiving the highest number of votes.
- (10) By April 30 (unless a second election is necessary), the Senate President will announce the results of the election to members of the Faculty Assembly.

SECTION 3. OFFICERS OF THE SENATE

A. Senate President

- (1) This position is assumed by the President-Elect of the preceding academic year at the first Senate meeting of the new academic year.
- (2) Only tenure-track faculty are eligible for the position of Senate President

B. President-Elect

- (1) This position is assumed at the first Senate meeting of the new academic year by the Assembly member who received the largest number of ballot votes in the relevant election for the current year..
- (2) Only tenure-track faculty are eligible to serve as President-Elect.

C. Past President

- (1) This position is assumed by the out-going Faculty Senate President. If this person is not available to serve, the incoming President, with Faculty Senate approval, will appoint a substitute to serve out the term.

SECTION 4. TERMS OF OFFICE (Article III. Membership. Section 4 Terms of office)

A. Each Senator assumes his/her position on the first day of the Fall term contract and ends at the conclusion of a Spring term contract. Senators may be re-elected for additional terms by the faculty they represent.

B. Recall of Senators

- (1) Each faculty academic unit or campus may recall its Senator provided that a replacement is immediately identified.
- (2) Each faculty academic unit or campus will provide for its own procedures for recall.
- (3) If a Senator is recalled, the Chair, Dean, or the Campus Director shall communicate the recall to the Senate President and identify the replacement Senator before the next Senate meeting.

SECTION 5. COMMITTEES (Article V. Committees)

A. Permanent Committees (Article V. Section 1)

- (1) Executive Council
 - a. Composition of the council
 - i. Voting members of the Executive Committee are the Faculty Senate President, President-Elect and Past President.
 - b. Selection of committee members
 - i. Members are selected due to their ex-officio status. If, for any reason, one of these officers is not able to sit on the council, the current President with the concurrence of the Faculty Senate will select another Assembly member to be a member of the Executive Council.
 - c. Terms of service
 - i. Committee members serve terms commencing on the first day of a Fall term contract and ending after one year.

- ii. Each member will serve for 3 consecutive years coinciding with their term on the University of Alaska Faculty Alliance.
- d. Duties of the council The duties of the Executive Council include but are not limited to:
 - i. representing the UAS Faculty Assembly on the University of Alaska Faculty Alliance;
 - ii. appointing members of the Assembly to non-Senate University committees requiring faculty representation in the event the full Senate is not available;
 - iii. formulating official Faculty Senate responses to administrative queries or actions in the event the full Senate is not available;
 - iv. representing Faculty Senate when decisions cannot be made at a scheduled meeting of the Faculty Senate;
 - v. reporting any actions taken by the Council to the Faculty Senate at its next meeting.

(2) Undergraduate Curriculum Committee

- a. Composition of the committee
 - i. Voting members of the Undergraduate Curriculum Committee shall include one Assembly member representing each of the faculty academic units, currently numbering seven: Business/PADM, Career Education, Education, Humanities, Library, Natural Sciences, and Social Sciences
 - ii. Non-voting, ex-officio members of the Undergraduate Curriculum Committee are: the Registrar, the Senate President, the President of the Student Government (or designee), and the Provost
 - iii. Non-voting campus representatives shall be elected by Faculty Assembly members at the Ketchikan and Sitka campuses.
- b. Selection of committee members
 - i. Faculty academic units and each campus will establish their own procedures for selecting a member of the Faculty Assembly to sit on this committee, including provisions for equal distribution of service in this position, if desired.
 - ii. The current Chair, Dean, or Director of the faculty academic unit will coordinate the selection and inform the Senate President by March 15 of the representative's name.
 - iii. Newly elected members of the committee will meet before April 1 in order to elect a chair and allow workload adjustment to be made for that individual.
- c. Terms of service
 - i. All committee members serve terms commencing on the first day of a Fall term contract and ending at the conclusion of a Spring term contract.
 - ii. Committee members may serve more than one term.
- d. Duties of the committee: the duties of the Undergraduate Curriculum Committee include but are not limited to:
 - i. developing rules of internal procedure;

- ii. submitting proposed actions to the Faculty Senate for its approval and conveyance to the Chancellor ;
 - iii. in conjunction with the Graduate Committee, jointly developing guidelines for submission of curriculum proposals;
 - iv. reviewing, amending, and recommending approval of new undergraduate courses and changes in number, content, title, and description of existing undergraduate courses;
 - v. reviewing, amending, and recommending approval of changes in existing undergraduate degree and certification programs;
 - vi. reviewing, amending, and making recommendations on all program proposals referred to the committee by the Senate;
 - vii. checking language in the UAS catalog and other publications pertaining to undergraduate programs.
- e. Meetings and timelines
- i. The committee will determine its own meeting schedule.
 - ii. Timelines for submission of proposals and supporting documents will be set by the committee and be widely publicized among members of the Faculty Assembly.
- f. Actions
- i. The committee's findings, recommendations, and minutes of committee meetings will be submitted to the Senate as directed by the Faculty Senate President, normally at each meeting of the Faculty Senate
 - ii. The Senate will vote on whether to accept the committee's findings and recommendations.

(3) Graduate Committee

- a. Composition of the committee
 - i. One Assembly member from each active graduate degree program.
 - ii. Three ex-officio, non-voting members: the Senate President, one UAS graduate student, and the Dean of Graduate Studies.
- b. Selection of committee members
 - i. Faculty academic units with graduate programs will select their representative from full time, tenure track faculty involved with their graduate degree program.
 - ii. Units will inform the Faculty Senate President by April 1 with their representative's name.
- c. Terms of service
 - i. Committee members serve terms commencing on the first day of a Fall term contract and ending at the conclusion of a Spring term contract.
 - ii. Committee members may serve more than one term.
- d. Duties of the committee The duties of the Graduate Committee include but are not limited to:
 - i. developing rules of internal procedure;
 - ii. submitting proposed actions to the Faculty Senate for its approval and conveyance to the Chancellor;

- iii. in conjunction with the Undergraduate Curriculum Committee, jointly developing guidelines for submission of curriculum proposals;
- iv. reviewing, amending, and recommending approval of new graduate courses and changes in number, content, title, and description of existing graduate courses;
- v. reviewing, amending, and recommending approval of changes in existing graduate degree and certification programs;
- vi. reviewing, amending, and recommending approval of all program proposals referred to the committee by the Senate;
- vii. checking language in the UAS catalog and other publications pertaining to graduate programs.
- e. Meetings and timelines
 - i. The committee will determine its own meeting schedule.
 - ii. Timelines for submission of proposals and supporting documents will be set by the committee and be widely publicized among members of the Faculty Assembly.
- f. Actions
 - i. The committee's findings, recommendations, and minutes of committee meetings will be submitted to the Senate as directed by the Faculty Senate President, normally at each Faculty Senate meeting.
 - ii. The Senate will vote on whether to accept the committee's findings and recommendations.

(4) Faculty Alliance Committee

- a. Composition of the committee
 - i. The Faculty Alliance Committee shall be composed of three members: the Faculty Senate President, the Faculty Senate President-Elect, and the Faculty Senate Past President, unless that person is not available in which case the President will select a third member from tenure track members of the Faculty Assembly with the approval of the Faculty Senate.
 - ii. The President is required to seek Senate ratification of the third member.
 - iii. The current Senate President coordinates this committee.
- b. Duties of the committee
 - i. Attend the regular meetings of the Faculty Alliance and serve on its committees and task forces as appropriate.
 - ii. Communicate to the Faculty Senate whatever issues and concerns are discussed at meetings of the Faculty Alliance.
 - iii. Solicit comments and concerns of Senators and members of the Faculty Assembly to convey to the Faculty Alliance.

(5) UAS Faculty Evaluation Committees

- a. Composition and selection of the committees.
 - i. UAFT. The relevant committee for UAFT members is the UAFT Faculty Evaluation Committee. For the compositions and appointment procedures

- for this committee, see the relevant sections in the UAS Faculty Handbook.
 - ii. UNAC. The relevant committee for UNAC members is the MAU Peer Review Committee. For the compositions and appointment procedures for this committee, see the relevant sections in the UAS Faculty Handbook.
 - iii. The composition of each committee is subject to review by the Faculty Senate President
- b. Terms of Service
 - i. Committee members are selected to serve for one academic year
 - ii. Committee members may serve for more than one term of service
- c. Duties of the committees
 - i. Duties of the committees are specified in the UAS Faculty Handbook
- d. Meetings and timelines
 - i. Meetings and timelines are specified for each committee in the UAS Faculty Handbook
- e. Actions
 - i. Each committee will submit its recommendations in accordance with the relevant collective bargaining agreements and the UAS Faculty Handbook.

(6) Research and Creative Activity Committee

- a. Composition of the committee
 - i. Voting members of the Research and Creative Activity Committee shall include one Assembly member representing each faculty academic unit, one each from Ketchikan and Sitka campuses, and one at-large member.
 - ii. Non-voting, ex-officio members of the Research and Creative Activity Committee are: the Vice Provost for Research and Sponsored Programs, the Grant Proposal Coordinator and, on an as-needed basis, at the request of the committee, a representative from the Budget, Grants, and Contracts Office.
- b. Selection of committee members
 - i. Faculty academic units at each campus will establish their own procedures for selecting a member of the Faculty Assembly to sit on this committee. The at large member will be appointed by the Faculty Senate President.
 - ii. At the close of the spring term each year, the committee will choose an incoming chair.
 - iii. Once appointed, the Chair in the current academic year will notify the Faculty Senate President of next year's committee members.
- c. Terms of service
 - i. Committee members serve terms commencing on the first day of a Fall term contract and ending at the conclusion of a Spring term contract.
 - ii. Committee members may serve more than one term.
- d. Duties of the committee

The duties of the Research and Creative Activity Committee include but are not limited to:

- i. aligning research and creative activities (RCA) within the UAS Strategic Plan, and work to ensure accreditation standards are met;
 - ii. serving as a means to communicate information about RCA between administration and faculty, faculty and students, and other key components of the university system;
 - iii. providing a visible basis for statewide representation and accountability for RCA matters;
 - iv. advancing opportunities for students to engage in RCA;
 - v. tracking impacts of RCA on students, student success, faculty, and the institution;
 - vi. working to serve as a clearinghouse of information about research events, opportunities, and accomplishments of relevance to UAS students and faculty;
 - vii. reviewing Undergraduate Research and Creative Activities grant proposals for academic merit. The Chair will serve as liaison between the RCA Committee and the VP for Research and Sponsored Programs.
- e. Meetings and timelines
- i. The committee will determine its own meeting schedule.

(7) Sustainability Committee

- a. Composition
 - i. At least three faculty from the Faculty Assembly
 - ii. Ex-officio members may include representatives from Facilities, Student Governance, and Administration
- b. Selection of committee members
 - i. Faculty members are approved by the Faculty Senate President
 - ii. Ex-officio members are determined by their relevant organizations.
 - iii. The Chair of the committee will be selected by the committee members.
- c. Terms of service
 - i. Members serve for one year beginning with the fall semester.
 - ii. Members can serve for multiple years
- d. Duties of the committee

Duties of the committee include but are not limited to:

 - i. maintaining a recycling program on each campus;
 - ii. proposing measures or actions that the university can take to create a more sustainable campus;
 - iii. reporting any actions or issues to the Faculty Senate at its regular meetings.
- e. Meetings and timelines
 - i. Meetings and timelines will be determined by the committee.

(8) Faculty Handbook Committee

- a. Composition

- i. Faculty members of the committee will be the Executive Council, a representative of UNAC and a representative of UAFT.
 - ii. Ex-officio members will be the Provost and an administrative assistant from the office of the Provost.
- b. Selection of committee members
 - i. Each faculty bargaining unit will select its representative.
 - ii. The Provost will select the administrative assistant.
- c. Terms of service
 - i. Terms of service are for one academic year for each faculty member.
 - ii. Members may serve for more than one year.
- d. Duties of the committee

The duties of the Faculty Handbook include but are not limited to:

 - i. making changes or additions to the Faculty Handbook in order to keep the contents current with the collective bargaining contracts and the Regents Policies and Procedures;
 - ii. revising language in the Handbook for clearer content and interpretation;
 - iii. incorporating new policies or procedures approved by the shared governance process.
 - iv. submitting Handbook recommendations for approval by the Faculty Senate
- e. Meetings and timelines
 - i. Meetings will be scheduled as necessary.
 - ii. Draft changes to the Handbook need to be submitted to the Senate by its March meeting.
 - iii. All changes to the Handbook need to be approved by the Senate by its May meeting.

B. Additional Committees (Article V Section 2)

On an as-needed basis, members of the Faculty Assembly will be asked to form ad hoc committees to undertake special assignments in various areas, including but not limited to the areas of University of Alaska Southeast policy, curriculum, and faculty affairs.

- (1) Ad hoc committees are formed for explicit periods of time, usually until their objectives are met
- (2) By majority vote of the quorum at any meeting, the Senate may establish an ad hoc committee, when deemed necessary for the conduct of Faculty Senate business.
- (3) The Senate President may appoint members of the Faculty Assembly to any ad hoc committee.

C. Non-Faculty Senate UAS Committees

- (1) Non-Faculty Senate UAS Committees Requiring Faculty Assembly Representation
 - a. Selection of faculty representative for a UAS committee not mentioned elsewhere in these bylaws.

- i. Any University of Alaska Southeast faculty member may serve on a convened committee as a representative of the Faculty Assembly provided the chair of the committee has obtained approval of the appointment from the Faculty Senate or the Faculty Senate Executive Council.

(2) Other Non-Faculty Senate UAS Committees

- a. Selection of faculty representative for a UAS committee not mentioned elsewhere in these bylaws.
 - i. Approval of the faculty member's appointment is not required if the faculty member is not representing the Faculty Assembly on the committee. For example, the faculty member's approval is not required if the faculty member is serving on a committee wholly within a single academic unit
 - ii. Approval of the faculty member's appointment is required by the Faculty Senate or the Faculty Senate Executive Council if the faculty member serves on a search committee for a position that affects how faculty members of UAS conduct their contractual duties.

- (3) Serving faculty committee members whose membership must be approved by the Faculty Senate or Executive Council will communicate regularly with the Faculty Senate, seek advice and direction, disseminate outcomes and decisions of the committee, and thereby keep the Faculty Senate informed.

D. Committee Chairs

- (1) Committee Chairs may appoint ex-officio non-voting members to participate in committee activities for specified periods of time.

Section 6. AMENDMENTS TO THE BYLAWS

Section 1 Proposals

- A. Amendments to the By-Laws may be proposed only by members of the Senate and copies will be sent to all members of the Senate.
- B. Amendments must be formally read and incorporated into the minutes of the Senate meeting.
- C. A motion for an amendment should include an effective date that either coincides with the Chancellor's approval of the amendment or post-dates it.

Section 2 Approval

- A. Approval of amendments to the By-Laws requires a majority vote of the Senate membership, not just a majority of a quorum at any particular meeting.

B. Approval cannot occur sooner than 28 calendar days from the date of the meeting at which the amendments was first read and discussed.

Section 3 Implementation

A. An amendment becomes effective either on the date of the Chancellor’s approval or on a later date if so stated in the proposal for the amendment.

Revised 03/09/15

EFFECTIVE: 03/09/15

_____ Date: _____ President, UAS Faculty Senate

APPROVAL: _____ Date: _____ John Pugh, Chancellor

DISAPPROVAL: _____ Date: _____ John Pugh, Chancellor

Chapter 3: ETHICS AND ACADEMIC FREEDOM

ETHICS

All members of the teaching profession (as defined in Alaska Statutes 14.20.370) are obligated to abide by the Code of Ethics of the Education Profession, a document that is published and periodically revised by the Professional Teaching Practices Commission, under Alaska Administrative Code. <http://www.educ.state.ak.us/ptpc/>

20 AAC 10.020. CODE OF ETHICS AND TEACHING STANDARDS.

(a) The following code of ethical and professional standards governs all members of the teaching profession. A violation of this section is grounds for discipline as provided in Alaska Statute (14.20.030):

(b) In fulfilling obligations to students, an educator:

- (1) repealed 10/25/2000;
- (2) may not deliberately distort suppress, or deny access to curricular materials or educational information in order to promote the personal view, interest, or goal of the educator;
- (3) shall make reasonable effort to protect students from conditions harmful to learning or to health and safety;
- (4) may not engage in physical abuse of a student or sexual conduct with a student, and shall report to the commission knowledge of such an act by an educator;
- (5) may not expose a student to unnecessary embarrassment or disparagement;
- (6) may not harass, discriminate against, or grant a discriminatory advantage to a student on the grounds of race, color, creed, sex, national origin, marital status, political or religious beliefs, physical or mental conditions, family, social, or cultural background, or sexual orientation; shall make reasonable effort to assure that a student is protected from harassment or discrimination on these grounds; and may not engage in a course of conduct that would encourage a reasonable student to develop a prejudice on these grounds;
- (7) may not use professional relationships with students for private advantage or gain;
- (8) shall keep in confidence information that has been obtained in the course of providing professional service, unless disclosure serves a compelling professional purpose or is required by law;
- (9) shall accord just and equitable treatment to all students as they exercise their educational rights and responsibilities.

(c) In fulfilling obligations to the public, an educator:

- (1) repealed 10/25/2000;
- (2) shall take reasonable precautions to distinguish between the educator's personal views and those of any educational institution or organization with which the educator is affiliated;

- (3) shall cooperate in the statewide student assessment system established under 4AAC 06.710-4 ACC 06.790 by safeguarding and maintaining the confidentiality of test materials and information;
- (4) repealed 10/25/2000;
- (5) may not use institutional privileges for private gain, to promote political candidates, or for partisan political activities;
- (6) may not accept a gratuity, gift, or favor that might influence or appear to influence professional judgment, and may not offer a gratuity, gift, or favor to obtain special advantage;
- (7) may not knowingly withhold or misrepresent material information in communicating with the school board regarding a matter before the board for its decision; and
- (8) may not use or allow the use of district resources for private purposes not related to the district programs and operation.

(d) In fulfilling obligations to the profession, an educator:

- (1) may not, on the basis of race, color, creed, sex, age, national origin, marital status, political or religious beliefs, physical condition, family, social or cultural background, or sexual orientation, deny to a colleague a professional benefit, advantage, or participation in any professional organization, and may not discriminate in employment practice, assignment, or personnel evaluation;
- (2) shall accord just and equitable treatment of all members of the profession in the exercise of their professional rights and responsibilities;
- (3) may not use coercive means or promise special treatment in order to influence professional decisions of colleagues;
- (4) may not sexually harass a fellow employee;
- (5) shall withhold and safeguard information acquired about colleagues in the course of employment, unless disclosure serves a compelling professional purpose;
- (6) shall provide, upon the request of the affected party, a written statement of specific reasons for recommendations that led to the denial of increments, significant changes in employment, or termination of employment;
- (7) may not deliberately misrepresent the educator's or another's professional qualifications;
- (8) repealed 10/25/2000;
- (9) may not falsify a document, or make a misrepresentation on a matter related to licensure, employment evaluation, test results, or professional duties;
- (10) may not intentionally make a false or malicious statement about a colleague's professional performance or conduct;
- (11) may not intentionally file a false or malicious complaint with the commission;
- (12) may not seek reprisal against any individual who has filed a complaint, provided testimony or given other assistance in support of a complaint filed with the commission;
- (13) shall cooperate fully and honestly in investigations and hearings of the commission;
- (14) repealed 10/25/2000;
- (15) may not unlawfully breach a professional employment contract;

- (16) shall conduct professional business through appropriate channels;
- (17) may not assign tasks to unqualified personnel;
- (18) may not continue in or seek professional employment while unfit due to
 - (A) use of drugs or alcohol that impairs the educator's competence or the safety of students or colleagues;
 - (B) physical or mental disability that impairs the educator's competence or the safety of students or colleagues;
- (19) may not interfere with a colleague's exercise of political or citizenship rights and responsibilities.

Authority: AS 14.20.030 (a); AS 14.20.370; AS 14.20.450; AS 14.20.460; AS 14.20.480

ACADEMIC FREEDOM (BOR POLICY 04.04.01)

Nothing contained in Regents' Policy or University Regulation will be construed to limit or abridge any person's right to free speech or to infringe the academic freedom of any member of the university community.

CONFLICTS OF INTEREST (BOR Regulation R04.10.030)

A. Notice: Regents' Policy and this regulation regarding conflicts of interest will be communicated to all affected persons - regents, employees and other university representatives. Policy and regulation will be enforced in a timely and consistent fashion. Units of the University of Alaska are directed to post, permanently, copies of Regents' Policy 04.10.030 and this regulation on appropriate bulletin boards.

B. Purpose and Scope: Regents' Policy 04.10.030 and this regulation apply to and provide guidance for all persons employed by the university, regardless of position. Regents' Policy 04.10.030 applies to individual members of the University of Alaska Board of Regents as "officers" and "representatives" of the university when applicable.

C. Rationale: In order to maintain the highest ethical standards in all associations and activities with outsiders that take place on behalf of the university, every employee of the university is expected to accord the university his/her primary professional loyalty and to arrange outside obligations, financial interests and activities so as not to conflict or interfere with this over-riding commitment. All university employees will conduct both university business and their individual activities in a manner which will withstand the sharpest scrutiny and avoid even the appearance of impropriety.

D. Disclosure: All university employees will follow the practice of full prior disclosure, in writing, of the precise nature of any association, relationship, business arrangement or circumstance that might suggest that decisions were made contrary to the best interests of the university and/or for an employee's personal gain or the gain of an employee's family, close friends or business associates. All such prior disclosures will be done through organizational channels to the university president in case of employees, or to the board president in the case of regents.

E. Areas of Potential Conflict: The following activities and situations present conflicts of interest or commitment.

- 1. Use of University Resources:** The unauthorized use of any university resources by a university employee, including equipment or services of university employees, for his/her own personal benefit.
- 2. Disclosure of Privileged Information:** The unauthorized disclosure or release of any data of a confidential nature by a university employee, secured through one's employment, such as educational, medical, personnel, security records of individuals; anticipated material 96 Appendix B Conflicts of Interest requirements or price actions; possible new sites for university actions; knowledge of forthcoming programs or of selection of contractors or subcontractors in advance of official announcements; results, materials, records of information stemming from university activity that are not generally available.
- 3. Acceptance of Gifts:** Direct or indirect acceptance by a university employee of a loan, gift or favor of more than nominal value from any organization or person doing or seeking to do business with the university. Nominal value is generally considered to mean low cost advertisement items, i.e., calendars, cups, pens, etc. This subsection should not be deemed to prohibit normal loans made in the ordinary course of business from banks or financial institutions that have or expect to have relations with the university.
- 4. Provision of Gifts:** Direct or indirect provision by a university employee of a gift or favor of more than nominal value to any organization or person doing or seeking to do business with the university.
- 5. Interest in Supplier or Contractor:** Direct or indirect interest by a university employee in any organization that has, or is seeking to have, business dealings with the university where there is an opportunity for preferential treatment to be given or received except (a) with the knowledge and written consent of the board or university president, or (b) in any case where such an interest consists of securities in widely-held corporations that are quoted and sold on the open market, or in private corporations where the interest is not substantial, e.g., not more than 5 percent of the voting stock or controlling interest of such organization.
- 6. Competition with University:** Direct or indirect engagement by a university employee in any other enterprise for remuneration when the activity is in direct competition with the university, except with the knowledge and prior written consent of the president or his designee.
- 7. Sale or Lease of Property:** Direct or indirect selling or leasing by a university employee of any kind of property to or from the university or to any organization or person that is, or is seeking to become, a supplier of goods, services or property to the university, except with the knowledge and prior written consent of the president or his designee.

8. **Employment by Supplier:** Direct or indirect service by a university employee as an officer or director of, or as a consultant to, or to be otherwise employed by any organization doing or seeking to do business with the university, except with the knowledge and prior written consent of the university president or his designee.
9. **Outside Activities:** Devotion of so much time or creative energy by a university employee to extramural activities that the employee compromises the amount of quality of his/her participation in the instructional, scholarly or administrative work for which the employee was hired. No more than 20 percent of an employee's total professional effort may be directed to such extramural activities.
10. **Research:** Direction of students by a university employee into a research area from which the employee hopes to realize financial gain.

A university employee will be considered to have done indirectly the things or activities described in University Regulation subsection R04.10.030.E whenever any part of the actions or things are accomplished by or through the spouse, child, parent or sibling of the employee or by an association, trust or organization in which the employee or the employee's spouse, child, parent or sibling has a substantial interest; or through any device or artifice intended to evade the effect of the regulation.

F. Activities that are Permissible: The following activities present no conflict of interest:

1. Acceptance of royalties for published scholarly works and other writings or of honoraria for commissioned papers and occasional lectures, provided, however, that such published work is not a "commissioned work" as defined in Regents' Policy 10.07.05.
2. Service as a consultant to outside organizations provided that (a) the time and energy devoted to the task is not excessive, (b) the arrangement in no way inhibits publication of research results obtained within the university and (c) the arrangement violates no portion of subsection E.
3. Service on boards and committees of organizations, public or private, provided that
 - (a) such service does not compromise the amount or quality of the employee's work and
 - (b) the service does not otherwise violate the provisions of subsection E.

G. Method of Resolving Conflict:

The procedures listed below will be followed to determine when a conflict of interest could or does exist and to avoid or remove such conflict. If there is any question about the propriety of any business dealings contemplated or engaged in currently, or if an employee is uncertain whether a conflict of interest situation exists, this procedure will be followed.

1. Through appropriate university channels, the employee will fully and accurately inform the president of the university, or the president of the Board of Regents in the case of regents, in writing, of the specific facts and circumstances surrounding the possible conflict of interest.
2. The employee or regent will then request a determination of whether the situation, as presented, constitutes a conflict of interest.
3. If any activity is interpreted as an existing or potential conflict of interest, the university president, or president of the Board of Regents in the case of regents, will determine what action is necessary to eliminate or avoid any conflict of interest.

H. Sanctions:

Failure of an employee to follow the requirements of this chapter or comply with related directives from the president or his designee will be grounds for suspension or dismissal of the employee and/or other sanctions as may be deemed appropriate by the university president.

Chapter 4: INSTRUCTIONAL AND ADVISING RESPONSIBILITIES

Academic Expectations

Academic expectations at UAS are linked in important ways to accreditation standards promulgated by the Northwest Commission on Colleges and Universities (NWCCU). These standards address a variety of topics involving educational resources, including the structure and implementation of degree programs, academic rigor, program alignment with university mission, clarity about expected learning outcomes at the course, program, and degree-levels, centrality of faculty to curricular development and implementation, and others.

Faculty are encouraged to familiarize themselves with these standards which can be found at:

<http://www.nwccu.org/Pubs%20Forms%20and%20Updates/Publications/Standards%20for%20Accreditation.pdf>

A second NWCCU standard requires that faculty develop student learning outcomes for each course and to make these available in writing to students (NWCCU Standard 2.C.2):

2.C – Education Resources

2.C.1--The institution provides programs, wherever offered and however delivered, with appropriate content and rigor that are consistent with its mission; culminate in achievement of clearly identified student learning outcomes; and lead to collegiate-level degrees or certificates with designators consistent with program content in recognized fields of study.

2.C.2--The institution identifies and publishes expected course, program, and degree learning outcomes. Expected student learning outcomes for courses, wherever offered and however delivered, are provided in written form to enrolled students.

Student Learning Outcomes will be reviewed by program faculty as part of regularly scheduled academic program reviews.

University Board of Regents policy states, “Class schedules must provide for a minimum of 800 minutes of instruction per credit hour (P10.04.100).”

Professional Expectations

Faculty members are expected to meet scheduled classes on time, conduct classes for the required amount of time, and be prepared for all class sessions. When faculty are unable to meet classes as scheduled or make reasonable alternate accommodations, they must notify a suitable administrator in a timely manner.

Academic Advising

Academic advising is available to all UAS students. Students are assigned an advisor at the point of admissions, and may transition advisors during their course of study at UAS. Most incoming

students are assigned to a staff academic advisor and then transition to a faculty advisor at a later date. Staff advisors are imbedded in student services (at the Student Resource Center) and within the academic departments. Staff advisors can provide a wide range of support for both students and faculty advisors. Faculty advisors are responsible for guiding students through their degree program and approving their request to graduate.

Six Year Course Sequence

As part of the effort to promote UAS student success, faculty and staff have developed an internal, Provost's Council-approved Six Year Course Sequence document which guides administrative planning and scheduling of courses. A copy of the current Sequence is available on the UAS Provost's website. For more details see <http://www.uas.alaska.edu/provost/6-yr-course-sequence.html>.

Course Outline

The course outline is a document that outlines course objectives and student learning outcomes for proposed new courses. The outline should be used by faculty members in development of course content. Course outlines may be found in the deans' offices.

Course Syllabus

Course syllabi shall be posted on UAS-Online prior to the first day of class.

The syllabus serves as a contract between the instructor and student. It should reflect the competencies that the student can expect to master in that class. The competencies emphasized in the undergraduate curriculum at UAS are: communication, information technology, critical thinking, information literacy, professional behavior, and quantitative skills.¹

A course syllabus must be provided to each student at the first class session of a course, with a copy also being filed with the appropriate dean's office. The syllabus is required to contain the following: (1) objectives of the course; (2) scope of the material to be covered in the course; (3) required texts and readings; (4) grading method² to be used (pass/fail or letter grade, including whether "+ or -" will be employed); (5) the basis for awarding student grades: exams, papers, quizzes, projects, or other along with their due dates and weighting towards calculation of the final grade; (6) notification that class evaluation will occur at some point during the last three weeks of class; and (7) other pertinent information concerning course management and instructor expectations of students (i.e. UAS core competencies).

Course Websites & Instructional Materials

All textbooks, printed materials, and other supplies required for course work are available through the university's bookstores and other vendors. Employees of the University are prohibited from purchasing with personal funds or otherwise acquiring materials for resale to students. This policy is adopted in order to prevent misunderstandings among faculty, staff, and students and to avoid potential conflicts of interest for all parties.

Textbook orders for courses are handled within the appropriate school/campus.

¹See academic catalog for detailed descriptions.

²See academic catalog for grading information.

Instructors who plan to use their own instructor-developed course materials, instead of traditionally published textbooks, or make use of others' works must have appropriate copyright permission in hand before such materials may be incorporated into printed course-packs for sale at cost to students. The "fair use" provisions of the Copyright Act (Title 17 U.S. Code) govern all uses of others' works in teaching, regardless of the format in which those works are available or the mode of instruction (face-to-face classroom, online, distance, etc.). Before distributing a work to students, it is advisable to fill out a fair use checklist (<http://copyright.columbia.edu/copyright/fair-use/fair-use-checklist/>) and keep it for your records. Further guidelines about handling intellectual property are available in chapter 5 of this handbook.

Registration

Students register and pay, add/drop, waitlist, and change grading options online at UAonline.alaska.edu or at the registration area on their local campus. There are associated deadlines for these transactions available on the web or at the same offices on campus. On the Juneau campus this is the One-Stop Shop in Novatney, containing the Registrar's Office, Admissions, Financial Aid, and Student Accounts.

The university may cancel any class due to low enrollment, lack of instructor, or any other academic or administrative cause. The deans and campus directors make these determinations when necessary.

It is the responsibility of each instructor to verify that all students attending a class are registered. Students who are attending but are not on the class list should be notified to contact the registration office to clarify their status. Faculty are asked to notify the Registrar's Office as soon as possible of any registered students who have not been in attendance for the first two class meetings of the semester. Class lists are available to instructors 24/7 at uaonline.alaska.edu, and offer much additional information regarding their classes and students. Instructors should verify the class meeting information (course number, number of credits, meeting time, grade option, etc.). If any of this information is incorrect, it should be reported to the registration office (in Juneau it is the Registrar's Office).

Students may waitlist (online or on campus) for a full class. Wait lists are available to faculty at UA Online. Instructors may add a student to a full class once the semester begins by signing a registration or add/drop form, indicating to the registration office this overload has been approved by the instructor. Approvals and overrides can also be coded by the faculty or academic department in the Banner database, allowing students to register via web. Details for student options for add, drop, withdrawal, and refund policies are contained in the academic catalog.

Confidentiality of Records

The Family Educational Rights and Privacy Act of 1974 (FERPA) governs access to student records and their confidentiality. Faculty and staff may have access to student records on a "need-to-know" basis provided that no information is released to any party not having this academic need. All requests from other parties for access to students' records must be made through the Registrar's Office on the Juneau campus or the registration office at Sitka and Ketchikan campus. Class lists are confidential documents covered by FERPA. Students may fill out a FERPA release form which gives the named individuals access to the student's record. The students' with FERPA forms may be

found in the Banner database. If you have a question regarding the release contact the Registrar's Office.

Faculty are encouraged to obtain FERPA certification. Information for obtaining FERPA training is available at this website: <http://www.alaska.edu/studentservices/ferpa/uaonline.pdf>.

Students with Disabilities

The University of Alaska Southeast is committed to equal opportunity and programmatic access for all students, including those with documented disabilities, for in-class or distance classes. Students who need an accommodation to participate in any UAS program or service should contact their campus Disability Student Services (DSS) office at the following numbers (text telephone is also available at this number):

In Juneau: (907) 796-6000

In Ketchikan: (907) 228-4505

In Sitka: (907) 747-7705

Faculty are encouraged to include the following information in their syllabi. Faculty are required to abide by the provisions of the American with Disabilities Act (ADA), as instructed through a DSS provided reasonable accommodations document.

To inform students of accommodations, it is recommended that something similar to one of the following examples be included in your first-class-session announcements and on your syllabus:

“Please contact Disability Student Services to arrange for disability related accommodations. The DSS office in Juneau is on the lower floor of the Mourant Building or you may contact them at 907-796-6000.” The phone number and e-mail addresses for all UAS campuses are available on their website, at <http://www.uas.alaska.edu/dss/index.html> ”

Care in Classrooms

Various court opinions provide guidance about the standard of care that may be expected of a teacher in a classroom or laboratory, on a field trip, or in a gymnasium where there is a possibility of danger:

1. The instructor has the duty to instruct and to warn students of any known dangers present in a classroom situation.
2. The instructor has the duty to instruct students in matters that will protect them from these dangers whether the dangers would arise from equipment, devices, machines, or other causes. Failure to warn students of such dangers or to instruct them in means of avoiding such dangers is negligence.
3. In determining whether or not the instructor exercised ordinary care, a jury may weigh and consider the age, intelligence, and experience of students in the class.
4. The jury may weigh and consider the responsibilities that have been placed upon the instructor by his employment, such as the curriculum required to be carried out, the daily

schedules, the number of students assigned to the class, the arrangement of the classroom, and the equipment devices or other objects contained within the classroom.

Instructional responsibilities are detailed in the appropriate faculty collective bargaining agreements.

Grading Information

Grade Rosters: Are available at UA Online.alaska.edu on the “Summary Class List/Enter Grades” page. Online grading instructions are posted on the Registrar’s web site. Paper grade rosters may be generated upon request by academic support staff. Grades can be either posted online or submitted on a signed roster to the Registrar’s Office. Grades for full-semester classes are due by noon on the Tuesday following finals week. Grades for short-term classes are due five workdays after the last day of class. Faculty must provide last date of attendance for students receiving grades of Incomplete, No Basis, or Fail.

Grading Records: Faculty members are responsible for maintaining grading records of student performance for a retention period of five years. Grading records might be needed to help resolve questions or disputes over assigned grades. These records must be accessible or submitted to the appropriate Department Chair or Dean, in cases of faculty’s retirement, resignation, or leave.

Grading System: The grading system appears in the catalog. The designations “AU” (Audit), “CR” (Credit, for the credit/no credit option), and “W” (Withdraw) are not issued by faculty. An exception is the “Faculty Initiated Withdrawal”; see the following section. The grading method used for each class is either letter grade or P/F established when the course outline is approved by the curriculum committee. A grading method cannot be changed during the semester.

Withdrawal is not a grading option (see the next section). It is a registration status that must occur during the semester. Information about Withdrawal appears in the catalog (under the Registration Section).

Early Alert System

The Early Alert System is a faculty-initiated referral system that allows instructors to share concerns about students with professional advisors in a confidential environment. Alerts are matched with the advisor best suited to address the student’s needs outside the classroom. Staff advisors follow up with the student and report to the initiating faculty within two weeks of the original alert. Early Alert can be found within the UAS Online Blackboard course site > Course Management > Control Panel > Course Tools > UAS Early Alert. Contact the Student Resource Center at 796-6000 with any questions regarding this system.

Faculty Initiated Drop/Withdrawal

A faculty member may initiate a drop/withdrawal for students or auditors who fail to meet specified course attendance requirements or prerequisites; however, the faculty member is under no obligation to do so. At the beginning of the semester, faculty may initiate a drop for students who fail to attend class by the 7th calendar day of the semester. Faculty-initiated drops/withdrawals may also be initiated for students or auditors who enroll in courses without the required prerequisites. Faculty must follow the same drop/withdrawal deadlines specified for students in either full semester courses or courses of less than a full semester in length.

first week (or second week)

All drop forms must be officially processed at the Registrar's Office in Juneau or at the Sitka or Ketchikan registration offices.

Final Grades

Grading Options: All UAS grades are letter grades unless otherwise specified in the course schedule. The grading method specified for the course is the same for all students taking the course. Instructors are expected to state their grading policies in writing at the beginning of each course.

DF (Deferred) indicates that the course extends beyond the end of the semester and that credit will be suspended without penalty until the course requirements are met within an approved time. The designation will be used for courses such as individual thesis or research projects that require more than one semester to complete. If a class must go beyond the end of a semester, the Registrar may request DF grades for the entire class until grades can later be assigned. DF is never used in place of the Incomplete for an individual student in a group class. Final grades converting from a deferred status are submitted on a signed grade roster.

I (Incomplete) A temporary grade used to indicate that the student has satisfactorily completed (with a C 2.00 or better) the majority of the work in a course but that for reasons beyond the student's control s/he has not been able to complete the requirements of the course. Incomplete work must be completed within one year (with the date for completion stipulated by the instructor, but not beyond one year), or the "I" becomes a permanent grade of "F". A Course Completion Contract between the student and the instructor must be signed, stipulating the assignment(s) required to finish the course. A copy of the contract is given to the student and the original retained in the appropriate academic unit in Juneau or in the registration office in Sitka and Ketchikan. This form and other faculty forms are found on the Faculty Handbook Forms page on the web..
<http://www.uas.alaska.edu/facultyhandbook/forms.html>

NB (No Basis for grade) indicates that the student has not attended or has stopped attending without officially withdrawing and there is insufficient student progress and/or attendance for evaluation. No credit is given, the NB does not calculate against the GPA. This is a permanent grade and may not be used to substitute for the Incomplete or later changed to any grade.

Change of Grade Procedure

From the academic catalog under Academic Regulations:

All grades, other than incomplete [I] and deferred [DF] grades are assumed to be the student's final grades, and become part of the student's permanent records.

A grade may not be changed unless a legitimate error has been made on the part of the instructor in calculating the grade. The NB designation is not an Incomplete and cannot be changed unless it was assigned in error, requiring an explanation and signed approvals as above. Such changes must then be approved by the appropriate dean or campus director and the Registrar (or the Provost after one year). A grade may be changed by the instructor when the requirements of an Incomplete or Deferred have been met within the time allowed.

Students rights related to Grade Appeal or other academic actions are described in the current academic catalog.

Student Conduct

The concept of rights and freedoms carries with it corresponding responsibilities for which the claimants are accountable. Students, as well as all other members of the University community, while enjoying the same constitutional and civil rights guaranteed all citizens, are also subject to obligations that accrue to them by virtue of their membership in the academic community. All members of the University community have a strong responsibility to protect and maintain an academic climate in which the freedom to learn can be enjoyed by all. The “Student Conduct Code,” which is contained in the academic catalog, lists student rights, student and institutional responsibilities, student conduct regulations, disciplinary action and procedures, judiciary action, and appeal and grievance procedure. Faculty and staff are encouraged to read this information in order to assist students in complying with the standards and procedures.

UAS Policy on Academic Integrity

Academic integrity means honesty and responsibility in scholarship. It is central to the academic and research missions of UAS and is a key component within several of our core competencies. Violations of academic integrity constitute serious offenses against the entire academic community. Upholding academic integrity at UAS is a collaborative effort between University administration, faculty, and students.

The University administration is responsible for working with faculty and students to build a strong institutional culture of academic integrity, for providing clear and accessible policies and procedures for addressing violations of academic integrity as outlined in the University of Alaska Board of Regents policies and university regulations, and for providing resources and information to educate the entire university community about the standards of academic integrity.

UAS faculty have a powerful role in educating students about the importance of academic integrity. Faculty members should set clear expectations about academic integrity and inform students about those expectations through their course syllabi. The faculty is encouraged to utilize resources developed by the administration, to make reasonable efforts to minimize academic dishonesty, and to respond consistently to violations.

Students are responsible for understanding the institutional expectations and standards, their faculty member’s expectations, and the consequences for violating academic integrity as outlined in the Student Code of Conduct. Students are also encouraged to help educate their fellow students by sharing information and resources and conducting themselves in such a way that reflects the University of Alaska Southeast’s high standards of academic integrity.

Options for Faculty

When students violate academic integrity they can face both academic and disciplinary consequences. Faculty members decide how to handle instances of academic integrity violations. Below is an overview of the options available for faculty as they relate to academic and disciplinary consequences.

Academic Consequences

Faculty have the authority to assign grades based on their evaluation of a student's work. Once faculty suspect a violation of academic integrity has occurred there are several options they may take in response.

1. Resolve the matter directly with the student.
2. Give partial credit for assignment.
3. Have the student redo the assignment.
4. Fail the student on the assignment.
5. Fail the student in the course.

No matter which option is selected, faculty are encouraged to address the issue directly with the student. Faculty always have sole discretion regarding academic integrity policies and final grade assignments in their courses. Faculty should clearly define expectations of academic integrity and consequences for violations of academic integrity in their course syllabus and follow those policies when they suspect a violation (later, insert here the link to syllabus examples).

If faculty choose to fail the student in the course, the following steps should be taken:

- Inform the student in writing of intent to assign a failing grade along with a description of the violation, including a reference to the syllabus statement on academic integrity, and of their ability to appeal grading decisions as outlined in the Student Rights and Responsibilities section of the current UAS Academic Catalog. Faculty should advise student they will no longer have access to the UASOnline course site nor are they allowed to participate in face-to-face classes.
- Email the Registrar, requesting that a failing grade be placed on the student's record (note, this communication may occur in advance of the notification to the student but the time between the two communications should be minimal).
- In instances where the student withdraws after being notified in writing of faculty intent to assign a failing grade but prior to the Registrar applying the final grade, the student's Withdrawal status will be overridden by the Registrar, changing the "W" status to an "F."
- Registrar's office informs IT to remove the student from course roster because of failing grade for academic integrity violation. IT removes student's access to course site.

If the withdrawal period is open faculty may, when informing the student of the intent to assign a failing grade, provide the student a period of time in which to withdraw from the course.

Students who believe they have been graded unfairly have recourse through the UAS Resolution of Disputes Regarding Academic Decision or Actions procedures outlined in the Student Handbook.

Disciplinary Consequences

Independent of the faculty member's grade determination (which is not a disciplinary action), a referral may be made to the UAS Student Conduct Office (Conduct Office) regarding any matter of academic integrity. There are two options for faculty to file a student code of conduct complaint.

Option1: Faculty refers the student name to the Conduct Office for tracking purposes only and no investigation occurs. The Conduct Office maintains a conduct database of all referrals. Under this option, three referrals of one student from more than one faculty member will result in an investigation. Assigning an F grade will result in an automatic referral to the Conduct Office.

Option 2: Faculty submits an allegation of misconduct to the Conduct Office for investigation. Faculty must provide supporting documentation and will be informed of the results. If the Conduct Administrator determines there has been a violation, he or she assigns and monitors disciplinary sanctions (e.g. warning, probation, discretionary or educational sanctions, suspension or expulsion). (later, insert a link to the conduct sanction matrix).

Chapter 5: INTELLECTUAL PROPERTY

Board of Regents policy on the role of research, scholarship, and creative activity (10.07.010) states:

- A. In recognition of the importance of research, scholarship, and creative activity as central to its mission, and as a service to the community, the University of Alaska will require a commitment to research, scholarship, or creative activity as appropriate to each faculty member's performance assignment.
- B. The university will foster an environment supportive of conducting research, scholarship, and creative activity and broadly disseminating its results in the tradition of academic freedom and its corresponding responsibilities. Publication and dissemination of the results of research projects will be accomplished without excessive or inappropriate prohibitions. Research techniques will not violate established professional ethics pertaining to the rights and welfare of human subjects or the infliction of pain or injury on animals.
- C. The allocation of space, facilities, funds, and other resources for these activities will be based on the scholarly and educational merit of a proposal and the appropriateness of the work to the mission of the university where it will be conducted.

Specific information about how Intellectual Property is governed can be found in Board of Regents policy and regulations (10.07).

United Academics – United Academics CBA adds further definition. UNAC faculty should refer to UNAC CBA Article 14 for further details.

UAFT – The UAFT CBA does not add further definition to the issue of Intellectual Property beyond Board of Regents policy. UAFT faculty should refer to BOR policy P10.07.050 for further details.

New technologies and instructional settings raise questions about intellectual property rights and protections, especially in the light of recent and pending legislation.

FACULTY AS AUTHORS

1. What governs ownership of intellectual property produced at the University?

The UA Board of Regents' Policy and University Regulation R10.07.050 and/or faculty collective bargaining agreements (AAUP/AFT) govern ownership of intellectual property.

2. How do I protect my own intellectual property?

Registration for copyright with the U.S. Copyright Office provides the owner of the copyright certain legal advantages and the benefit of presumptions in case of infringement; the registration process is straightforward and inexpensive.

FACULTY AS USERS OF COPYRIGHTED MATERIALS

Information in the area of copyright law changes continually. For current information and guidelines, consult with Library faculty.

Chapter 6: RECRUITMENT & SELECTION OF FACULTY

The selection and retention of a highly qualified faculty are of basic importance to individual programs and to the University as a whole. At the same time, equal employment and affirmative action goals are considered in all hiring activities.

The following applies to regular recruitment and selection of faculty (both term and tenure track):

Overview of Process

Requests to fill a vacant or new regular faculty position may originate through faculty initiative, and are then approved by deans or directors, the Provost, and the Chancellor. Each faculty position request must include written justification. See section below for details.

The normal recruitment process for regular faculty begins at the academic unit level where a search committee of appropriate faculty members and others is formed by the appropriate dean, or campus or library director. Search committees may also include industry representatives or community members, as appropriate.

The search committee, develops the position description and position announcement for review and approval by the appropriate dean or director. These are entered into UAKJobs and reviewed by Human Resources for compliance with University AA/EEO standards and University hiring procedures. Positions are advertised in publications appropriate to the discipline and in those areas most likely to come to the attention of qualified minorities and women. Search committee membership should include regional faculty representatives for all regular faculty positions.

Applications are reviewed by the search committee. Criteria for evaluation of prospective faculty are substantially discipline-oriented. Specific criteria used are appropriate academic degree and major (education), applicability of experience, research productivity or potential (as appropriate), involvement in public/university service, quality of references, and ability to work with students and colleagues.

Regular Faculty Hire Process in Detail

Recruitment requests must include a written justification with the following information.

- Four year credit hour and head count history and where appropriate admitted majors and completers.
- Outline of all courses (number of sections/semester) included in the program.
- Faculty resources (full time and adjunct) devoted to teaching the program, including regional discipline faculty (Ketchikan, Sitka and Juneau).

- List of courses the position will teach and projected credit hours based on past enrollments as well as projected growth from retention and recruitment.
- Research activity that will be required of the position, if appropriate,
- Anticipated changes in program direction that tie directly to program reviews and/or the current UAS Strategic & Assessment Plan.

Process Initiated in UAKJobs: Once the proposed position is approved by the Chancellor, the dean or director initiates the search process and provides Human Resource (HR) staff with the following through UAKJobs:

- Chancellor's Approved /justification
- Search Committee membership
- Screening Criteria (see committee charge)
- Interview Questions (see committee charge)
- Current Position description
- Funding Source
- Recruitment Period
- CIP Code: faculty discipline to be advertised (from the Provost's Office)
- Vacancy announcement in the format provided by the regional personnel office and, if appropriate, corresponding advertisement(s). Advertisements are condensations of the vacancy announcement and must include at minimum the position title, closing/review date, and contact information.
- List of targeted recruitment sources: newspapers, websites, disciplinary journals, organizations, etc.

Search Committee

The dean or director appoints a Committee Chair and a Search Committee which may include appropriate faculty, staff, students, and representatives from the community, advisory and/or employer groups. A majority of the composition of the committee should be faculty members.

Search Committee Chair

- The Search Committee Chair submits screening criteria to the hiring authority and Personnel Services for review and approval, prior to receiving applications for screening. Specific criteria used for screening documents may include appropriate academic degree and major, applicability of experience, research productivity or potential, involvement in public/university service, quality of references, and ability to work with students and colleagues.

Search Committee Charge

- Meet agreed upon deadlines and participate in all phases of the search process—e.g. reference checking, telephone interviews and on-campus interviews, final recommendations.

- Attend an initial meeting to discuss the search process. At that time, the Search Committee Chair and dean or appropriate director will review the committee members charge, personnel policies and practices, and the projected timeline.
- Develop/read over the position announcements to define the essential characteristics of applicants desired.
- Develop screening documentation. Screening evaluates criteria critical to performing the essential functions of the job. Documentation should contain a quantifiable rating system for jobs, based on the job description and may include weight factors.
- Preliminary questions should set minimum goals for consideration at intermediate stage.
- Begin screening applications (set date) from the pool of candidates who meet minimum requirements.
- Preliminary and Intermediate screening of applicant files can be completed by the Search Committee. Search Committee reviews applications using the agreed to criteria and process, and score the applicants. All search committee members are required to submit original screening forms to Human Resources. The Committee consults with HR prior to scheduling on-site interviews. To the extent possible, committee member participation should be consistent at each phase of the search process.
- Identify viable candidates for phone screening and conduct interviews.
- Identify viable candidates for on campus interviews and submit list to Human Resources.
- With approval from HR, and in consultation with the dean or appropriate director, conduct on campus interviews with finalists and identify all acceptable finalists. (See below for details.)
- Send the dean or appropriate director the recommended finalists and summary comments in writing.

Interview/ Screening Process

- Committee Chair assigns reference checks.
- Committee Chair coordinates with hiring authority for travel planning and budgeting.
- Committee conducts on campus interviews.
- Committee Chair provides the appropriate dean or director with the final report of the committee, which includes a ranked list of viable finalists and appropriate justification.
- Applicant Flow Report is completed in UAKJobs and all original screening materials submitted to Personnel Services for approval.
- The dean or appropriate director considers the committee recommendation, secures salary approval from the Chancellor, and makes an offer to the finalist, and handles all negotiations with the finalist.
- Final offers require the Chancellor's approval.
- After the position is accepted, a *Job Form* is completed and submitted to Personnel Services.

Adjunct Recruitments & Hiring

Recruitment and selection for adjunct faculty must be vetted by the relevant department faculty and approved by the dean or director. All adjuncts must apply through UAKJobs and provide a copy of their CV and transcripts, which will circulate with the adjunct hire evaluation form.

Special Recruitments: Emergency Hire

According to Board of Regents regulation (R04.03.032), special recruitment requests must be made to Human Resources Office. Emergency hires are intended to be an interim arrangement normally made for duration of only one year or until a regular recruitment can be completed.

Contact the Recruitment Coordinator at the Human Resource Office with questions at 796-6263.

Chapter 7: PERSONNEL INFORMATION

EQUAL EMPLOYMENT OPPORTUNITY POLICY (04.02)

Statement of Intent

The Board of Regents recognizes that discrimination in employment practices has in the past foreclosed economic opportunity to a substantial number of persons in the United States. The board is committed to oppose illegal employment discrimination and to prohibit it within the university. In addition to prohibiting illegal employment discrimination, as a part of its commitment to equal employment opportunity, the board is committed through an affirmative action program, to recruit, employ and promote qualified “protected class” persons who have been historically under-represented in the workforce.

Equal Employment Opportunity Program

The program of equal employment opportunity consists of two parts: nondiscrimination and a program of affirmative action.

A. Nondiscrimination

1. In accordance with federal and state laws and regulations, the university will not engage in impermissible discrimination. In accordance with federal and state law and regulation, the university makes its programs and activities available without discrimination on the basis of race, religion, color, national origin, citizenship, age, sex, disability, veteran status, marital status, changes in marital status, pregnancy, or parenthood. Among the federal and state laws and regulations prohibiting discrimination in employment that pertain to the university as of June 2007 are:
 - a. Equal Pay Act
 - b. Title VI and Title VII of the Civil Rights Act of 1964
 - c. Executive Order 11246
 - d. Age Discrimination in Employment Act
 - e. Title IX of the Education Amendments of 1972
 - f. Section 504 of the Rehabilitation Act of 1973
 - g. Vietnam Era Veterans' Readjustment Assistance Act of 1974
 - h. Pregnancy Discrimination Act of 1978
 - i. Immigration Reform & Control Act of 1986
 - j. Civil Rights Restoration Act of 1987
 - k. Americans with Disabilities Act of 1990
 - l. Age Discrimination Act of 1975
 - m. Alaska Statute 14.40.050 and 18.80.220.

2. Individual merit will be considered by the university. University hiring decisions will be based on the individual's qualifications, demonstrated abilities, and performance, as appropriate.

B. Affirmative Action

The university seeks to hire, train and promote individuals based on qualifications and demonstrated ability to perform the job. In its commitment to affirmative action, the university is committed to recruit and retain women and minorities in positions of employment where they have been traditionally under-represented. The concept of affirmative action requires that practices that adversely impact protected classes should be eliminated unless the university can demonstrate a legally permissible basis. To accomplish the goals of its affirmative action program, the university encourages employment applications from and makes special efforts to recruit protected classes.

Drug-Free Workplace (BOR Policy and Regulation 04.02.040)

- A. The unlawful manufacture, distribution, dispensing, possession, or use by an employee of a controlled substance as defined in Schedules I through V of Section 202 of the Controlled Substances Act (21 USC 812), and as further defined by regulation at 21 C.F.R. 1308.11 - 1308.15 is prohibited in any workplace of the university.
- B. All employees will abide by the terms of this policy as a condition of their employment and will notify the university of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 working days after the conviction. Within 30 days of receiving the notice of conviction, the university will take appropriate personnel action against the employee as prescribed by university regulation, up to and including termination, or require the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency.
- C. The university regulation implementing this section must provide for publishing a statement to notify employees of this policy and to establish a drug-free awareness program to inform employees about: the dangers of drug abuse in the workplace; the university's policy of maintaining a drug-free workplace; any available drug counseling, rehabilitation, and employee assistance programs and the penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.
- D. Each employee will be provided a copy of this policy and accompanying university regulation.

Policy 04.02.040 regarding drug-free workplace prohibits the unlawful manufacture, distribution, dispensing, possession, or use by an employee of a controlled substance in any workplace of the university. The following steps will be taken to provide a drug-free workplace.

- A. Each university will publish and distribute to all employees a statement notifying employees that the violation of such prohibition will subject them to appropriate disciplinary action.

- B. Each university will establish a drug-free awareness program to inform employees about:
 - 1. The dangers of drug abuse in the workplace;
 - 2. The university's policy of maintaining a drug-free work-place; and
 - 3. The availability of drug counseling, rehabilitation and employee assistance programs.
- C. Each employee will be responsible as a condition of employment to abide by the terms of this regulation and must notify the university of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.
- D. Within 30 days of the receipt of notice as prescribed in paragraph C. above or other notification of such conviction the university will take one of the following personnel actions:
 - 1. Require the employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved by the university.
 - 2. Place the employee on suspension as prescribed by Regents' Policy regarding corrective action.
 - 3. Dismiss the employee under the provision of Regents' Policy regarding termination for cause.

University of Alaska Board of Regents Implementation Policy (04.02.014)

The president and the chancellors are responsible for planning, implementing, and monitoring an effective program of equal employment opportunity. The president and each chancellor will provide an annual report to the board with regard to the effectiveness of their respective equal employment opportunity program.

Discrimination (Board of Regents Policy 04.02.020)

- A. The university will not permit or tolerate discrimination that creates an intimidating, hostile, or offensive working or learning environment, or that interferes with an individual's performance. The university recognizes that conduct which constitutes discrimination in employment or educational programs and activities is prohibited and will be subject to corrective and/or disciplinary action.
- B. Discrimination refers to being adversely treated or affected, either intentionally or unintentionally, in a manner that unlawfully differentiates or makes distinctions on the basis of the individual's legally protected status or on some basis other than an individual's qualifications, abilities and performance, as appropriate. The university will vigorously exercise its authority to protect employees and students from discrimination by agents or employees of the university, students, visitors and guests.
- C. Nothing contained in this policy will be construed or applied to limit or abridge any person's constitutional right to freedom of expression or to infringe upon the legitimate academic

freedom or right of due process of any member of the university community. Principles of academic freedom and freedom of expression require tolerance of the expression of ideas and opinions even though they may be offensive to some. However, ideas and opinions must be expressed in a manner that does not create an intimidating, hostile, or offensive working or learning environment or unreasonably interferes with an individual's performance. The university upholds and adheres to principles of academic freedom and the laws prohibiting discrimination in employment and education.

- D. Individuals who believe they have been subjected to discrimination are encouraged to bring this behavior or action to the attention of an employee or faculty member who is in a position to assist in addressing the concern. The affirmative action officer, human resources or student affairs officer, or designee, as appropriate, will mediate disputes, receive complaints, obtain process information, or discuss resolution options regarding discrimination complaints.
- E. The university cannot guarantee confidentiality in connection with complaints alleging discrimination; however, all university employees and students are expected to make a reasonable effort to protect the legitimate privacy interests of involved persons consistent with their obligation to inform the accused.
- F. Nothing in this policy will be construed or applied to create a right to an award of damages or other monetary compensation against the university or university employees beyond any existing under state or federal law.

Sexual Harassment

Sexual harassment is illegal. It violates Title VII of the Civil Rights Act of 1964 and Title IX of the 1972 Education Amendment. Members of the University community who have a complaint can contact the offices listed below for counseling, advice, and/or assistance.

- Affirmative Action Office, Juneau, (907) 796-6473.
- Student Resource Center, Mourant Building, 1st Floor Juneau, (907) 796-6000
- Vice Chancellor of Enrollment Management, Novatney Building, Juneau, (907) 796-6100.
- Student Services Office, Ketchikan: (907) 225-3624, Sitka: (907) 747-7700.

The Affirmative Action Officer shall have the authority and responsibility to investigate sexual harassment complaints and to seek informal resolution. Should mediation fail, the aggrieved member will have the ability to file a formal grievance, in accordance with Board of Regents Policy and University Regulation 04.08.000.

Sexual Harassment (Board of Regents Policy 04.02.022)

- A. The university will not tolerate inappropriate sexual or sexually harassing behavior and seeks to prevent such conduct toward its students, employees and applicants for employment. Violation of this policy may lead to discipline of the offending party.
- B. Since some members of the university community hold positions of authority that may involve the legitimate exercise of power over others, it is their responsibility to be sensitive to that power. Faculty and supervisors in particular, in their relationships with students and subordinates, need to be aware of potential conflicts of interest and the possible compromise of

their evaluative capacity. Because there is an inherent power difference in these relationships, the potential exists for the less powerful person to perceive a coercive element in suggestions regarding activities outside those inherent in the professional relationship.

- C. It is the responsibility of faculty and staff to behave in such a manner that their words or actions cannot reasonably be perceived as sexually coercive, abusive, or exploitative. Sexual harassment also can occur in relationships among equals as when repeated unwelcome advances, demeaning verbal behavior, or offensive physical contact interfere with an individual's ability to work or study productively. Consensual sexual conduct that unreasonably interferes with other employees' work or creates a hostile, intimidating or offensive working or learning environment constitutes sexual harassment for purposes of this policy.
- D. The university is committed to providing an environment of study and work free from sexual harassment and to ensuring the accessibility of appropriate procedures for addressing all complaints regarding sexual harassment. Nothing contained in this sexual harassment policy will be construed or applied to limit or abridge any person's constitutional right to freedom of expression or to infringe upon the legitimate academic freedom or right of due process of any member of the university community.

Board of Regents Disabilities Section Definitions (P04.02.032)

In P04.02.030 - 04.02.038, unless the context requires otherwise:

- A. "ADA" means the federal law known as the Americans with Disabilities Act of 1990, as amended;
- B. "ADA coordinator" means the individual designated to administer the university's disability discrimination compliance program;
- C. "affirmative action officer," or "AAO" means the regional affirmative action officer, director, or designee, whichever reference is applicable;
- D. "complainant" means the person or persons asserting a complaint;
- E. "person with a disability" means an individual who:
 - 1. has a documented physical or mental impairment that substantially limits a major life activity;
 - 2. has a documented record of a physical or mental impairment that substantially limits a major life activity; or
 - 3. is regarded as having a physical or mental impairment that substantially limits a major life activity;
- F. "reasonable accommodation" means the process of modifying or adjusting the work environment to reasonably accommodate the functional limitation caused by a disability;

- G. "reasonable accommodation resolution" means the process whereby the ADA coordinator or AAO facilitates the development of an appropriate reasonable accommodation; and
- H. "respondent" means the university employee, officer, agent, or representative whose act or failure to act is being disputed.

OTHER PERSONNEL INFORMATION

Code of Ethics (AS 39.52): Employees of the University are governed by the *Alaska Executive Branch Ethics Act* (AS 39.52), which became effective January 1, 1987. "The Code of Ethics" considers a public office to be a public trust. Independent pursuits are not discouraged so long as employees do not benefit financially or personally from their actions as public employees. "The Code of Ethics" accepts that minor and inconsequential conflicts of interest are unavoidable. However, those conflicts of interest that are substantive and material are prohibited. Employees are required to complete an annual disclosure form for all outside employment or contracts. As changes occur, employees are responsible for updating their disclosure. Appropriate forms are available in the Personnel Office or online at <http://www.uas.alaska.edu/hr/ethics-forms.html>. Complete information concerning employee ethics is available from the Personnel Office or on-line at: <http://www.law.state.ak.us/doclibrary/ethics.html>. Questions may be addressed to the Director of Human Resources.

Conflict of Interest and Regulations: The University of Alaska Board of Regents Regulation 04.10.000 CONFLICT OF INTEREST stipulates that the University has many responsibilities to others. One of the most important is for its employees and other representatives to maintain the highest ethical standards in all associations and activities with those outside the University that take place on its behalf. To this end, every employee of the University is expected to accord the University his/her primary professional loyalty and to arrange outside obligations, financial interests, and activities so as not to conflict or interfere with this overriding commitment. If these goals are to be met, University employees must exercise a high degree of personal responsibility, integrity, and sound professional judgment. Therefore, it is essential that all University employees conduct both University business and their individual activities in a manner that will withstand the sharpest scrutiny and avoid even the appearance of impropriety. NOTE: A complete copy of this regulation is in the Appendix F.

Direct Deposit: The University encourages all employees to participate in "direct deposit" of paychecks to personal bank and credit union accounts. Employee paychecks are credited to designated accounts on the payday. Direct deposit is more convenient for employees and the employer than other means of disbursement. Employees who elect direct deposit must request from HR that they be sent a check stub by U.S. mail on payday, which includes the standard information regarding compensation, deductions, and leave accruals. Forms for enrolling in the direct deposit program are available from campus personnel offices.

Dispute and Grievance Resolution: Grievances are covered by faculty members' collective bargaining agreements and Board of Regents policy.

Grievances covered by a collective bargaining unit contract must be filed in accordance with the appropriate procedure of that contract. It is important to be attentive to timelines identified in the CBAs.

The purpose of the University of Alaska Board of Regents' Policy 04.08.07 is to provide an orderly method of handling and disposing of the complaints and grievances of University employees and students. A full copy of the University of Alaska Board of Regents Grievance Policy is available at the UA Board of Regents website: <http://www.alaska.edu/bor/>.

Personnel Files: The university maintains three official personnel files for each faculty member: 1) an employment record file, 2) an academic record file, and 3) medical record file, when required by law.

Employment Record File: The Human Resources Office maintains each employee's official employment record file. When an employee moves, changes marital status, changes beneficiary, or obtains an additional degree, it is essential that this information be submitted to HR for modification of the appropriate records. It is important that each individual's file be kept up to date.

Academic Record File: The dean or director's office maintains the faculty member's Academic Record File (ARF). The ARF is distinguished from a promotion, tenure, and retention file, which is maintained by the faculty member. See Chapter 10 for details.

The location of the Academic Record File is specified in the UNAC CBA—it is to be located in the “dean's office on the unit member's campus of their primary assignment”. Faculty seeking to review their file or seeking copies of materials from their file needed for other purposes (e.g. preparing promotion and tenure file) should contact their dean's or director's office. These offices are expected to abide fully with the provisions in the UNAC CBA and applicable UA policy and procedure in maintaining these files. Faculty have a right to examine their file at any time during normal business hours.

With regard to the content of the academic record, the CBA states that it may include a broad set of material including commendations, awards, correspondence relating to a faculty member's employment, student evaluations, and written documentation of faculty workload. The CBA specifies that the University shall not include material in the file unless “the source is identified and the material contains the date of which the material was placed in the file”. The contract is also specific about the removal of content. With the exception of the following, no items may be removed without the expressed written authorization of the faculty member (except for brief inspection or copying). The one exception is material on disciplinary reprimands which shall be removed after two years except for specific formal disciplinary actions.

The CBA also states that other files – in addition to the official personnel files – containing information regarding unit members may exist. However, this information “may not be kept for longer than one year or contain information not in the official personnel files which is more than one year old.”

Medical Record File: When applicable, the medical record file is kept in the Human Recourses office, separate from other official personnel files.

Resignation: A faculty member who wishes to resign her/his position should write a letter of resignation to the Provost, dean, or director, and submit a copy to both Personnel and the Chancellor. Such a letter will normally follow a conference with one of the above persons, at which an effective date of resignation will be agreed upon. The letter of resignation, which becomes a part of the faculty member's permanent personnel file, should state the effective date of the resignation.

Smoking: Board of Regents policy on smoking (P05.12.102) is as follows: “The university is committed to providing a safe and healthy environment for its students, employees, and visitors, by

prohibiting tobacco use and smoking, including the use of electronic cigarettes and similar products, within its campuses and facilities.”

Time Off: (Regulation 04.06.00): Faculty members receive time off rather than annual leave, which must be taken in accordance with respective collective bargaining agreements.

UNAC: 16.5 Unit members shall receive fifteen (15) days off to be used when classes are not in session during the nine (9) month contract period, only during Christmas closure, spring break, or as specifically approved by the dean or director, or designee. Two (2) days of time off shall be provided for each additional month of full-time appointment each year. Time off for appointments at less than full time shall be pro-rated accordingly. Time off shall not accrue from one contract period to the next if not used, and no payment is made for time off not used when a unit member terminates employment. Provided the other requirements of this article are met, unit members may use time off received in a fiscal year during that same fiscal year, without regard to whether the use occurs during the base or additional assignment.

UAFT: 9.2: In addition to the holidays listed in this Article, Bargaining Unit Members shall receive fifteen days off during the nine month base appointment. These days include three days of winter closure when the university is closed for business. The remaining twelve days shall be used when classes are not in session or when specifically approved in advance in writing by the dean, director or designee.

Those Bargaining Unit Members whose professional responsibilities are not instructional or in any other way coincidental with the academic calendar may use time off while classes are in session provided other professional obligations are met, as specifically approved in advance in writing by the dean, director, or designee.

Two days of time off shall be provided for each additional month of full-time appointment each year. Time off for appointments at less than full time shall be pro-rated accordingly.

Time off has no cash value. Time off does not accrue from one fiscal year to another. Time off not taken is forfeited.

Time Sheets: Time sheets are required for faculty to report use of temporary disability leave (sick leave), jury duty, military leave, workers’ compensation, leave without pay, or to report all hours worked if any part of the individual’s contract is funded with grant money.

Tutoring by Faculty: Tutoring for pay by faculty members outside of their regular workload for individuals or groups of students registered in the University is not permitted by University policy.

Worker’s Compensation: If a faculty member becomes injured or made ill because of work conditions, the employee should contact their department Administrative Assistant for assistance with filing a workers compensation claim.

Chapter 8: ADMINISTRATIVE PROCEDURES

The following material is intended to provide a basic frame of reference for various administrative matters relevant to faculty. For detailed information, start with your department, school, or campus Administrative Assistant or Administrative Manager.

Dealing with Accidents: After addressing immediate medical concerns in an educational setting, faculty must file an accident report with his/her dean, director, or their designee prior to the end of the work day or as soon as possible.

If a work-related accident occurs involving a faculty and/or staff member, they must file an accident report with his/her dean, director, or their designee prior to the end of the work day or as soon as possible. The dean's/director's office will notify the Human Resources department regarding Workers Compensation.

For more information about UAS health and safety procedures go to:

http://www.uas.alaska.edu/facilities_services/safety/

http://www.uas.alaska.edu/arts_sciences/humanities/programs/ods/files/incident_report.pdf

Accident Reports: If an accident occurs in the classroom or in connection with class activities, faculty members must file an accident report with the Director of Facilities Services who will assist in filing the necessary report.

If an accident occurs involving a faculty member, they must file an accident report with his/her dean, director, or their designee prior to the end of the work day or as soon as possible.

For more information about UAS health and safety procedures go to:

http://www.uas.alaska.edu/facilities_services/safety/

http://www.uas.alaska.edu/arts_sciences/humanities/programs/ods/files/incident_report.pdf

ID Cards: Faculty members should obtain a current photo identification card issued by the University. ID cards may be obtained or renewed at the Student Activities office. ID cards are University property.

Electronic Access/Keys: Faculty members should request electronic access/keys from their immediate supervisor through their administrative assistant. When employees leave University service, they should return their keys to the Facility Services office. Failure to do so will result in a charge to the employee. In some locations ID cards also function as electronic entry cards to some buildings.

General Principles for Reimbursable Local Travel:

1. Local mileage will be reimbursed to employees for trips between their primary workplace and other work sites required to conduct University business as determined by the employee's supervisor.
2. The employee's immediate supervisor has the authority to designate the employee's primary workplace(s) and the work site assignments for each semester and any summer schedule.
3. A "Local Mileage Detail Report" must be completed by the employee and approved by the supervisor to receive reimbursement. The reimbursement rate is established by University policy utilizing the federal GSA reimbursement rate .

Local Mileage Reimbursement: Travel expenses incurred between a faculty member's residence and a temporary work location outside of the vicinity of the normal work location will be reimbursed only for mileage that exceed the round trip distance from their residence to their primary work location.

At times it may be expedient for a faculty member to conduct business while travelling to or from their residence. In these cases the faculty member may be reimbursed the extra miles travelled in excess of commuting miles that are travelled to accomplish this task.

Travel expenses incurred between a faculty member's home and normal work location are considered to be commuting expense and will not be reimbursed.

Any claims for local transportation must include the date, itinerary, purpose, and mileage for each individual trip.

Purchasing: Purchases accomplished with University funds (including unrestricted funds, as well as grants and all other restricted funds) require advance approval by the appropriate authorized signatory, generally the dean/director (or their designee). Commitments made without proper approval are unauthorized expenditures, and are the personal financial responsibility of the individual making the commitment. Further, purchases made without proper documentation, or in violation of University regulation, are also unauthorized purchases, subject to the same sanctions.

From the standpoint of dollar value, the majority of UAS purchases are initiated on University of Alaska Purchase Requisitions. Sealed bids are required for all purchases with an initial estimated cost of \$100,000 or more. Competitive quotes, obtained by purchasing staff, are required on all items with an estimated cost of between \$10,000 and \$100,000. To initiate a purchase under UA Purchase Requisition procedures, faculty or staff members should supply pertinent information (supplier, catalog numbers, price, etc.) to the appropriate departmental support staff member or cost center clerk. That generally sets in motion all activities required to complete the purchase with little or no additional effort on the part of the initiator.

In addition to the standard Purchase Requisition method of procurement, there are also a number of simplified methods intended to facilitate large volumes of small, local purchases by staff and faculty members. In implementing these alternative procurement approaches, the University strives to balance protection of resources with efficiency of operation. Each method outlined below has unique procedures and limitations, the full details of which are beyond the scope of this publication. Before proceeding, check with departmental administrators or the Purchasing Office. Failure to fully understand and comply with regulations may very well result in unauthorized purchases.

Reimbursements from Petty Cash Fund: Reimbursements for minor purchases (up to \$100.00) are handled by one of the campus petty cash custodians under the following conditions: an authorized person must approve the transaction, and reimbursement must be requested within five working days of purchase. Because there are restrictions regarding the types of purchases that are reimbursable, please check with a person authorized to approve petty cash reimbursements before making purchases. The costs of travel, entertainment, personal use items, or food are not reimbursable through petty cash. A petty cash custodian should be able to answer questions about rules and regulations.

ProCard Purchases: The university commonly uses ProCards (type of credit card) for regular purchases. Typically, these are used by Administrative Managers and in some cases faculty with grants. **Other Purchasing Methods:** In addition to the procurement methods discussed above, other simplified methods are available to faculty and staff. For example, under certain limited circumstances, University credit cards can be used for purchases at selected local vendors. Also, “call numbers” can be issued against unfunded blanket purchase orders, enabling expedited purchases from certain vendors. Each of these methods has strict UA and UAS procedural limitations. For further information, check with your departmental administrator, or call the Purchasing Office.

Travel: The university uses an on-line Travel Expense Management (TEM) workflow system to process employee travel approvals and expense reimbursements. Employee travelers and departmental travel arrangers should view the account set up instructions on the TEM training resource guide website at: <http://www.alaska.edu/travel/documentation/>.

A travel authorization (AT) form must be approved by the dean or director (and Chancellor, with international travel) prior to each period of travel. At the completion of travel, a travel expense report (ER) must be submitted within fifteen days. Both the AT and ER are required for any University related travel, regardless of whether or not the travel is funded by the University. This policy assures that the traveler will always be covered by University insurance in the event of accident. Under normal circumstances, five business days are required for processing AT's. If a travel advance is requested, it is imperative that the AT be submitted within the TEM system no less than five business days before travel.

University of Alaska Regulation R05.02.06.A.14.d. (1) reads as follows:

“Reimbursement of travel expenses will be made to the traveler within fifteen business days after receipt of a properly completed and approved travel expense report by the Travel Office.” The UAS Travel Office shall attempt to exceed this standard in all cases.

Airline tickets for reimbursable university business travel can only be purchased with a departmental credit card. This is commonly done by UAS administrative staff using the Alaska Airlines EasyBiz on-line booking tool. Documentation that must be supplied with the travel expense report includes lodging receipts, ticket receipts, and receipts for taxi fares and miscellaneous travel expenses, as well as receipts for car rentals, authorization for which is required in advance. It is the UAS standard travel policy to submit original receipts for all travel expenses and limited exceptions are allowed on a non-repetitive basis. **NOTE:** The University may withhold outstanding travel expense moneys from the traveler's paycheck if travel expense reports, with required documentation and approvals, are not submitted within 30 days of return from travel.

The University uses a per diem basis for meals and incidental expenses (M&I) if overnight travel is involved. M&I per diem is payable on a half-day basis on those days the employee is in transit. If travel is completed in one day (less than 12 hours of travel time), meals are the responsibility of the traveler. Lodging expenses are reimbursed at reasonable amounts incurred, but may not exceed a multiple of 1.5 times approved lodging per diem rates without specific pre-travel authorization.

Allowable M&I and lodging per diem rates vary from community to community. Per diem rates for all travel within Alaska can be found at http://www.alaska.edu/files/travel/Per_Diem.pdf, which can be accessed through the UA web site. Per diem rates for travel outside Alaska are the GSA rates found at

<http://www.gsa.gov/portal/category/21287> Per diem rates can also be obtained by calling the UAS Travel Office at extension 6491.

Chapter 9: CURRICULUM GUIDE

Preface

The purpose of this Curriculum Guide is to assist in the development, review, and refinement of the various programs offered by the University of Alaska Southeast. It provides faculty members, administrators, and Faculty Senate members with the overall guidelines for review and design of degree programs and courses. It also provides a description of the review processes and procedures for obtaining approval of proposals. These guidelines suggest a format that faculty and curricular review bodies use in their deliberations on programmatic proposals.

Thoughtful application of the definitions, processes, and procedures will enhance the overall effort of the institution to bring coherence to its curriculum. Separate processes exist for undergraduate and graduate curriculums. Final authority regarding curricular matters rests in the current UAS academic catalog.

Academic Program Reviews

The Northwest Commission standard 4.A.2 states, “The institution engages in an effective system of evaluation of its programs and services, wherever offered and however delivered, to evaluate achievement of clearly identified program goals or intended outcomes. Faculty have a primary role in the evaluation of educational programs and services.” Additionally, BOR policy (BOR p10.06.010) states that each university will conduct assessments of all instructional, research, and service programs, with respect to quality, efficiency, and contribution to mission and goals. Furthermore, this policy requires that program reviews take place at least every 7 years. For details about UAS’ program review processes and schedule, see the Provost’s Office website.

CURRICULAR DEFINITIONS

The curriculum of the University is composed of numerous courses of study. Each program contains several elements that provide order and direction. To ensure clarity in the connections among the various curricular parts, it is necessary to define each of them. These definitions provide an overall framework for university programmatic action. Exceptions to these definitions are considered in the established curricular review process.

UNDERGRADUATE PROGRAMS

Academic Credit Offerings:

Occupational Endorsements may be issued to students satisfactorily completing a program of instruction of at least 9 credit hours and no more than 29 credit hours, at least 30% of which are UAS residency credits. The instructional program is usually not derived from a parent degree and may not be transferred to another institution or program within UAS. Approval of occupational endorsements reside with the UA President, per UA Board of Regents policy.

Certificate Programs require 30-60 credit hours, including 9 general education credits, of which at least 9 are UAS residency credits. Certificates are usually derived from a parent degree at a higher level. Certificates are designed to provide intensive training in specific occupational areas. Certificates must

contain a recognizable body of instruction in program-related areas of 1) communication, 2) computation, and 3) human relations. Instruction in these areas may be either embedded within the program curriculum or taught as specialized or discrete classes. Certificate programs must be approved by the BOR.

Associate of Arts Degree (A.A.): This two-year degree program provides students with a broad general education. A minimum of 60 semester credits at the 100 level or above, including 20 credits at the 200 level, a minimum 34 credits of general education requirement course work, and 15 UAS residential credits must be earned to complete the A.A. degree. This degree is designed as a transfer degree for entry into the general range of baccalaureate degree programs offered by a four-year college or university.

Associate of Applied Science Degree (A.A.S.): The degree requires a minimum of 60 semester credits and 15 of these credits must be UAS resident credit. Specific degrees are listed in the current UAS academic catalog. This two-year degree is designed to prepare students for entry into particular occupations. It is not intended to encompass the first two years of a four-year program. Thus it may contain courses that are not primarily designed for transfer.

Bachelor's Degree: The bachelor's degree is conferred by the University for satisfactory completion of a prescribed four-year course of study. The bachelor's degree program is made up of general education requirements, major requirements, and electives.

The curricular structure of the bachelor's degree at UAS includes a minimum of 34 credit hours of general education course work, a minimum of 12 credit hours of electives, and a maximum of 64 credit hours combining the major or emphasis and its attendant studies for a minimum of 120 credit hours.

Academic Major: The most important feature of a major area of study is depth. A major introduces students to a discipline or field of study through a foundation of theory and method, which serves as a basis for further study. It exposes students to the topics and the analytical methods applied in the study of the subject. It contains a series of courses that presume advancing levels of knowledge and understanding. At its completion, it commonly has a means of assessing students' mastery of the subject such as a project, an internship, a capstone course, or a comprehensive examination. In depth study provides students with an understanding of the fundamental problems and arguments of a discipline or field of study. It affords them practice with the tools of the subject, introduces them to its historical and philosophical foundations, and gives them a clear sense of its boundaries and its effectiveness as a means for understanding or serving society.

The number of credit hours in a major and its organizational structure will vary depending on whether it aims at disciplinary or professional preparation. A disciplinary major normally ranges from thirty to forty-two credit hours. Due to the demands of accrediting agencies, certification requirements, and professional competence, a professional major normally ranges from thirty to fifty-five credit hours. In both cases, a major includes a logically ordered core of required courses that provide general direction for the student's study and a series of electives that give a degree of flexibility to the program.

The unit(s) in which appropriate discipline-related faculty members reside have the responsibility for administering all majors within their discipline areas and for approving particular programs of study and appropriate course substitutions for students. Courses taken to fulfill other academic requirements, e.g., minors and areas of specialization, may ordinarily also be used in the major without reducing the

minimum number of credits required for a degree. However, no student may declare a major and an emphasis area in the same discipline or field of study.

Emphasis Area: An emphasis falls within a major and allows a student to further develop a particular area of expertise. An emphasis area consists of 12 to 18 credit hours, with at least 6 credit hours, preferably 9 or more, at the level (300 or above). This core provides general direction for the student's study while maintaining a degree of flexibility. Flexibility is achieved by offering the student a choice from among a group of courses to complete the credits. The unit(s) in which appropriate discipline-related faculty members reside have the responsibility to administer all emphasis areas within their discipline areas and to approve appropriate substitutions for students.

Minor: A minor is a program of study that revolves around a unifying principal or theme and consists of at least 15 credits. The same discipline may not be used to satisfy the major and the minor (i.e. English major and English minor does not make a degree.) If a course is a requirement of both the major and the minor, a student may use the course to meet both requirements but will not receive double credit. The University also offers credit-bearing preparatory courses, which do not count toward the award of degrees, but may be either career development or community interest courses. Continuing education credits may be awarded for completion of these courses.

CORE COMPETENCIES:

All undergraduate majors at UAS incorporate the following six core competencies:

1. Competency in Communication
2. Competency in Quantitative Skills
3. Competency in Information Literacy
4. Competency in Information Technology
5. Competency in Professional Behavior
6. Competency in Critical Thinking

Faculty are expected to address how these competencies are incorporated into their courses and to provide this information in their syllabi.

GENERAL EDUCATION REQUIREMENTS (GERs):

Associate and bachelor's degrees at UAS require a minimum amount of general education requirement courses to be completed. General Education Requirements encompass broad areas of knowledge that support advanced learning in the major and emphasis requirements of each degree. In addition, some degree programs *require* specific courses be included in the GER.

NON-CREDIT OFFERINGS:

Non-credit courses are commonly offered at UAS in workforce and community education. This includes continuing education units (CEUs), which are nationally recognized units granted for participation in identified educational experiences. These offerings are not convertible to degree credit. Non-credit courses are approved at the school and campus level; are not reviewed by the Curriculum Committee.

UAS offers non-credit Workforce Credentials for students who complete an industry-identified program of study.

GRADUATE PROGRAMS:

All graduate degrees, certificates, and graduate curricular matters are reviewed and approved by the Faculty Senate, as recommended by the Graduate Committee.

Master's Degree (M.A.T., M.Ed., M.P.A.):

In broad terms, the master's degree indicates that the recipient has mastered a program in a particular field of study to a level that prepares the candidate to pursue original work in the specialty. Normally, degree titles indicate one of two categories. The Master of Arts and Master of Science are generally designated as academic degrees designed to provide an introduction to scholarly activities and research. These degrees often serve the needs of individuals as preparation for further postgraduate study. The second category is comprised of professional master's degrees such as the M.A.T., M.Ed., and M.P.A., programs. While similar to the M.A. and M.S., these programs tend to emphasize professional practice.

Despite differences in title and objective, all masters' degrees share common characteristics. The degree normally requires one to two years of full-time study (or equivalent) and the completion of a minimum of 30 semester hours of credit, per Board of Regents policy. The degree is awarded upon completion of a coherent program that is designed to assure mastery of specified knowledge and skills rather than a random accumulation of credits beyond the baccalaureate degree. The basic components of the degree may vary in emphasis but generally include a common core in the discipline; a concentration in a sub field of study; cognate courses outside the academic discipline as a means of broadening the curriculum or to provide needed skills; an integrative experience to synthesize the program's content and/or to translate theory into practice, a summative experience to measure achievement and intellectual growth through such work as afforded by a research project, capstone course, and/or comprehensive examination.

Academic credit applicable to the degree should be awarded for only those courses designed to expand and strengthen skills beyond the level of the baccalaureate degree. Degree credit is not awarded for courses that are remedial or designed to fulfill prerequisites for admission

GRADUATE CERTIFICATES:

Education graduate certificates provide candidates with eligibility endorsement to an Alaska teaching certificate. Typically, students enrolling in graduate certificate programs do so seeking an endorsement from the State of Alaska. BOR policy requires a minimum of 12 credits for a graduate certificate.

GRADUATE CORE COMPETENCIES:

All graduate programs at UAS incorporate three core competencies. Faculty are expected to address how these competencies are incorporated into their programs. The following is the full list of UAS graduate core competencies:

COMMUNICATION

- 1.1 Candidates possess effective professional writing skills appropriate to their fields.
- 1.2 Candidates are effective in presentations and professional discourse.

- 1.3 Candidates use substantial comprehension skills in reading and listening.
- 1.4 Candidates understand the role of technology and effectively use it for professional communication.

PROFESSIONAL BEHAVIOR

- 2.1 Candidates recognize ethical and professional responsibilities.
- 2.2 Candidates can work effectively in various roles with diverse individuals and groups to achieve common goals.
- 2.3 Candidates can assume a leadership role, when necessary.

CRITICAL THINKING AND PROBLEM SOLVING

- 3.1 Candidates identify, analyze and conceptualize problems in their field.
- 3.2 Candidates evaluate and synthesize data, considering multiple perspectives.
- 3.3 Candidates understand the holistic and systemic nature of issues in relation to various environments.
- 3.4 Candidates understand the role of technology in analysis and decision-making.
- 3.5 Candidates exercise judgment in decision-making.

SPECIALIZED PROGRAMS IN THE SCHOOL OF EDUCATION

Credential Programs in the School of Education are non-degree programs of study that prepare students for Type A teaching certificates and are designed to address the needs of elementary education schoolteachers, school principals, and school superintendents. The Alaska Department of Education and Early Development grant certification. UAS provides verification of qualified applicants.

Endorsement Programs are non-degree programs of study preparing certified teachers to add endorsements to a type a teaching certificate. UAS prepares students for endorsement in early childhood education and educational technology. Based upon this endorsement, certification is granted by the Alaska department of education and early development.

LEVELS AND NUMBERING OF COURSES

The definitions of levels and numbering of courses at UAS are intended to provide a clear understanding of the criteria that are used as guidelines to distinguish among pre-college, lower division, upper division, and graduate and professional development courses as well as to explain the numbering sequence of those courses. Course numbers usually correspond to the classification of students as freshmen, sophomores, juniors, seniors, and/or graduate students. The following descriptions of course levels serve as guidelines for course development at UAS.

Pre-College Level Courses: These courses are offered to assist under-prepared and at-risk students to develop the necessary background, particularly in written communications and mathematics, to meet the skill and knowledge requirements for college-level work. Courses are numbered 050-099 and cannot be applied to degree programs.

Lower Division Courses: The primary function of lower division courses is to help students become independent learners. Lower division courses increase student knowledge on familiar subjects, introduce them to new subjects, and/or establish a foundation for them to study a major subject in depth.

Lower division courses are usually tightly structured with the expectation that students are to receive considerable instructional guidance in the learning process. As with all courses, the structure of lower division courses is reflected in the course syllabus. Instruction at the lower division level normally is

informational and emphasizes learning skills; it usually entails the use of text materials or resources provided by the instructor. The intellectual skills emphasized in lower division courses include the core competencies. Evaluation of student performance at this level tests information, concepts, synthesis, and skills. Lower division courses are numbered 100 and 200. Typically 100 level courses require no prerequisite background in the discipline. Lower division courses may have one or more of the following characteristics:

1. They are introductory courses or part of a series of basic courses in the discipline.
2. In some professional fields, they may build on the foundations of prerequisite courses.
3. They are courses that may be counted toward majors, electives, and/or the general education core requirements.

Upper Division Courses: The primary function of upper division courses is to refine students' abilities as independent learners. Upper division courses enable students to study a major field in depth by building upon and integrating the knowledge they have gained in lower division courses. Upper division courses also help students integrate the knowledge they have acquired in the general education curriculum.

Upper division courses are characterized by a flexible structure that allows for a variety of approaches to the subject matter, a wide range of course material, and an emphasis on independent study and/or research in the laboratory, library, studio, or community. Students are expected to accept increasing responsibility for their own learning both inside and outside the classroom. Upper division courses strongly emphasize comprehension, analysis, synthesis, evaluation, and application of knowledge. Evaluation of student performance at this level stresses such outcomes as comprehension of concepts and the ability to solve problems and to integrate knowledge.

Upper division courses are numbered 300 and 400. Typically, they build on the prerequisite background of the lower division. They also may have one or more of the following characteristics:

1. They are built on a foundation of prerequisite lower division courses in a discipline or related field of study.
2. They synthesize knowledge from several specific areas in a discipline or from related disciplines.
3. They are courses designed to integrate knowledge and skills from different areas of a discipline and incorporate tasks that develop critical thinking skills.

Graduate Courses: The primary function of graduate courses is to broaden the perspective and deepen the advanced knowledge students in a particular discipline or professional field of study, or to provide initial preparation in an advanced professional field that requires foundation knowledge and experience in a related discipline or field of study.

Graduate courses are characterized by a high level of complexity in the study of a particular subject. They are structured in a manner that allows for a variety of approaches to the subject matter, a wide range of source material, considerable student interaction, and a significant emphasis on independent study and/or research in the library, laboratory, studio, or community. They are designed to extend the knowledge and intellectual maturity of students beyond the baccalaureate level. They are intended for students who are capable of analyzing, exploring, questioning, evaluating, and synthesizing knowledge. Evaluation of student performance in graduate courses entails a variety of means and is commensurate with the level of complexity of these courses.

Graduate courses are numbered 600. Graduate courses also may have one or more of the following characteristics:

1. They build upon a foundation of prerequisite undergraduate courses in a single or related discipline.
2. They require intellectual maturity and stress independent learning.
3. They emphasize the use of library, studio, laboratory, community, and field-based facilities and resources in ways commensurate with the level of learning.

e-Learning and Distance Delivery Courses: All courses approved by appropriate academic units should meet standards of accreditation with no distinction being made among the various delivery modes in terms of a course's acceptability for meeting degree program requirements. Student Learning Outcomes are expected to be equivalent, regardless of the delivery modality.

ACADEMIC CREDIT:

The Northwest Commission on Colleges and Universities and federal Department of Education require colleges and universities to comply with the definition of credit hour as set forth in U.S. Department of Education regulations. In particular, it specifies that a credit hour is an amount of work represented in intended learning outcomes and verified by evidence of student achievement that is an institutionally established equivalency that reasonably approximates not less than:

1. One hour of classroom or direct faculty instruction and a minimum of two hours of out-of-class student work each week for approximately 15 weeks for one semester; or
2. At least an equivalent amount of work as required in item 1 of this definition for other academic activities as established by the institution, including laboratory work, internships, practica, studio work, and other academic work leading to the award of credit hours.

The NWCCU guidance underscored the importance for all institutions to regularly review the application of this credit hour policy across the institution to assure that credit hour assignments are accurate and reliable, and to ensure that any variations in assigning credit hours are done in conformance with commonly accepted practices in higher education.

Compliance with this expectation at UAS will include (but is not limited to) the following: 1) publication of federal requirements about credit hour definition and policy in the UAS Catalog, 2) regular review of credit hour policy and assignments in all courses and programs and at each degree level at least annually by faculty, deans, and directors, 3) careful scrutiny of credit hour policy compliance and implementation as an explicit part of the Program Review process required by Board of Regents policy and regulation, and 5) inclusion of appropriate information about credit hour policy and practice at UAS in accreditation documents prepared for the NWCCU.

Instruction delivered synchronously or asynchronously is based on academic credit standards of one credit for each 800 minutes (13.3 hrs.) of instruction.

Instruction in a supervised laboratory setting will be based on academic credit standards of one credit for each 1600 minutes (26.7 hrs.) of instruction.

Instruction delivered through supervised or unsupervised laboratory settings, whichever is appropriate to the course objectives, will be based on academic credit standards of one credit for each 2400 minutes (40.0 hrs.) of instructional activity.

Practica and internships consist of a minimum of 3200 minutes (53.3 hours) per credit, supervised by a qualified professional.

COURSE NUMBERING SYSTEM

Course numbers indicate the level of academic preparation required as well as the student's year of study.

The following list indicates categories and their corresponding numbers:

001-049 Non-credit courses or Continuing Education Units (CEUs)

050-099 Pre-college level or remedial courses; associate and baccalaureate degree credit not granted

100-199 Undergraduate courses normally taken in the first year (freshman)

200-299 Undergraduate courses normally taken in the second year (sophomore)

Upper division courses require at least junior standing or equivalent experience in addition to any stated prerequisites. The student is expected to have adequate preparation and background to complete courses at this level.

300-399 Undergraduate courses normally taken in the third year (junior)

400-499 Undergraduate courses normally taken in the fourth year (senior)

500-599 Professional Development courses (these do not appear in the catalog and may not be applied to a degree program.)

Graduate courses. Graduate standing, admission, or equivalent is required for graduate level courses in addition to any stated prerequisites.

600-699 Graduate courses are not open to undergraduate students except by special permission.

Special or reserved numbers:

- 75 Current Issues
- 91 Internships (see note below)
- 92 Seminar
- 93 Special topics courses intended to be offered only during one academic year only (see note below)
- 94 Practica (see note below)
- 97 Independent study (see note below)
- 98 Individual Research (see note below)
- 99 Thesis (see note below)

Courses bearing these numbers may be repeated for credit provided the course content differs each time the student registers for the course.

Notes to the above Special or Reserved Numbers Follow:

Independent Study courses are those in which the course content, learning activities, and evaluative criteria are developed primarily by the student with guidance and concurrence from the instructor and are approved by the Department Chair or lacking such, the appropriate dean. Independent study courses bear a course number ending in “-97” and are offered at the 200, 300, 400, and 600 levels only. No more than 12 credits earned in independent study may be applied to an undergraduate baccalaureate degree, no more than 6 credits to an associate degree, and no more than 3 credits to an undergraduate certificate. Independent studies will not duplicate catalog courses.

Process: A student wishing to engage in independent study begins by seeking a qualified sponsor for the proposed study. Faculty members are not obligated to undertake sponsorship of independent study and do so on a discretionary basis only. Faculty members possessing appropriate expertise, however, are encouraged to accommodate students who are qualified to undertake this work.

Faculty members assess the qualifications and aptitude of a student for independent study based on his/her ability to undertake such work on a truly *independent* basis. The student should be capable of bearing responsibility for the entire conduct of the study. Independent study is not on a par with a traditional class or “directed study”; independent study requires discipline and creativity of the highest order and is conducted by the student independently. The sponsor

monitors and assists the student, evaluates the achievement of objectives, and assigns a final grade when objectives are met.

After finding a sponsor who is willing to entertain a proposal, a student submits a draft contract to the sponsor, who responds with recommendations. After agreement, the student prepares a final contract, which both parties sign. Each party receives a copy; the original is filed with the appropriate faculty unit or campus.

To obtain authorization to enroll for independent study, the sponsor or the student completes an Instructor Approval Form and submits it along with the original of the contract approval to the Department Chair or lacking such, the appropriate dean. The student submits this form (but not a copy of the contract) with the appropriate office of admissions.

To insure compliance with standards for course content and to create a record of the course content, the contract normally accompanies the Instructor Approval Form when submitted for approval; if it does not, the study may be approved but the original of the contract must be submitted to the appropriate faculty unit or campus office within ten days of approval. When instructors other than regular school faculty members are sponsors, this contract is required before approval is granted.

Independent studies may be initiated at any time and should be completed by the end of the semester in which the course was initiated (Fall, Spring, and Summer). It is not uncommon for independent studies to enter into an “Incomplete” status when a full semester is not sufficient for completion of the course.

Individual Research is developed by a student with a sponsoring faculty member. Individual Research bears a course number ending in “98” and is offered at the 300, 400, and 600 levels only. Individual Research may be undertaken for 1 to 6 credits. “Independent Study, ‘Process’” is followed for development of this category. Students involved with individual research must comply with university policy, regulation, and procedure. (See Chapter 13 for further guidance.)

Practica are supervised practical applications of a previously studied theory conducted under the supervision of a qualified professional in cooperation with a faculty member and bear the course number ending in “94”. Practica require satisfactory completion of a minimum of four hours of supervised experience per week for each credit (0+0+4) for the duration of the semester. These courses are generally offered at off-campus settings where the student is under the direct supervision of agency personnel.

Special Topics Courses which bear the designator 93, are academic credit courses offered to pilot test the course content or to provide a specialty content area on a one-time basis. Special topics must meet the same standard as academic credit courses in every way.

Process: Undergraduate level special topics courses are approved by the Department Chair or lacking such, the appropriate dean, for one academic year including summer. Graduate level

(693) courses must be submitted through the Graduate Committee for recommendation. During the summer, the Graduate Committee will designate one or more graduate faculty to review 693 courses on behalf of the Graduate Committee. Special topics courses are not offered for more than two years without approval from the Faculty Senate Curriculum Committee.

Thesis study is developed by a student with a sponsoring faculty member (often the student's academic advisor) and a committee, which the student usually recruits. Thesis study bears a course number ending in "99" and is offered at the 300, 400, and 600 levels only. Academic programs often have thesis study requirements as part of their procedural guidelines. Thesis study may be undertaken for 3 to 6 credits, and grading is Pass/Fail only.

Academic Internships are experience-based courses that involve placing a student in an off-campus organization under the supervision of both a qualified professional in the agency and a faculty member.

Internships require satisfactory completion of a minimum of four hours per week for each credit (0+0+4) over the duration of a 15-week semester (1 credit = 50 hours). To apply for an internship, the student must be admitted to a university program. The student must also demonstrate educational preparation for the internship and the connection between the internship and his/her education goals.

Internships are usually faculty-member initiated and arranged for with an organization in which a qualified professional provides direct supervision and periodic reports. The faculty sponsor monitors the student intern's work (including on-site visitation) evaluates achievement of this experienced-based activity, and assigns a final grade when objectives are met.

Process: Contact with an off-campus organization may be undertaken by the faculty sponsor, the Office of Career Services (see below), or the student. After contact, the student and/or the faculty sponsor develops a contract for work to be undertaken. After the contract is agreed upon, to obtain authorization to enroll for an internship, the sponsor completes an Instructor Approval Form and submits it along with the original of an internship contract to (as applicable) the Department Chair or dean. The student needs this form to enroll with the appropriate office of admissions.

To insure compliance with standards for internship activity and to create a record of the course content, the contract normally accompanies the Instructor Approval form when submitted for approval; if it does not, the internship may be approved but the original of the contract is due to the appropriate faculty unit or campus office within ten days of approval.

The Office of Career Services is located in the Mourant Building of the UAS campus in Juneau. The Career Services Center performs the following functions:

1. Act as a clearinghouse for internship (excluding student teachers and paralegal students). In this role the Career Services Center will aid students in obtaining internships, direct organizations, agencies and businesses to the appropriate faculty member, and contact faculty when internships are requested by students and outside organizations.

2. The Career Services Center will also develop sample agreements and internship contracts as templates for faculty offering internships. The responsibility for supervising the internship, including all academic requirements and grading, will remain with the faculty member and cannot be the responsibility of the Office of Career Services.

The Office of Career Services is available online at <http://www.uas.alaska.edu/careerservices/>. Faculty members are encouraged to contact the Center with questions or if they or any of their students can use its services.

Student Academic Exchange: Manages the national and international student exchange and study abroad programs. It acts as the liaison for faculty interested in teaching abroad through AHA and Semester at Sea, and is responsible as the Designated School Official for International Student Advising:

- Ensures the international (F-1) student is in compliance with the laws and regulations of the Bureau of Immigration and Customs Enforcement (ICE) and continues to maintain student's status within the ICE database - SEVIS (Student Exchange and Visitor Information System).
- Assists F-1 student with initial registration and course selection yet after the first semester only assist the F-1 student with the processes associated with completing their academic program, providing them information regarding travel, employment and internships, and offering support and assistance within a US university setting. Does not replace academic advisor.

Faculty involvement may include:

- Completing reference forms and writing letters to accompany study away applications.
- Reviewing course work for equivalency purposes.
- Assistance with curricular practical training (CPT) option.

The Academic Exchange Office is available online at <http://www.uas.alaska.edu/exchanges/>. Faculty members are encouraged to contact the AEO with questions.

Academic Exchange Office, Juneau, Mourant Building, 796-6000

Continuing Education Unit (CEU): The CEU is a nationally recognized unit of credit granted for participation in educational experiences under responsible sponsorship, capable direction, and qualified instruction that has a ten-contact-hour-per-credit ratio. CEU's are not convertible to degree credit. Course numbers for continuing education courses are 001-049.

Cross-Listed Classes: For some courses, it is appropriate to designate the course in more than one discipline. The content is the same; but students may select a designator appropriate to their major.

Directed Study is a course that is (in terms of course title, course objectives, course content, and evaluative criteria) a catalog course regularly offered by the school. A directed study is not normally approved during the semester in which the course is regularly offered. Such courses shall bear the regular title and number on the student's permanent record followed by "DS," the designation for

Directed Study. To enroll, students need to complete an Instructor Approval Form with concurrence from the instructor and final approval by the Department Chair or lacking such, the appropriate dean.

Professional Development: Courses assigned the numbers 500-599 are designed to provide continuing education for various professional groups. Such courses are post-baccalaureate in nature but are not applicable to degree requirements. The measurement of student effort is indicated by professional development credits. Each credit requires at least 12.5 hrs of classroom instruction or 25 hrs. supervised lab or activity, and are graded Pass/Fail. These courses are provided on a self-support basis. Professional development courses require standard course and lecture approvals.

Stacked Classes: Occasionally two or more courses are scheduled in the same classroom at the same time and yet have different level of expectations (e.g. 400/600 levels). These are referred to as “stacked courses.” Catalog descriptions of these courses include the statement “May be stacked.” The semester class schedule will indicate if a class is being offered in stacked format and will list which course(s) are being stacked.

Dual Enrolled and Underage Students: UAS welcomes students under the age of 18 who are ready for college-level work to enroll in many of the classes that we offer under the policies described below. However, students who are under the age of 18 and have not graduated from high school or obtained a GED are ineligible for admission to a degree program and cannot receive financial aid. The UAS Academic Catalog provides an extensive explanation of policies and procedures for the enrollment of dual enrollment students and underage students including:

- Enrollment policies for dual enrollment students and underage students;
- Registration process for University courses; and,
- Understanding and acceptance of principles of university work.

Dual Enrollment Students: A dual enrollment student is one who is simultaneously enrolled in a high school curriculum and also is taking courses at UAS. The courses that the student takes at UAS will be used to fulfill high school graduation requirements. The purpose of dual enrollment is to provide high school students with access to coursework that is not available in Alaska high schools. Examples include academic courses that are more advanced than those offered in high schools and various vocational and technical programs that high schools are not equipped to teach.

Underage Students: These may be students who are enrolled in high school and are taking UAS classes, but do not intend to use the UAS classes for academic credit at their high school. These may be students who have withdrawn from high school prior to graduation and have not completed a GED and are taking classes at UAS as a non-degree seeking students.

Tech Prep Students: Tech Prep students are enrolled in a UAS course taught at their high school by high school faculty under an articulated agreement between the school district and UAS. Tech prep students are not considered dual enrollment or underage students. Tech prep students register for tech prep courses at their high schools.

Co-Sponsored Courses: UAS may grant credit for university-level courses that are co-sponsored by various organizations with which UAS has an ongoing relationship. A “co-sponsored course” is one in

which an external entity bears most or all of the costs, where UAS approves the instructor and ensures that appropriate course objectives are met, and where course outcomes/grades are appropriately entered into the university's BANNER system. Co-sponsored courses must meet UAS academic standards for content, evaluation, and instructor qualifications.

ACADEMIC CURRICULUM

UA Board of Regents policy and regulation are the basis for review and approval of all academic curricula at UAS. Academic departments have the primary role in the curriculum development process and are responsible for the development and maintenance of curricula and instructional programs. In terms of the curricular responsibilities, faculty members in association with their academic departments are charged with:

Developing and maintaining current curricula, instructional programs, course outlines, and course syllabi.

Encouraging appropriate curriculum modifications. .

Approving internal modifications including soliciting input from other academic departments that might be affected by changes in programs and offerings.

Establishing and utilizing procedures for reviewing and evaluating existing and new courses, programs, and curricula.

Maintaining strong academic, instructional, and grading standards.

Selecting library and other material related to curricula and establishing internal procedures for effective and appropriate use of instructional media and other instructional resources.

Fostering the development of undergraduate and graduate programs.

SIX YEAR COURSE SEQUENCE

UAS uses a Six Year Course Sequence to guide faculty, staff, and university leadership in planning -- ensuring that courses emanating from the Juneau, Ketchikan, and Sitka campuses are available on a regular and predictable basis. While the Course Sequence is an important guide, we recognize that it needs to be flexible in order to respond to new program needs, changes in student demand, special opportunities, and other factors. Faculty and staff suggesting changes in the Course Sequence should work through their dean's office. The Course Sequence is reviewed at least annually by faculty, department/program chairs, and campus directors.

The current UAS Six Year Course Sequence can be found at the following location:

<http://www.uas.alaska.edu/provost/6-yr-course-sequence.html>

CURRICULAR REVIEW:

While the primary responsibility for course and curricular development and review rests with the academic units, the collegial process in the University ensures open discussion of instructional issues. Beyond the academic unit(s) the Faculty Senate Curriculum Committee recommends all undergraduate curricula and policies. The Faculty Senate Graduate Committee recommends all graduate policy and curricula. The charge of these committees is further described in the Faculty Senate Constitution and Bylaws.

All Category A and B curriculum proposals require approval of the Faculty Senate and the Provost.
Curriculum Change Forms

All forms are available from the Curriculum Committee website located at:

<http://www.uas.alaska.edu/Curriculum/>

NOTE: Policy Change Form – required for ALL policy proposals.

CATEGORY A FORMS:

Category A New Program Proposal Form

(<http://www.uas.alaska.edu/Curriculum/docs/categoryforms/categoryanewprogram.pdf>) Use this form for new programs or substantial changes to existing programs. These changes must go through Faculty Senate prior to going before either the Curriculum Committee or Graduate Committee.

Category A New Course Proposal Form

(<http://www.uas.alaska.edu/Curriculum/docs/categoryforms/categoryanewcourse.pdf>) Use this form for new courses as part of a new program, or a new course involving more than one academic unit. These proposals must go through Faculty Senate prior to going before either the Curriculum Committee or Graduate Committee.

Category A Curriculum Change Proposal Form

(<http://www.uas.alaska.edu/facultyhandbook/docs/forms/FScurrchangeproposal-catA.pdf>) Use this form for course deletions or significant changes to existing courses (e.g. course credit, syllabus) that meet criteria for Category A. These proposals need to go through Faculty Senate prior to going before the appropriate Curriculum Committee.

All degree and certificate programs must be approved by the Board of Regents prior to their being offered with the exception of Occupational Endorsements and Workforce Credentials, which are approved by the Chancellor. BOR Policy and University Regulation 10.04.020 require the presentation of proposals to the Board of Regents to add, delete, or make substantial revisions in degree and certificate programs, or to offer existing programs outside the State of Alaska. Following approval by the Board of Regents, these actions must be approved by the Northwest Commission of Colleges & Universities (NWCCU).

Board of Regents Program Action Request Form

(<http://www.alaska.edu/files/research/ProgramActionRequestrevised11-13-2012final3.docx>) Use this form to obtain Board of Regents approval of new academic programs (degrees and certificates), or if the

Provost determines that proposed changes to an existing program are significant enough to warrant BOR consideration.

CATEGORY B FORMS:

Category B New Course Proposal Form

(<http://www.uas.alaska.edu/Curriculum/docs/categoryforms/categorybnewcourse.pdf>) Use this form for new courses that involve a single academic unit.

Category B Curriculum Change Proposal Form

(<http://www.uas.alaska.edu/Curriculum/docs/categoryforms/categorybchangeform.pdf>) Use this form for course deletions or significant changes to existing courses (e.g. course credit, syllabus) within a single academic unit.

CATEGORY C FORMS:

Category C Minor Curriculum Change Proposal Form

(<http://www.uas.alaska.edu/Curriculum/docs/categoryforms/categoryc.pdf>) Use this form for minor changes or corrections in catalog copy (e.g. course description, layout of program information, faculty listings). These forms are submitted directly to the Registrar and the Provost, without review by the Curriculum Committee.

Special note: New course proposals must be accompanied by a complete course syllabus.

In developing new courses, UAA and UAF catalogs should be consulted. In cases where similar courses exist at UAA or UAF, faculty should consider using the same course number, title, and description. Similarities and clear distinctions need to be maintained among lower division, upper division, and graduate course numbering within UAS and the *UA Banner Student Information Section*. Those with access to Banner may consult it directly. An alternate source of this information is the UAA and UAF academic catalogs, which are available on the UA web site (see Contents for address). Consultation may also be undertaken with the Registrar (UAS Records and Registration).

Course Outline: This document includes information that outlines the structure of a course developed for catalog or special topics course approval, including description, credit hours, number, title, and required information for a catalog course or special topics course for credit. Special topics course outlines are valid for one academic year including summer sessions. Course outlines should be reviewed annually by discipline related faculty and will be housed in the appropriate school.

Course Syllabus: The syllabus sets the course structure, learning outcomes, assignments, exams, and grading criteria.

CURRICULUM CHANGES

A. Steps for New Degree Proposals

Step One. New degree proposals must first be approved by the school from which the degree will originate.

Step Two. *A summary of the new degree proposal in the form of BOR Program Action Request (PAR) (<http://www.uas.alaska.edu/Curriculum/processandforms.html>) should be sent to the President of the Faculty Senate for Faculty Senate Approval. The information packet should include:*

- a) a brief rationale for the new degree program and an estimate of potential student numbers
- b) a list of the specific course requirements for the degree.
- c) a discussion of additional resources needed for the new degree, including additional faculty, library holdings, special equipment, etc.
- d) a concise assessment of the impact of the proposed degree on another faculty groups in areas such as the GER's and new required support courses.
- e) a Category A new proposal form with appropriate signatures.
- f) a Board of Regents Program Action Request (PAR) form.

Step Three. The Senate reviews the degree proposal in light of the University of Alaska Southeast's mission statement and strategic plan. The Senate will also consider the items listed in Step 2 above, budgets, faculty resources, and any other factors it considers pertinent. If the general concept of the new degree is approved, then the originating faculty member forwards the specific catalog copy and course proposals to the Provost's Office for further distribution to the Chair of the Curriculum Committee or Graduate Committee, as appropriate.

Step Four. The appropriate committee will review the specific degree proposal materials and report to the Senate its recommendation.

Step Five. Upon the Senate's acceptance of the recommendation, the Senate recommends to the Chancellor (via a transmittal letter issued within 5 working days of Senate approval) that the proposed degree programs be presented to the Statewide Academic Council, University President, and the Board of Regents.

B. Steps for New Courses or Changes to Existing Courses or Programs

Step One: Initiating faculty develop a proposal on the appropriate form (see below) and coordinate it with faculty in the appropriate discipline(s) for all campuses and submit it to the Department Chair or lacking such, the appropriate dean for coordination of academic unit review.

Step Two: Category A changes (which involve more than one academic unit), must be approved by Faculty Senate prior to submission to the Curriculum/Graduate Committee.

- **For undergraduate curriculum changes:** After Senate approval of Category A and approved Category B forms, the initiating department is responsible for forwarding the proposal to the Provost for further distribution. The Provost assigns tracking numbers and provides copies of the proposals to the Registrar and Curriculum Committee Chair.

- **For graduate curriculum changes:** After Senate approval of Category A and approved Category B forms, the initiating department is responsible for forwarding the proposal to the Graduate Committee.

NOTE: Proposals for minors and new emphasis areas follow the procedure for a new degree (Category A new program proposal form), except the process concludes with the Chancellor (and does not go to the Board of Regents).

Minors: Include a mission statement, program goals, and expected student outcomes. The proposal must also include assurance that full-time tenure track faculty will assume responsibility for the minor. The courses that make up the proposed minor should be existing catalog courses, with the possible exception that an introductory or capstone course may be needed to give coherence to the minor. If a new course is needed, approval for the course should be sought at the same time that approval is sought for the minor.

Step Three: The initiating department articulates proposals to Curriculum Committee for 1st readings and follows up on issues prior to 2nd readings.

Step Four: Actions approved by the Curriculum Committee are reported to the Faculty Senate for approval. Category A proposals require explicit Faculty Senate approval.

Step Five: Approved proposals are forwarded to the Provost.

Robert's Rules of Order govern meetings of the Curriculum Committee.

C. Deadlines

There are two deadlines for submitting undergraduate curriculum proposals: October 1 and March 1. Only those proposals received by October 1 and approved by the Curriculum Committee are guaranteed inclusion in the catalog for the following academic year.

IMPORTANT CONSIDERATIONS

All proposals for major changes should include consideration of:

1. The potential impact on other programs;
2. The budgetary impact (additional resources needed from the University—faculty, library holdings, computing services, equipment, building space);
3. Additional resources needed from students (lab fees, equipment, supplies);
4. How the proposal may affect similar programs offered on other UA campuses and to what extent coordination with other campuses may be necessary;

5. Projected enrollments and demand for graduates.

Curriculum Committee Review Process:

The Curriculum Committee will make every effort to complete the review of proposals received in a timely manner. However, the more complex the proposed change, the more time may be required for review. For example, a new baccalaureate program will likely require more time for research, debate, and discussion than adding an emphasis area to an existing degree program. The catalog is published once per year; therefore, only curricular changes that have completed the entire review cycle prior to December 15 will be included in the next catalog. Changes initiated too late for the academic catalog cycle will be held for the next edition.

Deletion of Programs: As specified in BOR regulation (P10.04.020), All program additions, deletions, major revisions, or the offering of existing programs outside the State of Alaska, requires approval by the Board of Regents. The board delegates approval authority of occupational endorsements and workforce credentials to the president.” If a program is deleted, the NWCCU must also be notified. Program deletions will be carried out consistent with BOR policy and regulations, and applicable faculty collective bargaining agreement(s).

Chapter 9 (B): Workforce Credential: UAS Approval Process

Workforce Credentials represent non-credit continuing education offerings designed to meet the need for industry-specific workforce training. The UA Board of Regents authorized creation of credentials and delegated approval to Chancellors. In creating credentials, the Board established a means whereby the university can respond quickly to changing workforce needs tied to industry standards and expectations. Credentials provide a completion goal for students seeking non-credit career and technical education. They also allow the university to affirm that the student has completed a meaningful course of study, to appropriately reflect student completion and to accurately reflect work by faculty and staff.

The credential will be compatible with the university's mission and goals by providing courses that meet appropriate university standards of academic quality. Non-credit courses do not appear in the university catalog. However, the university maintains direct responsibility for the academic quality through clearly identified faculty involvement in the planning, evaluation, and assessment of learning outcomes of the credential offered.

A Workforce Credential may be approved once the following information is provided for review:

- Description of the credential and rationale for its creation
- Evidence of industry-related needs and standards
- Participation requirements
- Content and outcomes
- Completion requirements
- Offering modes, sequence and schedules
- Cost for tuition, fees and/or materials
- Other items and issues important to students or collaborating agencies
- A plan for student assessment of student learning outcomes

Creation of a Workforce Credential normally begins at the department/program level by appropriate faculty and coordinated with the Office of Continuing Education for preliminary review. It is then forwarded to the campus director and/or academic dean for review. The proposed credential is then reviewed by the UAS Regional Workforce Coordinating Committee which may provide input about alignment across UAS campuses. With input from the RWCC the proposal will be forwarded to the Provost who will inform Faculty Senate of its content and submit the final proposal to the Chancellor for review and approval.

Students taking courses with the intent of completing a Workforce Credential program are identified in Banner through the creation of a program string such that tracking of enrollment, progress and completion can occur. Department faculty and staff will be responsible for reporting completers to the Registrar's office for comment on the student transcript.

Chapter 10: FACULTY APPOINTMENT AND EVALUATION

INTRODUCTION

Most faculty members belong to one of three unions:

- A. United Academics (UNAC),
- B. University of Alaska Federation of Teachers (UAFT), and
- C. United Academics Adjuncts (UNAC-Adjuncts).

This chapter is divided into three sections reflecting the separate appointment and evaluation requirements and processes relevant to each union.

For ease of reference and to better reflect the unique processes pertinent to faculty, a separate Faculty Appointment & Evaluation section has been crafted for each union. Readers who review all three sections will notice that a substantial part of the material is broadly applicable to faculty despite their union affiliation.

The UAS Faculty Senate, in collaboration with the Provost, developed and approved faculty guidelines for Teaching, Service, and Research. These guidelines are instrumental parts of the faculty evaluation process. For details on each set of guidelines refer to the appendix of this handbook.

The following procedures for the University of Alaska Southeast have been designed to provide a framework for faculty appointment, development of workloads, and evaluation for retention, promotion and tenure. These procedures are based upon and to be used in conjunction with University of Alaska Board of Regents Policies and the appropriate bargaining agreement.

ACADEMIC APPOINTMENT DEFINITIONS

Regular Faculty: Individuals holding tenured or tenure-track appointments as professor, associate professor, assistant professor, and instructor. Appointees to these ranks shall commit fifty percent or more of their time to the educational and scholarly endeavors of the university and shall have all the privileges and responsibilities of faculty members. They are appointed by the Chancellor upon recommendation of the appropriate dean or director. Appointees to these positions are eligible for consideration for promotion, award of tenure, and sabbatical leaves. Regular faculty members may be appointed to joint appointment positions. These individuals may receive compensation from two or more cost centers within the university system. Their academic rank and evaluations for retention, promotion, and tenure purposes are controlled by the cost center that has the greatest proportion of the faculty member's time or effort, usually more than fifty percent.

Administrators with Academic Rank: Individuals whose primary responsibilities are administrative may be appointed with academic rank by the Chancellor to positions within the university upon consultation with and recommendation of the appropriate UAS program faculty. Individuals appointed to administrative positions with academic rank will have academic/professional credentials comparable to those held by regular faculty. Administrators with academic rank are not required to stand for

promotion or award of tenure; however, if they choose to apply for consideration based on their faculty activities and contributions to their discipline, they must undergo the full faculty evaluation process. Administrators with academic rank are not eligible to apply for regular sabbatical leave or to serve on faculty committees related to faculty appointments, retention, promotion, tenure, or sabbatical leave.

Graduate Faculty: Regular or special faculty may apply to the Graduate Faculty for graduate faculty status. Graduate faculty has two categories of membership: full and associate. Full membership requires: (1) a continuing contract; (2) a doctorate in the field appropriate to the area of graduate teaching assignment; (3) participation in the university's graduate program through teaching or supervision of graduate students; (4) evidence of a commitment to research. Associate membership is available to those faculty members who do not qualify for full membership. Associate membership is available on a one-year basis and must be applied for annually.

Special Academic Appointments: Individuals assigned to special academic appointments (including non-tenure track, research, visiting, affiliate, adjunct, and part-time) are not eligible for consideration for award of tenure or for sabbatical leaves. Special academic appointments end automatically on the last day of the specified appointment period. Non-tenure track and visiting faculty may serve as members of graduate committees and serve on appointed faculty committees. However, this faculty may not participate in matters related to faculty evaluation, appointment, retention, promotion, tenure, or sabbatical leave.

Adjunct Faculty: are part-time faculty who may be appointed to teach specific courses as adjunct professor, adjunct associate professor, adjunct assistant professor, or adjunct instructor. They are appointed by the dean or director upon recommendation by Faculty Chairs. Adjunct faculty members will have academic/professional credentials appropriate to their appointment.

Affiliate Faculty: are voluntary faculty, not employed by the university. They may be appointed with rank. They are appointed by the Provost upon recommendation by the dean and unit faculty. Affiliate faculty members will have academic/professional credentials appropriate to their appointment.

Term Faculty (Non-tenure track and/or Visiting): are employed as faculty for specific length of time. Individuals with the appropriate credentials and experience may be appointed for a specific period as a non-tenure-track faculty member with the rank of professor, associate professor, assistant professor, or instructor. Individuals who have faculty rank from another institution may be appointed for a specific period as a visiting professor, visiting associate professor, visiting assistant professor, or visiting instructor. Both categories are appointed by the Provost upon recommendation by the dean or director and unit faculty. Non-tenure-track and visiting faculty will have academic/professional credentials appropriate to the appointment. Unless otherwise stated in the letter of appointment, all term appointments end at the end of the contract period. Term faculty appointments may be offered multi-year contracts.

Research Faculty: participate in the university's academic programs, but their primary professional efforts are devoted to grant-funded research projects and may be appointed to the rank of research professor, research associate professor, or research assistant professor. They are appointed by the Provost upon recommendation by the dean or director and unit faculty. Unless otherwise stated in the letter of appointment, all research appointments end at the end of the contract period. To be appointed as a research faculty member, an individual must have a record of excellence as a researcher.

Emeritus Faculty: Emeritus status is an honor conferred by the Chancellor upon the outstanding retirees of the university and not an automatic recognition of services rendered. The perquisites of emeritus status will be as provided by university regulation. A full-time faculty member who has attained the rank of full professor and who has retired after a minimum of 10 years at the University of Alaska immediately prior to retirement may be honored through appointment as professor emeritus. Nominations for Professor Emeritus/Emerita status may come from faculty or Dean, are reviewed by the appropriate promotion committee and the Provost, and approved by the Chancellor. A faculty nomination must be initiated by any three full-time faculty members, one of whom must belong to the retiree's school or campus. A nomination packet should include the nominee's vita, the recommendations and rationale for making the nomination, and other supporting documents. While length of service is a determining factor in the decision of who should be awarded the title of Professor Emeritus/Emerita, it is not the sole factor. In addition to the length of service, the decision includes individual distinction, exceptional and distinguished academic service, and outstanding contributions to their field of study, the University, and the broader community. The nomination packet shall be sent first to the Provost's Office. It shall be submitted no later than five working days prior to the initiation of UNAC UAS University Review Committee (January 12) or UAFT Faculty Evaluation Committee (November 20). The committee shall forward its recommendation to the Provost (UNAC: no later than March 1; UAFT: no later than February 14). The Provost may also provide a recommendation to the Chancellor no later than March 10. The Chancellor shall make a final decision as to whether or not to confer the status of emeritus on the recipient on or before March 15. Notification to nominees will be made by the Chancellor's Office.

In exceptional circumstances, the Chancellor, or in the case of statewide administration employees, the President, may confer emeritus status on meritorious employees who have provided a minimum of 10 years of faithful service of high quality to the institution. Recommendations will proceed along the appropriate administrative channels to the chancellor or the president.

WORKLOAD DEVELOPMENT & APPROVAL

A faculty member's workload will be determined by the appropriate university administrator in collaboration with the faculty member and department, campus, and/or program leadership. Workloads are revised, as needed, to reflect any changes throughout the academic year.

Faculty should review the relevant details for workload development in their respective collective bargaining units (UNAC article 13.3 and UAFT article 5.1).

CONFIDENTIALITY OF EVALUATION MATERIALS

All reviewers have an ethical responsibility to maintain the confidentiality of evaluation materials.

Chapter 10 (A): United Academics

(Based upon the current United Academic collective bargaining agreement.)

FACULTY EVALUATION

Evaluation of faculty members should be seen as an opportunity to affirm the work of faculty members and/or to identify areas where improvement is called for and to recommend activities that will help faculty members in the performance of their professional activities and in establishing their qualification for promotion, tenure, and sabbatical leave.

After a faculty member has met the appropriate minimum eligibility criteria, evaluation for the purpose of comprehensive reviews, retention, promotion, and tenure decisions will emphasize the quality of performance in the categories outlined below.

- A. **Mastery of subject matter:** Demonstrated by such things as advanced degrees, licenses, certifications, awards, honors and reputation in the subject matter field.
- B. **Teaching:** Demonstrated by such things as evaluation by peers, student ratings, development of improved teaching materials and processes, development of new courses, advising of students, assessments of student achievement, and participation in necessary and routine duties which support classroom performance and student success. Refer to the Teaching Guideline in appendix B.

Library faculty members are evaluated on their performance of primary assignment. See the evaluation guidelines for United Academics Library Faculty in chapter 10 A-2.

- C. **Research, scholarship, and creative activity, if applicable:** Activity beyond the development of curriculum demonstrated by such things as: success in developing and carrying out significant applied and basic research and creative activities,. Refer to the Research and Creative Activity Guidelines in appendix D.
- D. **Public Service:** Demonstrated by such things as: professionally related and publicly recognized service to constituencies external to the university, including public and private sector groups, governmental agencies, elementary and secondary schools, boards, commissions, committees, public interest groups, community groups, businesses, and urban and rural residents; successful design and implementation of technology-transfer programs to external constituencies; application of directed research to the needs of constituencies; recognition, awards, and honors from constituent groups; and reputation among peer deliverers of public service. Refer to the Service Guidelines in appendix C.
- E. **University service:** Demonstrated by such things as work on university committees and task forces, participation in faculty governance, collegial assistance, administrative work, and work with students beyond formal teacher-student relationships. Refer to the Service Guidelines in appendix C.

- F. **Professional development:** Demonstrated by such things as continuing education or other activities to keep abreast of current developments in the faculty member's fields and ability to successfully handle increased responsibility in the faculty member's professional obligation.
- G. **Total contribution to the university:** Demonstrated by overall contribution to the mission of the university system and of the individual unit.

FREQUENCY OF EVALUATION

All non-tenured regular and term faculty members, will be evaluated annually by the dean (or their designee) or directors. Faculty undergoing annual review must submit a current CV and Annual Activity Report including a brief self-evaluation narrative. They may submit additional documentation at their discretion. The faculty member's dean, director, or designee may consider additional information contained within the unit member's academic record file and other files (UNAC CBA Art. 12.2). Upon the request of the tenure-track faculty member under review or their dean or director, the evaluation may continue through the full evaluation process. This full process includes review by the unit Peer Review and UAS University Peer Review Committees, Provost, and the Chancellor.

Non-tenured regular faculty members will be evaluated through a full evaluation process in their fourth year of service prior to the tenure consideration in their seventh year of service.

Tenured faculty members will be reviewed through the full process every six years post tenure. Additionally, they will be reviewed by their deans or directors annually.

CALENDAR OF EVALUATION – UNITED ACADEMICS

Evaluation of United Academics faculty for their progression towards promotion and tenure, promotion, tenure, and post-tenure reviews will be conducted according to the process defined in the UNAC CBA Article 9. If a date falls on a Saturday or Sunday, it shall be treated as falling on the following Monday. Timelines may be extended by mutual consent of the parties (including UAS Provost, Labor Relations, and UNAC union), and such consent shall not be withheld unreasonably.

The Office of the Provost publishes on its website a list of faculty members who are required to be reviewed through the full evaluation process for retention or for tenure in the next academic year, and of faculty members who become eligible to apply for sabbatical leave.

Calendar for Comprehensive Evaluation Reviews in 4th and 7th years of service, every 6th year post tenure, and all promotion reviews:

Before end of current appointment period: A unit member who plans to stand for tenure and/or promotion in the next academic year, shall advise their dean, director, or designee in writing of the intent to stand. At the same time, the unit member, shall submit to the dean, director, or designee a complete CV and a list of two external reviewers. External reviews are required only for tenure or promotion reviews.

- June 30** If an external review has been requested, the dean or designee shall distribute the unit member's CV to the 2 external reviewers submitted by the unit member and up to 2 additional external reviewers selected by the dean or designee.
- Aug 15-31** Workshop on preparation of comprehensive evaluation files will be conducted by the Provost, Faculty Senate President, and UNAC representative.
- Sept. 1** Deadline for all external reviews to be submitted to the Dean or Director.
- Sept. 8** The dean, director, or designee will forward the external reviews to the faculty member, accompanied by a written notice of the number of reviews requested and received. The dean, director, or designee will also include the external reviews in the faculty member's academic record file with annotation that they were requested by the dean, director, or designee.
- Sept. 10** The unit member shall submit a comprehensive evaluation file to the Provost's Office for access by the reviewers. The file shall contain material appropriate for the purpose of the review being conducted and may include unit member comments regarding external reviews. (See section below titled "Organization of Evaluation Files" for more information on preparing your file.)
- Sept. 13** The Provost's Office shall submit the file to the unit peer review committee. For composition of the peer review committee see the UNAC CBA Art. 9.2.6(d).
- Oct. 13** The peer review committee's review and recommendation, without individual attribution, shall be provided to the Provost's Office, with a copy to the unit member. If a faculty member is on leave, a copy of the evaluation recommendation will be sent by certified mail.
- Oct. 20** The unit member shall submit any written comments in response to the peer review to the Provost's Office for inclusion in the file.
- Jan. 5** The dean or director shall complete a review and prepare written recommendations to the Provost's Office for inclusion in the file with a copy to the unit member. Mutual confirmation of receipt of the evaluation is required.
- Jan. 12** The unit member may submit to the Provost's Office a written response to the dean or director's recommendation for inclusion in the file.
- Jan. 12** The Provost's Office shall submit the file to a UAS University Peer Review Committee appointed by the Provost. (For composition of the UAS University Peer Review Committee see the UNAC CBA Art. 9.2.5(h). Committees may determine whether discussions will be open or closed to the public and the candidate. The vote of the UAS University Peer Review Committee, however, shall be closed to the public and the candidate.)
- Mar. 1** The UAS University Peer Review Committee shall provide its review and written recommendation, without individual attribution, to the Provost for inclusion in the file,

with a copy to the unit member. If a faculty member is on leave, a copy of the evaluation recommendation will be sent by certified mail.

- Mar. 6** The unit member shall submit any written comments to the Provost in response to UAS University Peer Review Committee's recommendation for inclusion in the file.
- Mar. 30** The Provost shall review the file and make a written recommendation to the Chancellor, with a copy to the unit member and the evaluation file.
- Apr. 5** The unit member shall submit any written comments in response to the Provost's review to the Chancellor. If United Academics opts to appeal the Provost's recommendation, the dispute resolution process (complaint) as outlined in UNAC Article 7.3 will be followed, and the Chancellor will convene the Appeals Board within ten working days.
- Apr. 30** A unit member may withdraw the file from consideration at any step in the process prior to review by the Chancellor, except in cases where the tenure review is mandatory or the unit member otherwise would have been required to undergo a fourth-year comprehensive review.
- May 1** The Chancellor shall review the file, recommendation of the provost, and the recommendation of the Appeals Board (if applicable), make the final decision regarding the unit member's performance (i.e. whether to retain, promote and/or tenure, or whether the unit member's performance is satisfactory), and notify the unit member in writing via certified mail, with a copy to the file. A copy will be provided to the Provost's Office for inclusion in the evaluation file. If United Academic opts to appeal the chancellor's decision (and if there was no appeal of the Provost's recommendation), the dispute resolution process (complaint) as outlined in Article 7.3 will be followed, and the Chancellor will convene the Appeals Boards within 10 working days.

Calendar of Other Employment-Related Dates:

- Sept. 10** Faculty member not undergoing comprehensive evaluation reviews, shall submit to the appropriate dean/director a current curriculum vitae (CV) and annual activity report (including a brief self-evaluation narrative) covering activities for the previous year, in the following order: fall, spring, summer. (The unit member may submit additional documentation at his or her discretion.)
- Oct. 1** Sabbatical Leave applications due to Dean/Director with a copy to the Provost's Office.
- Oct. 22** Dean/director forwards their sabbatical recommendations to the Provost's Office for subsequent distribution to the UNAC Peer Review Committee(s).
- Dec. 14** The UNAC Peer Review Committee(s) forward their sabbatical recommendations to the Chancellor with a copy to the Provost's Office.
- Jan. 5** Deans/directors review annual activity reports, determine their sufficiency, and complete annual evaluations of faculty not under comprehensive review. These evaluations are placed in the faculty member's Academic Record File. Copies of the evaluations will be provided to each faculty member. If a faculty member is not on campus, a copy of the evaluation will be sent by certified mail.

Faculty members may submit a written response to the Dean/Director regarding the evaluation within 30 days. This response will be included in the Academic Record File.

- Jan. 21** The Chancellor issues final decisions on sabbatical leave applications.
- Mar. 3** By this date or at least 60 days prior to the end of the current contract period, individual unit members shall consult with the department head/chair and prepare in writing their proposed workload for the subsequent contract period.
- Apr. 3** By this date or at least 30 days prior to the end of the current contract period, the department head shall submit the following unit members' information to the appropriate administrator: all unit members' proposed workloads for the department and a memorandum summarizing the courses and student credit hours to be delivered, and the aggregate research and service activities to be accomplished by the department.
- Apr. 16** For non-tenure track unit members: The non-tenure track unit member shall submit a current CV and activity report that includes a self-evaluation and that covers the period under review to the department head or chair with a copy to the dean, director, or designee at least one month prior to the date of evaluation and no later than April 16th. Non-tenure track unit members are subject to a different evaluation cycle than tenure-track members. See article 9.2.7 of the UNAC CBA for details.
- May 3** By this date or at least 5 working days prior to the end of the current contract period, the administrator shall notify unit members of their workload for the subsequent contract period. If a unit member wishes to challenge the workload assignment, the unit member shall process the challenge according to article 7.3 of the United Academics CBA.

POST-TENURE REVIEWS

A post-tenure review is satisfactory if it concludes that during the period under review the unit member's performance has met expectations appropriate to his or her current rank as defined by the evaluation standards listed below and in the appendices. If the overall evaluation of the post-tenure review by the unit peer review committee and dean, director, or designee is satisfactory, the review proceeds no further and is considered complete.

An unsatisfactory review by the peer review committee or the dean, director, or designee will proceed to the UAS University Peer Evaluation Committee and the provost. The review may proceed to the Chancellor only at the written request of the unit member.

Unit members who receive an unsatisfactory post-tenure review shall produce a professional development plan, approved by the dean, director, or designee, that identifies specific objective and outcomes. Unit members who receive an unsatisfactory comprehensive post-tenure review by the Provost are ineligible for merit and market salary adjustments. The unit member will again be eligible for merit and market salary adjustment following a satisfactory annual or post-tenure review. A scheduled review will occur six years from the date the unit member's most recent promotion, tenure, or post-tenure review was initiated.

At any time prior to a scheduled evaluation, the unit member's dean, director, or designee may, as a result of other evaluation, initiate the post-tenure review process. If a dean, director, or designee initiates an early review, a unit member shall be notified no later than the end of the appointment period. In addition, a post-tenure review shall be conducted upon the request of a unit member.

APPEALS

The dispute resolution process provided in the UNAC CBA (Article 7) delineates the exclusive process by which the applicant may seek reconsideration of a decision not to promote or tenure, or an unsatisfactory post-tenure review. It is applicable only either when the promotion, tenure, or post-tenure recommendation has been made by the provost or the decision has been made by the Chancellor and communicated to the unit member. If the appeal is lodged after the recommendation of the Provost, the decision of the chancellor is final and not subject to further appeal.

COMPREHENSIVE FACULTY EVALUATION FILE

Sole Source Upon Which Evaluations Are Based:

The responsibility for preparation and contents of the comprehensive faculty evaluation file rests with the faculty member. Faculty members are strongly urged to review and update their file on an annual basis and keep copies on hand of all original documents. The faculty evaluation file will be the sole resource upon which all faculty evaluation reviews are based. The faculty evaluation file is distinct from the official personnel file, which is maintained in the Office of Personnel and contains such employment information as a faculty member's salary and benefit records. It is also distinct from the Academic Record File housed in the dean's or director's office.

Knowledge or perceptions of reviewers not reflected in the evaluation file concerning performance is *not* admissible and must not influence evaluation decisions. All decisions must be based solely and specifically on the information contained within the faculty-submitted evaluation file.

It is imperative for faculty under review to provide a complete evaluation file (see Appendix G and Organization of the Comprehensive Evaluation File). Failure to provide a complete file leaves evaluators with insufficient information upon which to base their conclusions and recommendations, and could result in unsatisfactory review. Missing required material may not be added after initial submission.

Information to come from such sources as interviews with candidates must be based on information clearly specified and documented in the evaluation file. Information not contained in the evaluation file may be considered only if a "specific identifying reference" to the material is contained in the file, or if recently prepared information has not yet reached the file in the normal course of business. "Specific identifying reference" must be specific insofar as it clearly appears in an appropriate section of the application. Should specific reference be made to work being accomplished or in process, the work should be included as an exhibit (e.g., a paper, article, book chapter, or book). Such material may not be added to the file at a subsequent review level except if the material is "in press" or otherwise in the process of being prepared; if not included among exhibits to the file, the status of such work should be made clear. Such work may be added to the file after the deadline for preparation only if it subsequently

becomes available during the “normal course of business.” Another example is letters of reference but only if such letters are identified as having been solicited or anticipated.

ORGANIZATION OF EVALUATION FILE

Fourth Year, Promotion, Tenure, & Post-Tenure Reviews:

The UNAC collective bargaining agreement states that unit member’s undergoing fourth-year, promotion, tenure, and post-tenure reviews shall submit a file including the following documents: (Items noted with an asterisk (*) can be found in the faculty member’s Academic Record File, located in the appropriate Dean or Director’s Office.)

1. Current CV;
2. * Annual Workload assignments for the period under review;
3. A cumulative activity report for the period under review [source: Annual Activity Reports];
4. * Feedback from the dean, director, or designee in response to Annual Activity Reports for the period under review [annual evaluation reviews];
5. * Summarized teaching evaluations [Student Ratings, including individual comments], for the years under review, where applicable;
6. Self-evaluation that summarizes the unit member’s scholarly contributions and accomplishments in other areas included in their workload agreements for the period under review;
7. If the dean, director, or designee’s feedback to previous evaluations noted areas for improvements, then the self-evaluation shall include a summary of progress made to address those areas;
8. External review letters [applicable only to faculty undergoing promotion and/or tenure reviews];

In addition to the above, the faculty member is required to submit the following university-required material, for the period under review: (Items noted with an asterisk (*) can be found in the faculty member’s Academic Record File, located in the appropriate dean or director’s office.)

1. Table of Contents.
2. Cover letter stating how the faculty member meets the criteria of the action at hand.
3. * Dean or director evaluations and faculty member responses to them, to the extent they exist.
4. * Mastery of Subject Area Documentation (official transcript showing highest degree(s) attained). Such document(s) may be requested from UAS Personnel or supplied by way of official transcripts or copies sent to Personnel.
5. * Reports from sabbatical or other academic leave.

Keeping in mind the Evaluation Criteria below, it is recommended that the faculty member include supporting documentation of the following, consistent with their workload/primary assignment and the review at hand:

1. **Teaching:** Evidence in support of teaching performance (e.g. materials such as course syllabi, sample tests, awards received by students).
2. **Service:** Evidence in support of public and university service (e.g. materials such as letters of assessment and/or acknowledgment regarding committee and/or work team service, professional organization activities, community contributions).
3. **Research/Creative Activity** (if applicable): Evidence in support of research/creative activity (e.g. publications, papers presented, contracts for publication, research progress reports, exhibit awards, performance programs).
4. **Professional Development:** Evidence in support of professional development (e.g. commentary on workshops, conferences, and activities with professional associations).
5. **Recommendation Letters:** Letters of peer recommendation both internal and external, to be solicited by the faculty member.
6. Other materials faculty members consider pertinent to this review.

See Appendix G for a detailed Faculty Evaluation File Preparation Checklist.

The faculty member is to submit the Faculty Evaluation File to the Provost's Office, which serves as a central repository for the review process.

FACULTY EVALUATION COMMITTEES – UNITED ACADEMICS

Peer Evaluation Committee

The deans and the UAS UNAC Campus Representative are encouraged to meet before the end of the prior academic year in order to establish the peer evaluation committee clusters and their membership composition.

The UAS United Academics peer review committee department/cluster/units are determined by the dean, director or designee, with the consent of the unit members. Absent such consent, the provost shall resolve issues over the definition of the appropriate department/cluster/ unit.

The UAS peer review committee shall be composed of at least four tenured faculty, with at least two at the rank of full professor. The dean, director, or designee may recommend tenured committee members at the appropriate rank, with the consent of unit members. Any disagreement about committee membership shall be resolved by the Provost. Unit members with a conflict of interest as outlined in BOR Policy and Regulation 04.10 with respect to the faculty member under review shall recuse themselves from participation.

Committees may determine whether discussions will be open or closed to the public and/or the candidate. The vote of the peer review committee, however, shall be closed to the public and the candidate. The peer review committee's review and recommendation, without individual attribution,

shall be provided to the Provost's Office for inclusion in the evaluation file, with a copy to the unit member, no later than October 13.

UAS University Peer Review Committee

The United Academics UAS University Peer Review committee shall be appointed by the Provost. The UAS University Peer Review Committee may determine whether discussions will be open or closed to the public and/or the candidate. The vote of the UAS University Peer Review Committee, however, shall be closed to the public and the candidate. The UAS University Peer Review Committee shall provide its review and written recommendation, without individual attribution to the Provost, with a copy to the unit member no later than March 1.

UNITED ACADEMICS EVALUATION CRITERIA

Performance Standards

After a faculty member has met the appropriate minimum eligibility criteria, evaluation for the purpose of retention, promotion, and tenure decisions will emphasize the quality of performance in the categories outlined below. The total professional qualifications and experience of a faculty member are considered in evaluation for retention, promotion, and tenure. Reviewers must judge the relative quality of each faculty member's activities in light of the agreed upon workload/primary assignment and the particular evaluation review under consideration.

Evaluation Criteria

Criteria for retention, promotion, and tenure are considered under the following headings:

- Mastery of Subject Area
- Teaching/Primary assignment*
- Public Service
- University Service
- Research/Creative Activity, if applicable
- Overall Professional Development

This list of criteria does not imply that candidates must be equally proficient in all areas.

*Library faculty should refer to the criteria appearing later in this chapter.

Mastery of Subject (Minimum Eligibility Criteria for Appointment and Promotion)

Faculty Appointments

Instructor—Master's degree or equivalent in an appropriate field or in vocational/technical trades¹, two years' outstanding documented professional experience beyond the apprentice level and either an associate degree or an appropriate competency-based occupational credential.²

Assistant Professor—Earned doctorate or master’s degree in an appropriate discipline or in vocational/technical trades, either additional competency-based professional credentials² signifying recognized authority status in the field or a baccalaureate degree and two years’ outstanding documented professional experience beyond the apprentice level.¹ Demonstrated teaching-primary assignment and public and University service of appropriate quality. Research/creative activity of appropriate quality with consideration given to the extent to which it has been a part of the faculty member’s approved workload.

Associate Professor—Earned doctorate or appropriate terminal master’s degree; or appropriate master’s degree and 30 semester hours of systematic study, at least 15 of which are at the graduate level; or in vocational/technical trades, a baccalaureate degree and 30 semester hours of systematic study, at least 15 of which are at the graduate level and five years’ experience beyond the apprentice level.¹ Candidates have completed at least four years at the rank of assistant professor or equivalent at the time of application, and in the case of promotion, at least three years in the UA system at this rank at the time of application. Demonstrated teaching-primary assignment and public and University service of appropriate quality. Research/creative activity of appropriate quality with consideration given to the extent to which it has been a part of the faculty member’s approved workload. Non-tenured faculty undergoing review for promotion to associate professor must also be reviewed for tenure.

Professor—Earned doctorate, or appropriate terminal master’s; or a second master’s degree in a different discipline; or in vocational/technical trades, a master’s degree in vocational education or other appropriate field and six years’ experience beyond the apprentice level.¹ Candidates have completed at least four years at the rank of associate professor or equivalent at the time of application, and in the case of promotion, at least three years in the UA system at this rank at the time of application. Demonstrated teaching-primary assignment and public and University service of appropriate quality. Research/creative activity of appropriate quality with consideration given to the extent to which it has been a part of the faculty member’s approved workload. Non-tenured faculty undergoing review for promotion to professor must also be reviewed for tenure.

Note: Exceptions to the minimum terminal degree and/or experience qualifications for rank must be fully justified up through the several levels of promotion or appointment review, with final approval by the Chancellor. The basis for exception shall be outstanding academic performance and/or outstanding professional experience. Outstanding performance and professional experience are defined in the usual sense of outstanding; that is, the categories are demonstrated by evidence and judged by those qualified to judge that the performance or experience is “prominent, distinguished, and conspicuous” in the sense that it is “excellent” or “superior.”

¹Vocational/Technical Trades: Only trade and industry areas, such as welding, marine technology, construction, electronics, and power technology.

²Underlined language refers to competency-based credentials for vocational/technical faculty as appropriate to each area.

Teaching/Primary Responsibility – Faculty with Teaching Responsibility

United Academics faculty should refer to the UAS Teaching Guidelines and Scholarship of Teaching & Learning Matrix (in Appendix B) for details about Teaching and Learning evaluation criteria.

Public & University Service

United Academics faculty should refer to the UAS Service Guidelines in Appendix C for details about Service evaluation criteria.

Research & Creative Activity

United Academics faculty should refer to the Research & Creative Activity Guidelines in Appendix D for details about the Complete Guidelines for Faculty Evaluation and Research and Creative Activity for Tenure, Promotion and Retention for Tripartite Faculty Members.

Faculty whose university workload includes research/creative activity must document the results of these activities. Faculty who conduct research/ creative activity outside of their university assignment are also encouraged including evidence of this work for evaluation consideration. This activity is defined as work related to the faculty member's discipline that results in a contribution appropriate to that discipline. Examples, alone or in combination, include but are not limited to the following:

1. Research leading to the discovery of new knowledge or new applications of existing knowledge, for example, codifying knowledge to make it more accessible;
2. Research or creative activity leading to publication in scholarly or artistic periodicals or books;
3. Research leading to the preparation and presentation of a scholarly paper to a professional society, or a paper in one's field of specialization to any group;
4. Authoring of books, reviews, case studies, bibliographies, journal articles, technical reports, conference papers, multimedia productions, musical compositions;
5. Experiments in teaching methods and teaching-oriented research;
6. Editing professional journals, periodicals, or books, or serving as a referee of manuscripts or proposals that have been submitted to a periodical or funding agency;
7. Reviewing texts in one's field or specialization for publishers;
8. University-sponsored research;
9. Public performance (art shows, concerts, recitals, readings, dramatic productions).

The following guidelines are cumulative for each higher level of rank:

Instructor/Assistant Professor: The candidate will have demonstrated the ability to design and carry out original research or creative activity.

Associate Professor: The candidate has demonstrated continued growth in development of research and/or creative skills. The candidate has provided evidence of accomplished research by the production of original contributions to the discipline. Consideration should be given to the quality of the candidate's research or creative efforts and ability to supervise the research of others such as graduate students and other professors.

Professor: The candidate has made original contributions of outstanding quality to his/her field. The candidate is able to supervise the research of others or foster their creative ability. The candidate should

be a recognized authority in his/her discipline. Outstanding quality is defined in the usual sense of outstanding; that is, the contributions are demonstrated by evidence and judged by those qualified to judge that the contributions are “prominent, distinguished, and conspicuous” in the sense that they are “excellent” or “superior.”

Overall Professional Development

“Professional development” is an expectation of faculty members, and involves the acquisition or enhancement of knowledge, skills, and abilities related to a component of a faculty member’s obligations. Although not a part of formal workloads, professional development activities are to be included in annual activity reports and Evaluation Files, as appropriate.

Teaching, service, and/or research are components of what the faculty member is obligated to provide students, the university, and community, and the faculty member’s discipline or academic field. One engages in activities of professional development, in contrast, for the purpose of increasing one’s capacity for fulfilling the workload requirements of teaching, service, and/or research. Such activities may be to increase knowledge of one’s discipline, a related discipline, or among disciplines; to learn about advances in pedagogy; or to keep abreast of current trends in higher education. Depending on one’s academic field, professional development may also be used to perfect artistic skills, refine research skills, sharpen performance skills, gain experience in administrative skills, or develop the faculty member’s ability to use technology to enhance teaching and scholarship.

A wide range of activities may be used to show professional growth. Examples include, but are not limited to:

1. Completion of course work relevant to one’s professional responsibilities;
2. Completion of vocational internships or professional practica;
3. Attendance at professional conferences and seminars at the local, regional, or national level;
4. Participation in the leadership of professional organizations and their activities;
5. Workshops, seminars, and lectures presented to peers;
6. Academic reading or study that results in a product, such as new course designs, reports for peers, bibliographies, or other publications;
7. Receipt of honors, awards, or recognitions that relate to professional contributions or academic leadership.

AWARD OF TENURE – UNITED ACADEMICS FACULTY

To be eligible for consideration for award of tenure, a faculty member must hold a tenure-track appointment.

An eligible faculty member may submit a file and request an evaluation for award of tenure during any year of service but no later than their mandatory year for tenure review as follows:

1. All non-tenured faculty appointed at the rank of assistant professor must be reviewed for tenure and promotion no later than the seventh consecutive year of service. Tenure shall not be granted at the assistant level rank.
2. Non-tenured faculty undergoing review for promotion to associate professor must also be reviewed for tenure. Promotion to associate professor cannot be made without simultaneous award of tenure.
3. Faculty appointed initially at the rank of associate professor without tenure must be reviewed for tenure no later than the fourth consecutive year of service.
4. Faculty appointed initially at the rank of professor without tenure must be reviewed for tenure no later than the second consecutive year of service.

NOTE: Years of service are defined in UNAC CBA Art. 9.3.3(d).

It is recommended that faculty establish at least a three-year record of performance at UAS prior to applying for tenure. A successful application for tenure is based on an exceptional and substantive record of performance at the appropriate level. Unit members evaluated for tenure prior to the mandatory year for review shall be evaluated on the basis of performance expectations that would exist at the time of mandatory tenure review. (UNAC CBA Art. 9.3.3)

Further guidance is supplied by the United Academic CBA Article 9.2.4.c, "Evaluation of Tenure Track Unit Members for Tenure" and Article 9.3.4.e, "Conditions for Consideration for Award of Tenure":

9.2.4.c (Withdrawal of Tenure File):

A unit member may withdraw the file from consideration at any step in the process prior to review by the Chancellor, except in cases where the tenure review is mandatory or the unit member otherwise would have been required to undergo a fourth year comprehensive review.

9.3.4.e (Failure to Receive Tenure):

A candidate standing for tenure prior to the mandatory year of review may proceed through all steps in the process. If the decision of the chancellor is to deny tenure, the unit member may continue to serve as a tenure track unit member but may not stand again for tenure prior to the mandatory year of review. The decision of the chancellor in this instance is final.

A unit member must stand for tenure no later than the mandatory review year. If tenure is not awarded in the mandatory review year, the unit member shall be offered a terminal appointment for one additional academic year, or alternative ninth month period.

EVALUATION CRITERIA FOR TENURE – UNITED ACADEMICS FACULTY

When being reviewed for tenure, a faculty member will be judged on the basis of total contribution to the university. The status of tenure is a privilege, not a right, and the standards demanded in the awarding of tenure should be rigorously applied.

The evaluation criteria at the promotion level for each major area of a university assignment (listed above) will be used to assess the candidate. “Adequate” or “competent” performance alone is not sufficient basis for awarding tenure. The candidate should demonstrate contributions and potential for further contribution within his/her discipline. The candidate should be a strong, independent representative of his/her discipline.

Further guidance is supplied by BOR Policy 04.04.045. “Tenure”:

- A. Tenure is established to assure the academic community an environment that will nurture academic freedom by providing employment security.
- B. The responsibilities rights and privileges of tenure are:
 - 1. Performance: A tenured faculty member has a responsibility to maintain high standards of professional performance and conduct.
 - 2. Appointment: An appointment with tenure shall be an appointment to academic rank which shall not be affected by changes in such rank and shall be continued until resignation, retirement, or termination. The award of tenure guarantees continuing appointment for at least nine months per year. Any change in fraction of full-time appointment as a tenured faculty member must be by mutual consent of the university and the faculty member. The award of tenure does not exempt a faculty member from changes in policies and procedures approved for each university.
 - 3. Locus of tenure: Faculty are tenured within an academic unit or units of a university of the University of Alaska system.
- C. Tenure is not received automatically. It is awarded only following careful consideration of an applicant faculty member in accordance with the methods described in this chapter and the policies and procedures approved for each university. Following consideration of the recommendations of the faculty, the chancellor may grant tenure to faculty who are qualified.
- D. Eligibility for consideration for award of tenure:
 - 1. Criteria. Tenure may be awarded to faculty appointed to a tenure track position at any academic rank. Tenure is not awarded to faculty members holding special academic rank.
 - 2. Conditions. A faculty member may request an evaluation for award of tenure during any year of service. However, a faculty member must be reviewed for tenure in accordance with the following:
 - a. Initial appointment to full or associate professor. An initial appointment to the rank of professor may be made with or without tenure. However, faculty receiving such appointments without tenure must be reviewed for tenure no later than the second consecutive year of service. Appointments to full professor may continue beyond the third year only with tenure. Initial appointment to the rank of associate professor also may be made with or without tenure. Likewise, faculty receiving such appointments without tenure must be reviewed for tenure no later than the fourth consecutive year of service. Appointments to associate professor may continue beyond the fifth year only with tenure.

- b. Promotion to associate professor. Non-tenured faculty undergoing review for promotion to associate professor must also be reviewed for tenure. Promotion to associate professor cannot be made without prior or simultaneous award of tenure.
- c. Review of assistant professor. All non-tenured faculty appointed at the rank of assistant professor must be reviewed for tenure no later than the seventh consecutive year of service in this rank. Service in this rank or in a combination of this rank and a tenure track appointment as instructor may continue beyond the eighth year only with tenure.
- d. Review of instructor. Faculty with the title of instructor may be reviewed for tenure only if the title is one of academic rank according to policies and procedures of an individual university. In this case faculty must be reviewed for tenure no later than the seventh consecutive year of service in this rank. Service in this rank may continue beyond the eighth year only with tenure if the title is one of academic rank.

3. Years of Service

- a. Toward mandatory review. In computing total consecutive years of service for determining the time of mandatory tenure review, periods of leave at full salary and sabbatical leave will be included. Periods of leave of absence at partial or no salary shall not be included unless requested by the faculty member and approved at the time the leave is granted. However, regardless of inclusion in the computation of total years, leave of absence shall not be deemed an interruption of otherwise consecutive service. Years of service preceding a break in consecutive years of university employment may be counted only upon agreement between the faculty member and the university at the time of re-employment.
 - b. Partial year of service. A partial year of service which includes at least one semester of full-time faculty service, as in a mid-year appointment, will be included as a full year of service in computing the time of mandatory tenure review only if this year has been included in determining eligibility for any sabbatical leave.
- E. Failure to receive tenure. A faculty member must stand for tenure in the mandatory review year as defined in D.2 of this section. If tenure is not awarded, the faculty member shall be offered a terminal appointment for one additional year of service. A faculty member may stand for tenure prior to the mandatory year of review. In so doing, the candidate may withdraw at any step in the process prior to review by the chancellor. If the decision of the chancellor is to deny tenure, the faculty member shall be offered a terminal appointment. [NOTE: The last sentence is not applicable to UNAC members. See UNAC CBA Art. 9.3.4.e for process details.]
- F. A faculty member who is offered tenure by a university pursuant to this policy but who declines to accept it may continue to be employed in a manner to be determined by the chancellor of each university.

Further guidance is supplied by the United Academic CBA Article 9.3.4.f, “Rejection of Tenure”:

- f. A unit member who is offered tenure by an university pursuant to the terms of this Agreement, but who declines to accept it, may continue to be employed in a manner to be determined by the chancellor.

ADDITIONAL UNAC FACULTY EVALUATION REFERENCE MATERIAL

United Academics – Article 9

Faculty Status: Appointment, Evaluation, Promotion, Tenure, and Termination

NOTE: UAS University is referred to as “MAU” in the UNAC collective bargaining agreement.

9.1 Faculty Appointment

There shall be three categories of appointment applicable to unit members: appointment with tenure, tenure track appointment, and non-tenure track term appointment. The appointment of unit members to these categories shall be at the sole discretion of the University. The initial appointment of unit members to one of these categories shall not be subject to the dispute resolution processes provided in this Agreement.

9.1.1 Appointment with Tenure

Tenure denotes the status of holding a nine month appointment on a continuing basis. Such appointments shall be renewed annually unless terminated as provided by the terms of this Agreement.

A tenured appointment may be made at less than 100 percent, but no less than 51 percent, of full-time equivalent (FTE) status. Any increase in the unit member’s percent of FTE status from that held at the time the unit member was appointed with tenure shall be made only with recommendation through the tenure evaluation process and approval of the chancellor. Any decrease in the unit member’s percent of FTE status from that held at the time the unit member was appointed with tenure shall be made with the consent of the unit member and the approval of the chancellor.

The titles of associate professor and professor shall be used to denote the rank held by tenured unit members.

9.1.2 Tenure Track Appointment

A tenure track appointment is one that leads to eligibility for consideration for appointment with tenure. Time spent in a tenure track appointment in the academic unit within which tenure is sought shall count toward the time for mandatory review for tenure. Notification of the year of mandatory review shall be made in the initial appointment letter. Non-retention of a tenure track appointment shall be made in accordance with the notification time periods required by this Agreement.

A tenure track appointment may be made at less than 100 percent, but no less than 51 percent, of full-time equivalent (FTE) status.

The titles of assistant professor, associate professor, and professor shall be used to denote rank of tenure track unit members.

9.1.3 Non-tenure Track Term Appointment

A non-tenure track term appointment may be made at less than 100 percent, but no less than 51 percent, of FTE status, for a specific length of time. Performance expectations shall be specified by individual appointment letters and workload.

A non-tenure track term appointment shall not lead to consideration for tenure. Except as otherwise agreed between the unit member and the hiring authority in writing at the time of hire into a tenure track position, time spent in a non-tenure track term appointment shall not count in the calculation of the time for promotion or mandatory review for tenure in any subsequent tenure track appointment in the University of Alaska.

Non-tenure track term appointments may be made for a period up to but no longer than five years. Non-tenure track term appointments shall expire at the end of the specified period of appointment, unless renewed or provided notice in accordance with Article 9.4.2. In addition to provisions for termination provided in this Agreement, a non-tenure track term appointment may be terminated early if the terms of the performance assignment are not fulfilled, if the duration of the funded activity has expired, or if the program has been discontinued or reduced.

The titles of instructor, lecturer, assistant professor, associate professor, and professor may be used to denote rank of non-tenure track unit members. In addition, qualified titles of rank, as specified below, may be used.

The titles of research assistant professor, research associate professor, or research professor shall be used to denote rank of non-tenure track unit members conducting research as a primary assignment and supported primarily by research funds.

The titles of clinical lecturer, clinical instructor, clinical assistant professor, clinical associate professor, or clinical professor shall be used for unit members who are also practitioners in health care delivery professions or in other professions to which such titles would be applicable.

9.1.4 Appointment Duration

A unit member's base appointment shall be for the academic year as determined by the campus or for an alternative nine month period. A nine month appointment may be extended by up to three months at the discretion of the University. Such an extension may be included in the base assignment letter, but in any event an extension does not modify the tenured or tenure-track base appointment period of nine months.

9.1.5 Method of Appointment

All appointments other than those of Distinguished and University Professor shall be made by the chancellor or the chancellor's designee, under the appointment authority of the president of the University of Alaska.

9.1.6 Appointments of Distinction

Tenured appointments as Distinguished Teaching Professor, Distinguished Research Professor, Distinguished Service Professor, or University Professor may be given by action of the Board of Regents on recommendation of unit members and concurrence of the chancellor and the president.

Appointment as Distinguished Visiting Professor shall be made by the chancellor, following consideration of recommendations of unit members. Such appointment shall be reported to the president and shall be a non-tenure track appointment for a period of time not to exceed three years. These appointments may be renewed, following consideration of recommendations of the unit members.

9.1.7 Professional and Ethical Standards

Unit members have a responsibility to maintain high standards of professional and ethical performance and conduct.

9.2 Evaluation

Unit members shall be evaluated regularly and in writing in accordance with this Agreement. Such evaluation shall be the responsibility of the chancellor or the chancellor's designee.

Evaluations shall appraise the extent to which each unit member has met the performance assignment, the extent to which the unit member's professional growth and development has proceeded, and the prospects for the unit member's continued professional growth and development. Evaluations shall also identify changes, if any, in emphasis required for promotion, tenure, and continued professional growth and may result in the initiation of processes to improve performance. MAU rules and procedures shall identify processes available to assist unit members in the improvement of performance.

All reviewers have an ethical responsibility to maintain the confidentiality of evaluation materials. Breaches of confidentiality by a unit member will be subject to disciplinary action as outlined in Article 11. Breaches of confidentiality by other university personnel will be subject to the grievance procedure as outlined in Article 7.

The nonprocedural aspects of the evaluation of unit members shall be considered substantive academic judgments.

9.2.1 Annual Activity Report

Unit members shall, by September 10 (October 2 at UAF), submit to the appropriate dean, director, or designee a current curriculum vitae (CV) and Annual Activity Report (including a brief self-evaluation narrative).

Unit members subject to review will follow processes and procedures for file preparation as outlined in this Article and MAU-specific guidelines.

The dean, director, or designee of the respective unit will provide by January 5 a brief written statement regarding the sufficiency of the unit member's performance in response to the Annual Activity Report.

9.2.2 Evaluation of Tenure Track Unit Members for Progression Towards Tenure

a. Annual Review

Evaluation of tenure track unit members shall be conducted annually by the dean, director or designee. An untenured unit member undergoing annual review must submit a current CV and Annual Activity Report including a brief self-evaluation narrative. The unit member may submit additional documentation at his or her discretion. The dean, director, or designee may consider additional information contained within the unit member's academic record file and other files as defined in Article 12.2. The written review of the dean or director or designee shall be completed no later than January 5.

b. Fourth-Year Comprehensive Review

During the fourth year of a tenure-track appointment the unit member shall receive a comprehensive and diagnostic review by peer unit member review committees and administrators in accordance with the procedures for evaluation provided in this Article. The purpose of the comprehensive review is to assess progress toward tenure and promotion. The review will proceed to the provost; it may proceed to the chancellor at the written request of the unit member. A unit member who commences a fourth-year review may not convert to a tenure or promotion review. If a unit member chooses to stand for promotion and tenure during the fourth year review period, the unit member may not withdraw the file from consideration at any step in the process. If the decision of the chancellor is to deny tenure, the unit member may continue to serve as a tenure track unit member but may not stand again for tenure and promotion prior to the mandatory year of review.

The unit member shall submit a file including the following documents:

1. Current CV;
2. Annual workload assignments for the period under review;
3. A cumulative activity report for the period under review;
4. Feedback from the dean, director, or designee in response to the Annual Activity Reports for the period under review;
5. Summarized teaching evaluations for the years under review, where applicable;
6. Self-evaluation that summarizes the unit member's scholarly contributions and accomplishments in other areas included in their workload agreements for the period under review;
7. If the dean, director, or designee's feedback to previous evaluations noted areas for improvement, then the self- evaluation shall include a summary of progress made to address those areas;
8. Other materials at the discretion of the unit member.

9.2.3 Evaluation of Tenure Track and Tenured Unit Members for Promotion

a. Evaluation Process

Tenure track and tenured unit members shall be evaluated for promotion according to the procedures provided in this Article. After considering the recommendations of the peer unit member review committees, appropriate administrators, and other relevant sources, the chancellor may promote qualified unit members when promotion would be consistent with institutional need, mission, and resources.

The unit member shall submit a file including the following documents:

1. Current CV;
2. Annual workload assignments for the period under review;
3. A cumulative activity report for the period under review;
4. Feedback from the dean, director, or designee in response to the Annual Activity Reports for the period under review;
5. Summarized teaching evaluations for the years under review, where applicable;
6. Self-evaluation that summarizes the unit member's scholarly contributions and accomplishments in other areas included in their workload agreements for the period under review;
7. If the dean, director, or designee's feedback to previous evaluations noted areas for improvement, then the self- evaluation shall include a summary of progress made to address those areas.
8. External review letters;
9. Other materials as specified in MAU criteria;
10. Other materials at the discretion of the unit member.

b. Denial of Promotion

If the decision of the chancellor is to deny promotion, the unit member shall retain current academic rank. A unit member denied promotion to the rank of professor may not reapply for promotion for at least one year from the date of the chancellor's decision.

c. Withdrawal of Promotion File

A unit member may withdraw the file from consideration at any step in the process prior to review by the chancellor except in cases where the unit member otherwise would have been required to undergo a fourth-year comprehensive review or a mandatory review for tenure.

d. Dispute Resolution

The dispute resolution process provided in Article 7 of this Agreement is applicable only either when the promotion recommendation has been made by the provost or the promotion decision has been made by the chancellor and communicated to the unit member. If the appeal is lodged after the recommendation of the provost, the decision of the chancellor is final and not subject to further appeal.

9.2.4 Evaluation of Tenure Track Unit Members for Tenure

a. Evaluation Process

Untenured unit members shall be evaluated for tenure in accordance with the terms and conditions of appointment and the procedures for evaluation provided in this Article. The chancellor may award tenure to unit members whom the chancellor judges to be qualified, when tenure would be consistent with the need, mission, and resources of the MAU and the unit in which the unit member would be tenured. The chancellor shall consider the recommendations of the peer unit member review committees, appropriate administrators, and other relevant sources.

The unit member shall submit a file including the following documents:

1. Current CV;
2. Annual workload assignments for the period under review;
3. A cumulative activity report for the period under review;
4. Feedback from the dean, director, or designee in response to the Annual Activity Reports for the period under review;
5. Summarized teaching evaluations for the years under review, where applicable;
6. Self-evaluation that summarizes the unit member's scholarly contributions and accomplishments in other areas included in their workload agreements for the period under review;
7. If the dean, director, or designee's feedback to previous evaluations noted areas for improvement, then the self- evaluation shall include a summary of progress made to address those areas;
8. External review letters;
9. Other materials as specified in MAU criteria;
10. Other materials at the discretion of the unit member.

b. Denial of Tenure

If the decision of the chancellor is to deny tenure to a unit member in the mandatory year for review, the unit member shall be offered a terminal appointment. The process following denial of tenure shall be in accordance with this Article.

c. Withdrawal of Tenure File

A unit member may withdraw the file from consideration at any step in the process prior to review by the chancellor, except in cases where the tenure review is mandatory or the unit member otherwise would have been required to undergo a fourth-year comprehensive review.

d. Dispute Resolution

The dispute resolution process provided in Article 7 of this Agreement is applicable only either when the tenure recommendation has been made by the provost or the tenure decision has been made by the chancellor and communicated to the unit member. If the appeal is lodged after the recommendation of the provost, the decision of the chancellor is final and not subject to further appeal.

9.2.5 Post-Tenure Review

The post-tenure review process is generally intended to be a formative rather than a summative process of faculty evaluation, focused on faculty development. It is not intended to be the equivalent of the probationary evaluation of tenure track faculty. The process should review and encourage ongoing development, scholarship, and productivity, including feedback concerning progress toward promotion where applicable. Alleged violation of this intent language is subject solely to the complaint process in Article 7.3.

a. Post-Tenure Review Process

Every six years, tenured unit members shall be evaluated comprehensively. These evaluations shall be conducted in accordance with the procedures set forth in this Article. The unit member shall submit a file including the following documents:

1. Current CV;
2. Annual workload assignments for the period under review;
3. A cumulative activity report for the period under review;
4. Feedback from the dean, director, or designee in response to the Annual Activity Reports for the period under review;
5. Summarized teaching evaluations for the years under review, where applicable;
6. Self-evaluation that summarizes the unit member's scholarly contributions and accomplishments in other areas included in their workload agreements for the period under review;
7. If the dean, director, or designee's feedback to previous evaluations noted areas for improvement, then the self- evaluation shall include a summary of progress made to address those areas;

8. Other materials as specified in MAU criteria;
9. Other materials at the discretion of the unit member.

A post-tenure review is satisfactory if it concludes that during the period under review the unit member's performance has met expectations appropriate to his or her current rank as defined by the evaluation criteria in place for the unit member's MAU, college, and discipline. If the overall evaluation of the post-tenure review by the unit peer review committee and dean, director, or designee is satisfactory, the review proceeds no further and is complete.

An unsatisfactory review by the peer review committee or the dean, director, or designee will proceed to the university-wide evaluation committee and the provost. The review may proceed to the chancellor only at the written request of the unit member.

Unit members who receive an unsatisfactory post-tenure review shall produce a professional development plan, approved by the dean, director, or designee, that identifies specific objectives and outcomes. Unit members who receive an unsatisfactory comprehensive post-tenure review by the provost are ineligible for merit and market salary adjustments. The unit member will again be eligible for merit and market salary adjustments following a satisfactory annual or post-tenure review. A scheduled review will occur six years from the date that the unit member's most recent promotion, tenure or post-tenure review was initiated.

At any time prior to a scheduled evaluation, the unit member's dean, director, or designee may, as a result of other evaluations, initiate the post-tenure review process. If a dean, director, or designee initiates an early review, a unit member shall be notified no later than the end of the appointment period. In addition, a post-tenure review shall be conducted upon the request of a unit member.

b. Dispute Resolution

The dispute resolution process provided in Article 7 of this Agreement is applicable only either when the recommendation has been made by the provost or the decision has been made by the chancellor and communicated to the unit member. If the appeal is lodged after the recommendation of the provost, the decision of the chancellor is final and not subject to further appeal.

9.2.6 Evaluation Procedures

Except as specifically provided otherwise, evaluation of unit members for annual review, progression towards tenure review, comprehensive fourth-year review, promotion, tenure, and post-tenure review shall be conducted according to the procedures provided below.

- a. A unit member who plans to stand for tenure and/or promotion in the next academic year, shall, by the end of the current appointment period, advise the dean, director, or designee in writing of the intent to stand. At the same time, the unit member shall submit to the dean, director, or designee a complete CV and a list of two external reviewers. (External reviews are required only for tenure or promotion reviews.)

- b. The dean, director, or designee shall, when external reviews have been requested, distribute the unit member's CV to external reviewers by June 30. Two external reviewers are selected by the unit member and up to two additional external reviewers may be selected by the dean, director, or designee. The external reviews selected by the dean, director, or designee will be included in the file with annotation that they were requested by the dean, director, or designee before the file goes into the review process. The reviewers shall be asked to submit their reviews to the dean, director, or designee no later than September 1. The reviews will be forwarded by September 8 to the candidate, accompanied by a written notice from the dean, director or designee of the number of reviews requested and the number of reviews received, for inclusion in the file.
- c. The unit member shall, by September 10 (October 2 at UAF), submit to the appropriate dean, director, or designee, a file for evaluation following MAU-specific guidelines and procedures. The file shall contain materials as specified in this Article.
- d. The dean, director, or designee shall, by September 13 (October 5 at UAF), submit appropriate files to a peer review committee representing a department/cluster/unit as determined by the dean, director, or designee, with the consent of unit members. Absent such consent, the provost shall resolve issues over the definition of the appropriate department/cluster/ unit.

The peer review committee shall be composed of at least five tenured faculty, with at least three at the rank of full professor. At UAS these minimums shall be four tenured faculty and two full professors. The dean, director, or designee may recommend tenured committee members at the appropriate rank, with the consent of unit members and in accordance with procedures established at each MAU. Any disagreement about committee membership shall be resolved by the provost. Unit members with a conflict of interest as outlined in BOR Policy and Regulation 04.10 with respect to the faculty member under review shall recuse themselves from participation.

Committees may determine whether discussions will be open or closed to the public and the candidate. The vote of the peer review committee, however, shall be closed to the public and the candidate. The peer review committee's review and recommendation, without individual attribution, shall be provided to the dean, director, or designee, with a copy to the unit member, no later than October 13 (November 5 at UAF).

- e. The unit member shall submit any written comments, in response to the unit peer review, to the dean, director, or designee not later than October 20 (November 12 at UAF).
- f. The dean, director, or designee shall complete a review and prepare written recommendations to the provost with a copy to the unit member, no later than January 5 (December 12 at UAF). The dean, director, or designee shall forward the file and recommendation to the provost's office.
- g. The unit member shall submit to the provost any written comments in response to the review of the dean, director, or designee no later than January 12 (December 19 at UAF).
- h. The provost shall, by January 12 (December 19 at UAF), submit the file to an MAU Peer Review Committee appointed by the provost per MAU faculty evaluation guidelines. The

MAU Peer Review Committees may determine whether discussions will be open or closed to the public and the candidate. The vote of the MAU Peer Review Committee, however, shall be closed to the public and the candidate. The MAU Peer Review Committee shall provide its review and written recommendation without individual attribution to the provost, with a copy to the unit member, , no later than March 1 (February 7 at UAF).

- i. The unit member shall submit to the provost any written comments in response to the MAU Peer Review Committee's review, no later than March 6 (February 14 at UAF).
- j. The provost shall review the file and make a written recommendation. The provost shall provide a completed review and recommendation to the chancellor, with a copy to the unit member, no later than March 30.
- k. The unit member shall submit any written comments in response to the provost's review to the chancellor no later than April 5. If United Academics opts to appeal the provost's recommendation, the dispute resolution process (complaint) as outlined in Article 7.3 will be followed, and the chancellor will convene the Appeals Board within ten working days.
- l. The chancellor shall review the file, recommendation of the provost, and the recommendation of the Appeals Board (if applicable) and make the final decision regarding the unit member's performance (i.e. whether to retain, promote and/or tenure, or whether the unit member's performance is satisfactory). The unit member shall be notified in writing of the chancellor's decision no later than May 1. If United Academics opts to appeal the chancellor's decision (and if there was no appeal of the provost's recommendation), the dispute resolution process (complaint) as outlined in Article 7.3 will be followed, and the chancellor will convene the Appeals Board within 10 working days.
- m. The parties will meet and confer regarding the adjustment of dates at each MAU and reduce any agreed modifications to a memorandum of agreement (MOA). If a date in this article or related MOA falls on a Saturday or Sunday it shall be treated as falling on the following Monday.
- n. Timelines in this article or related MOAs may be extended by mutual consent of the parties, and such consent shall not be withheld unreasonably.

9.2.7 Evaluation of Non-tenure Track Unit Members

MAU rules and procedures developed through faculty governance shall provide a performance evaluation process for non-tenure track unit members. Non-tenure track unit members shall be evaluated annually in accordance with this Article. Non-tenure track Research or Clinical faculty or Cooperative Extension faculty and/or agents may request to be evaluated for promotion. The evaluation process shall be separate and distinct from that of tenure track and tenured unit members and shall be developed through faculty governance. Because term appointments are expected to end at the completion date of the assignment, non-tenure track unit members may not challenge a decision not to reappoint them.

9.3 Tenure

9.3.1 Locus of Tenure

Unit members shall be tenured within their discipline at an MAU within the University of Alaska. Unit members may transfer with tenure to another academic unit in the same or another MAU only upon the mutual agreement of the unit member and the chancellor of the receiving MAU. For purposes of this Agreement, "discipline" shall be defined as the traditional academic field and recent teaching and research record as demonstrated in workload agreements, annual activity reports, and evaluations.

9.3.2 Method of Appointment to Tenure

Tenure shall not be awarded automatically. It is awarded only after careful consideration in accordance with the process set forth above. The chancellor must have approval from the president to award tenure at the time of initial appointment of a unit member, or of an academic administrator awarded faculty rank, if the unit members of the academic unit within which tenure would be held recommend against it.

9.3.3 Conditions for Consideration for Award of Tenure

Tenure may be awarded to faculty holding a tenure-track appointment. Tenure shall not be awarded to non-tenure track unit members.

A unit member may submit a file and request an evaluation for award of tenure during any year of service but no later than the mandatory year for tenure review. Unit members evaluated for tenure prior to the mandatory year for review shall be evaluated on the basis of performance expectations that would exist at the time of mandatory tenure review.

The following considerations affect the determination of the mandatory year.

a. Initial Appointment to Full or Associate Professor

An initial appointment to the rank of professor may be made with or without tenure. However, unit members receiving such appointments without tenure shall be reviewed for tenure no later than the second consecutive year of service. Appointments to full professor may continue beyond the third year only with tenure.

Initial appointment to the rank of associate professor also may be made with or without tenure. Unit members receiving such appointments without tenure shall be reviewed for tenure no later than the fourth consecutive year of service. Appointments to associate professor may continue beyond the fifth year only with tenure.

b. Promotion to Associate Professor

Tenure track unit members undergoing review for promotion to associate professor shall also be reviewed for tenure. Promotion of tenure track unit members to associate professor shall not be made without prior or simultaneous award of tenure. Tenure shall not be granted at the assistant professor rank.

c. Review of Assistant Professor

All tenure track unit members appointed at the rank of assistant professor shall be reviewed for promotion and tenure no later than the seventh consecutive year of service. Service may continue beyond the eighth year only with tenure, unless covered elsewhere in this contract.

d. Years of Service Computation

All consecutive years of service, including periods of leave of absence at full salary and sabbatical leave, shall be counted in the determination of the time of mandatory tenure review. Periods of leave of absence at partial or no salary and partial years of service shall also be included unless exception is requested in writing by the unit member and approved at the time the leave is granted by the chancellor or chancellor's designee. Periods of parental leave shall be excluded. No more than two academic years or two alternative nine month periods may be excluded from counting toward the mandatory year of tenure review.

Regardless of inclusion in the computation of total years, leave of absence shall not be deemed an interruption of otherwise consecutive service. Years of service preceding a break in consecutive years of university employment may be counted only upon agreement between the unit member and the chancellor or chancellor's designee at the time of re-employment.

If requested in writing at the time of appointment, a partial year of service that includes at least one semester of full-time unit member service (e.g., a mid-year appointment) may be approved by the chancellor or chancellor's designee as a full year of service and counted toward both the time of mandatory tenure review and eligibility for sabbatical leave.

e. Failure to Receive Tenure

A candidate standing for tenure prior to the mandatory year of review may proceed through all steps in the process. If the decision of the chancellor is to deny tenure, the unit member may continue to serve as a tenure track unit member but may not stand again for tenure prior to the mandatory year of review. The decision of the chancellor in this instance is final.

A unit member must stand for tenure no later than the mandatory review year. If tenure is not awarded in the mandatory review year, the unit member shall be offered a terminal appointment for one additional academic year, or alternative ninth month period. See Article 9.4.3.

f. Rejection of Tenure

A unit member who is offered tenure by an MAU pursuant to the terms of this Agreement, but who declines to accept it, may continue to be employed in a manner to be determined by the chancellor.

9.4 Termination of Appointment

Termination, which severs the employment relationship of a unit member, shall be based on a considered decision to discontinue an existing employment relationship. A unit member's appointment may be terminated in accordance with the provisions of this Agreement, including the following:

9.4.1 Non-retention of Tenure Track Unit Members

Non-retention follows a decision not to continue the employment of a tenure track unit member.

The chancellor or the chancellor's designee shall provide written notification of non-retention to the unit member. The following schedule of notification shall be based upon consecutive years of uninterrupted service as a tenure track unit member within the University of Alaska.

- a. Within the first year, regardless of contract extensions, the unit member shall be notified no later than February 15 for appointments based on the academic year, or three months prior to the end of the base appointment for appointments based on an alternative nine month period.
- b. Within the second year, regardless of contract extensions, the unit member shall be notified no later than November 15, for appointments based on the academic year, or six months prior to the end of the base appointment for appointments based on an alternative nine month period.
- c. After two or more years, the unit member shall be notified not less than twelve months prior to the expiration of the final appointment.

9.4.2 Non-renewal of Non-tenure Track Unit Members

Non-renewal follows a decision not to continue the employment of a non-tenure track unit member. Written notification of termination shall be provided to the unit member. Failure to provide notice as provided below shall not result in renewal of appointment. If notice is provided after the dates prescribed below, the University shall pay the unit member, in lieu of the applicable notice, a prorated amount based on the number of work days by which the notice period was short. The following schedule of notification shall be based upon consecutive years of uninterrupted service as a non-tenure track unit member within the University of Alaska.

- a. Within the first two years, regardless of contract extensions, the unit member shall be notified no later than seven days prior to the expiration of the appointment.
- b. From the third through the sixth years, regardless of contract extensions, the unit member shall be notified not less than 45 days prior to the expiration of the appointment.
- c. After seven years, the unit member shall be notified not less than 90 days prior to the expiration of the appointment.

9.4.3 Failure to Receive Tenure

Following denial of tenure in the mandatory year for tenure review, the chancellor or chancellor's designee shall provide written notification to the unit member no less than twelve months prior to the expiration of the final appointment.

9.4.4 Resignation or Retirement

Unit members intending to resign or retire from employment with the University of Alaska are expected to provide three months' notice. Unit members shall notify the dean, director, or designee, as soon as possible, and provide a signed written resignation stating the effective date.

9.4.5 Just Cause

Any unit member may be dismissed for just cause. Just cause shall include, but not be limited to, incompetence, neglect of duty, failure to perform assignment, unprofessional conduct, or other conduct or condition that interferes substantially with the continued performance of duties. Unit members may be suspended immediately while proceedings are in progress for dismissal for just cause if their continued presence poses the threat of harm to themselves, others, or to the interests of the University, as determined by the University. Just cause terminations shall be conducted in accordance with Article 11.

9.4.6 United Academics Notice

The University shall provide United Academics written notice of all terminations or non-retentions concurrent with the written notice to the unit member.

Chapter 10 (A-2): United Academics Library Faculty

(Based upon the current United Academics collective bargaining agreement.)

FACULTY EVALUATION

Mastery of Subject

Minimum Eligibility Criteria for Appointment and Promotion of Library Faculty

Exception to the minimum terminal degree and/or experience qualifications for rank must be fully justified through the several levels of promotion or appointment review, with final approval by the Chancellor. The basis for exception shall be outstanding academic performance and/or outstanding professional experience. Outstanding performance and professional experience are defined in the usual sense of outstanding; that is, the categories are demonstrated by evidence and judged by those qualified to judge that the performance or experience is "prominent, distinguished, and conspicuous" in the sense that it is "excellent" or superior.

Instructor-ALA (American Library Association)-accredited master's degree in library science or master's degree with appropriate course work in library science.

Assistant Professor-ALA-accredited master's degree in library science. Demonstrated primary assignment and public and University service of appropriate quality. Research/creative activity of appropriate quality to the extent to which it has been a part of the faculty member's approved workload.

Associate Professor-ALA-accredited master's degree in library science. Demonstrated primary assignment and public and University service of appropriate quality. Research/creative activity of appropriate quality to the extent to which it has been a part of the faculty member's approved workload. Candidates have completed at least four years at the rank of assistant professor or equivalent at the time of application, and in the case of promotion, at least three years in the UA system at this rank at the time of application.

Professor-ALA-accredited master's degree in library science. Demonstrated continued excellence in primary assignment and public and University service. (Excellence is defined in its usual sense; that is, as demonstrated by evidence and in the opinion of those qualified to judge, the performance in this area is "superior, surpassing goodness"). Significant research/creative activity in or other outstanding contributions to the field of library and information science to the extent it has been part of the faculty member's approved workload. Candidates have completed at least four years at the rank of associate professor or equivalent at the time of application, and in the case of promotion, at least three years in the UA system at this rank at the time of application.

UNAC Library Faculty – Statement of Standards and Evaluation Criteria

The University recognizes that uniform standards for faculty evaluation cannot be applied to all units of the University. In accordance with Board of Regents Policy that units may elaborate in writing on evaluation criteria to take into account the distinctive nature of the discipline or special University

assignment, the library faculty has prepared the following statement of standards and criteria for use in the evaluation process.

Excellence in performance of one's primary assignment is the most important element in the evaluation of library faculty and will carry more weight than the others in all deliberations. Competence in job performance is the one criterion that must be met for a satisfactory retention evaluation and for promotion in rank. In each of the evaluation areas listed below, emphasis will be placed on the quality of performance. The standard will be competence, with excellence the goal. Excellence in these respects is defined in its usual sense; that is, as demonstrated by evidence and in the opinion of those qualified to judge, the performance in this area is "superior, surpassing goodness".

Each library faculty member will meet with his/her supervising director prior to the beginning of each fiscal year to develop a workload plan for the forthcoming fiscal year in relation to the criteria stated below.

Criteria for retention, promotion, and tenure of library faculty will be considered under the same headings as for other faculty except that under the heading Teaching/Primary assignment, the specific performance standards addressing primary assignment will be applied.

UNAC Library Faculty Primary Assignment

A high quality of performance in the library faculty member's assigned area of primary assignment as evidenced by the job description is the most important and essential evaluation criterion. The ability to carry out competently and independently the full range of library functions pertaining to the librarian's particular assignment must be demonstrated. In the evaluation of performance, the requirements of the particular position should be carefully considered as well as the extent to which the librarian has fulfilled the objectives of the annual workload agreement. Also relevant, however, are such job-related characteristics as dependability, judgment, accuracy, readiness to assume additional responsibility, ability to organize work, reactions under pressure, responses to criticism and suggestions, and positive relationships with students, faculty members, other library users, library staff, and external library and user communities.

The following minimum requirements are cumulative for each higher level of rank:

Instructor: The candidate has demonstrated competence in performance of primary assignment and shows potential for continued contribution to the discipline.

Assistant Professor: The candidate has demonstrated competence and growth in performance of primary assignment. The candidate has demonstrated ability to conduct analysis of common library problems and demonstrated ability to handle professional assignments of increasing complexity and responsibility.

Associate Professor: The candidate has demonstrated excellence in performance of primary assignment. The candidate has demonstrated ability to analyze and develop solutions to complex library problems and demonstrated ability to handle professional assignments of complexity and responsibility. Attention should be devoted to the breadth of the candidate's performance and potential for providing leadership for lower ranking library faculty. Excellence is defined in its usual sense; that is, as demonstrated by evidence and in the opinion of those qualified to judge, the performance in this area is "superior, surpassing goodness".

Professor: The candidate must have a background of exceptional performance in the primary assignment area. The candidate has demonstrated leadership in conducting analyses of and developing solutions to complex library problems and has demonstrated leadership in handling professional assignments of complexity and responsibility. The candidate should be distinguished among colleagues for the breadth and quality of performance and be actively contributing to the professional development and growth of other library faculty. Exceptional performance is defined in its usual sense; that is, as demonstrated by evidence, the performance in this area is "not ordinary or average" but "much above average in quality".

Chapter 10 (B): UAFT

FACULTY EVALUATION

Evaluation of faculty members should be seen as an opportunity to affirm the work of faculty members and/or to identify areas where improvement is called for and to recommend activities that will help faculty members in the performance of their professional activities and in establishing their qualification for promotion, tenure, and sabbatical leave.

After a faculty member has met the appropriate minimum eligibility criteria, evaluation for the purpose of comprehensive reviews, fourth-year comprehensive review (progression toward tenure review), promotion, and tenure decisions will emphasize the quality of performance in the categories outlined below.

- A. **Mastery of subject matter:** Demonstrated by such things as advanced degrees, licenses, certifications, awards, honors and reputation in the subject matter field.
- B. **Teaching:** Demonstrated by such things as evaluation by peers, student ratings, development of improved teaching materials and processes, development of new courses, advising of students, assessments of student achievement, and participation in necessary and routine duties which support classroom performance and student success. Refer to the Teaching Guideline in Appendix B.
- C. **Research, scholarship, and creative activity, if applicable:** Activity beyond the development of curriculum demonstrated by such things as: success in developing and carrying out significant applied and basic research and creative activities. Refer to the Research and Creative Activity Guidelines in Appendix D.
- D. **Public Service:** Demonstrated by such things as: professionally related and publicly recognized service to constituencies external to the university, including public and private sector groups, governmental agencies, elementary and secondary schools, boards, commissions, committees, public interest groups, community groups, businesses, and urban and rural residents; successful design and implementation of technology-transfer programs to external constituencies; application of directed research to the needs of constituencies; recognition, awards, and honors from constituent groups; and reputation among peer deliverers of public service. Refer to the Service Guidelines in Appendix C.
- E. **University service:** Demonstrated by such things as work on university committees and task forces, participation in faculty governance, collegial assistance, administrative work, and work with students beyond formal teacher-student relationships. Refer to the Service Guidelines in Appendix C.

- F. Professional development: Demonstrated by such things as continuing education or other activities to keep abreast of current developments in the faculty member's fields and ability to successfully handle increased responsibility in the faculty member's professional obligation.
- G. Total contribution to the university: Demonstrated by overall contribution to the mission of the university system and of the individual unit.

FREQUENCY OF EVALUATION

All faculty members undergoing annual review must submit an updated CV (if different than the one on file) and Annual Activity Report. They may submit additional documentation including a brief self-evaluation narrative at their discretion.

Tenure-track faculty members will be evaluated through a comprehensive evaluation process in their fourth year of service prior to the tenure consideration in their mandatory review year.

Tenured faculty members will be reviewed through the post-tenure review process every five years post tenure. Additionally, they will be reviewed by their deans/directors at least every three years.

Faculty members granted leave must make arrangements prior to taking leave to complete their evaluation files by the deadline for the beginning of the review process. Response times to evaluations will be extended by a minimum of two weeks for faculty on leave. Faculty members are advised against taking leave in a year in which they are scheduled to undergo the full evaluation process.

EVALUATION CALENDAR – UAFT

The following has been *excerpted* from the UAFT collective bargaining agreement:

Evaluation of Bargaining Unit Members for comprehensive fourth-year review (progression towards tenure review), promotion, or tenure shall be conducted following the procedures provided below.

A. A Bargaining Unit Member who plans to stand for tenure in other than their mandatory year and/or promotion in the next academic year must advise the dean, director, or designee of their intent in writing by the end of the current appointment period.

...

C. Timeline and Steps for UAS. Each date refers to a “not later than” date:

September 15: The Bargaining Unit Member submits a Comprehensive Evaluation File (the File) to their dean or director or his/her designee.

November 15: The dean or director may add any materials from the Academic Review File or the Employee Personnel File that are pertinent to the evaluation by this date. For every such addition, the dean or director shall indicate why the material is relevant to the review. The review and recommendation of the dean or director or his/her designee shall be provided to the provost, with a copy to the Bargaining Unit Member.

- November 20: The Bargaining Unit Member may submit a written response to the provost regarding the recommendation of the dean or director and any added materials. This response will be added to the File.
- February 14: The review and recommendation of the UAFT Faculty Evaluation Committee shall be provided to the provost, with a copy to the Bargaining Unit Member.
- February 19: The Bargaining Unit Member may submit a written response to the provost regarding the recommendation of the UAFT Faculty Evaluation Committee. This response will be added to the File.
- March 30: For tenure and promotion decisions, the review and recommendation of the provost shall be provided to the chancellor, with a copy to the Bargaining Unit Member. For fourth year comprehensive reviews, the provost's recommendation shall be copied to the Bargaining Unit Member.
- April 5: The Bargaining Unit Member may submit a written response to the chancellor regarding the recommendation of the provost. This response will be added to the File.
- May 1: The chancellor notifies the Bargaining Unit Member of his/her review decision. The chancellor's notification will be written, and, in cases where the Bargaining Unit Member is on leave, the notification will be sent via certified mail. A copy will be forwarded to the provost's office for inclusion in the File.
- May 6: Deadline for the Bargaining Unit Member to appeal the decision of the chancellor in accordance with this Article.

WITHDRAWAL OF TENURE APPLICATION

According to the UAFT collective bargaining agreement (6.1.3.C2 – Withdrawal of Tenure Application):

A Bargaining Unit Member may withdraw a tenure application from consideration at any step in the process prior to review by the chancellor. However, the file must proceed when the review is mandatory.

POST-TENURE REVIEWS

According to the UAFT collective bargaining agreement (6.1.5.B – Post Tenure Review):

B. Comprehensive Post-Tenure Review Process

Once every five years, tenured Bargaining Unit Members will prepare and submit a comprehensive post-tenure review file to the appropriate dean, director or designee.

A post-tenure review is satisfactory if it concludes that during the period under review the Bargaining Unit Member's performance has met expectations appropriate to his or her current rank as defined by the evaluation criteria in place for the Bargaining Unit Member's university, college, and discipline. These evaluations shall be conducted in accordance with the procedures set forth in this Article as follows:

1. Not later than September 15 Bargaining Unit Members submit their post tenure review file to the appropriate dean, director or designee.
2. Not later than November 4 the dean, director or designee completes their review. The dean, director or designee may consider additional information contained within the Bargaining Unit Member's Academic Record File when writing their annual review, and include such information in the File. Review shall be copied to the Bargaining Unit Member and added to the Post-Tenure Review File.
 - a. If the evaluation is satisfactory, the review is complete and proceeds no further.
 - b. If the evaluation is unsatisfactory, the Bargaining Unit Member may request further review by a university-wide faculty review committee and the provost through the Comprehensive Evaluation procedures detailed in this Article.

Bargaining Unit Members who receive an unsatisfactory post-tenure review shall produce a professional development plan, by the start of the next appointment period. The professional development plan must be approved by the dean, director, or designee, and identify specific objectives, outcomes and timelines. Not submitting a plan makes the Bargaining Unit Member subject to discipline.

A Bargaining Unit Member who receives an unsatisfactory post-tenure review will be required to submit an updated Post-Tenure Review File for review on the third anniversary from the time the last Post-Tenure Review File was submitted.

A Bargaining Unit Member who receives an unsatisfactory comprehensive post-tenure review by the provost is ineligible for market and merit salary adjustments. The Bargaining Unit Member will become eligible for market and merit salary adjustments following a satisfactory annual or comprehensive post-tenure review.

3. Not later than November 9 Bargaining Unit Members may submit a written response to the dean, director or designee's evaluation. The response will be added to the Post-Tenure Review File.
4. A scheduled comprehensive review will occur during the fifth anniversary of the Bargaining Unit Member's most recent submission for comprehensive or post-tenure review. At any time prior to a scheduled evaluation, the Bargaining Unit Member's dean, director, or designee may, as a result of annual evaluations, initiate the post-tenure comprehensive review process. A Bargaining Unit Member undergoing a post-tenure review off schedule shall be notified no later than April 30. The off-schedule review will begin September 15 and follow the process as defined in this Article. A post-tenure comprehensive review will be conducted upon the written request of a Bargaining Unit Member.

5. Dispute Resolution

The Bargaining Unit Member may appeal the decision of the chancellor through the Appeals Process as provided in this Article. As an alternative, the Appeals Process may be initiated following the provost's recommendation. The Bargaining Unit Member can appeal only once in any one evaluation process.

NON-RETENTION, FAILURE TO RECEIVE TENURE, AND NON-RENEWAL

The UAFT collective bargaining agreement says,

6.1.1

C. Evaluation for Tenure

Not later than September 15 tenure track Bargaining Unit Members will prepare and submit a Comprehensive Evaluation File as defined in this Article.

Bargaining Unit Members shall submit a file for consideration for tenure no later than their mandatory year of service as stated in their annual appointment letter.

- Bargaining Unit Members initially hired as an Instructor or Assistant Professor shall submit a file for consideration for tenure no later than their seventh year of service.
- Bargaining Unit Members initially hired as an Associate Professor shall submit a file for consideration for tenure no later than their fourth year of service.
- Bargaining Unit Members initially hired as a Professor shall submit a file for consideration for tenure no later than their second year of service.

Untenured Bargaining Unit Members shall be evaluated for tenure in accordance with the terms and conditions of appointment and the procedures for evaluation provided in this Article.

1. Denial of Tenure

A Bargaining Unit Member standing for tenure prior to the mandatory year of review may proceed through all steps in the process. If the decision of the chancellor is to deny tenure, the Bargaining Unit Member may continue to serve as a tenure track Bargaining Unit Member but may not stand again for tenure prior to the mandatory year of review.

A Bargaining Unit Member denied tenure in the mandatory year of review is offered a terminal, one academic year appointment, or alternative nine month period, or separation at the financial equivalent of wages. That decision is at the discretion of the University. Following denial of tenure, appeals shall be processed in accordance with this Article.

6.4.1 Non-Retention of Tenure Track Bargaining Unit Members

Non-retention follows a decision not to continue the employment of a non-tenured Bargaining Unit Member in a tenure track position. The chancellor or the chancellor's designee will notify the faculty member of this decision in writing not less than:

- A. three months prior to the end of an appointment expiring at the end of a Bargaining Unit Member's first year of uninterrupted service within the university, but not later than March 1 for appointments ending in May, June, July or August;
- B. six months prior to the end of an appointment expiring after the completion of one, but not more than two, years of service within the university, but not later

than December 15 for appointments ending in May, June, July or August;

- C. twelve months prior to the expiration of an appointment after two or more years of uninterrupted service within the university.

6.4.2 Failure to Receive Tenure

Following a decision not to award tenure in the mandatory year for tenure review, the Bargaining Unit Member will receive notice at least twelve months prior to the end of their year of final service.

6.4.3 Non-Renewal of Non-Tenure Track Bargaining Unit Members

Non-renewal follows a decision not to continue the employment of a non-tenure track Bargaining Unit Member. Written notification of termination shall be provided to the Bargaining Unit Member. Failure to provide notice as provided below shall not result in renewal of appointment. If notice is provided after the dates prescribed below, the university must pay the Bargaining Unit Member for the work days in the notice period in lieu of notice. The following schedule of notification shall be based upon consecutive years of uninterrupted service as a non-tenure track Bargaining Unit Member within the university.

- A. Within the first two years, regardless of contract extensions, the Bargaining Unit Member shall be notified no later than the expiration of the appointment.
- B. From the third through the sixth years, regardless of contact extensions, the Bargaining Unit Member shall be notified not less than forty-five days prior to the expiration of the appointment.
- C. After seven years, the Bargaining Unit Member shall be notified not less than ninety days prior to the expiration of the appointment.
- D. Nevertheless, Bargaining Unit Members may be terminated pursuant to the terms of their appointment letter or this provision. However, in no event will any required notice exceed the duration of the project, grant, contract or specific end date in the appointment letter.

FACULTY EVALUATION APPEAL PROCESS

The UAFT collective bargaining agreement says,

6.2 Appeals Process

The Appeals Process is the sole and exclusive procedure to reconsider decisions of tenure, promotion or post-tenure review.

A. Appeals Request

Appeals must be submitted to the chancellor who will forward it on to the Faculty Evaluation Appeals Committee. All appeals must include the following:

1. a statement of the decision being appealed;
2. the reasons why the Bargaining Unit Member disagrees with the decision;
3. the remedy sought;
4. the name(s), academic unit(s), university, telephone number, and address at which the Bargaining Unit Member shall receive all correspondence related to the appeal.

B. Faculty Evaluation Appeals Committee Composition

The Faculty Evaluation Appeals Committee shall be formed at each university by the chancellor. The chancellor or chancellor's designee will meet and confer with the Union with regard to the composition of the Committee. The Committee will consist of three tenured UAFT Bargaining Unit Members, one of which shall be chair, and two university representatives, who have not participated as a reviewer at any previous level in the current academic year. A Bargaining Unit Member's participation on the Committee will qualify for inclusion in the service component of the Bargaining Unit Member's workload. To facilitate a timely appeals process, Bargaining Unit Member representatives for the upcoming academic year may be identified as part of the annual workload process.

C. Scope of the Faculty Evaluation Appeals Committee

The Committee shall be empowered to consider appeals in matters of promotion, tenure and post-tenure reviews. The material subject to review by the Committee shall be limited to the comprehensive review file or the information considered in the original decision, including all reviews and recommendations and Bargaining Unit Member responses. The Committee shall review the appellant's file and may hear testimony relating to the appeal from parties involved in the review process prior to rendering a majority recommendation.

The Committee may disagree with an appealed decision when, upon review of the entire record, the appealed decision is not reasonably supported by the evidence contained in the record.

D. Procedures of the Faculty Evaluation Appeals Committee

The Committee shall conduct its deliberations according to informal and non-adversarial procedures.

E. Recommendation of the Faculty Evaluation Appeals Committee

The Committee shall, within thirty days of the receipt of the appeals request from the chancellor, prepare a written recommendation addressing each issue included in the appeal. The Committee's recommendation shall be forwarded to the chancellor as the final recommendation on the appealed decision. Members of the Committee may concurrently submit a minority recommendation.

F. Timeline of the Appeals Process

1. Within thirty days of receipt of the appeal the Committee will forward a final recommendation to the chancellor.
2. Within twenty days of the receipt of the Committee's recommendation the chancellor shall render a decision. The chancellor may request a meeting with the entire Committee.

G. Decision by the Chancellor

Upon advance written notice to the chair of the Committee, the chancellor may meet with the Committee at any time after receiving its recommendation for the sole purpose of seeking clarification concerning the basis and implications of its recommendation.

The decision of the chancellor shall be rendered in writing within twenty days of the receipt of the Committee's recommendations. The chancellor's decision is final and binding and not subject to further review. Copies of the Committee's recommendations and the chancellor's decision shall be transmitted to the Bargaining Unit Member within ten working days of the chancellor's decision.

COMPREHENSIVE FACULTY EVALUATION FILE

Sole Source Upon Which Evaluations Are Based:

The responsibility for preparation and contents of the comprehensive faculty evaluation file rests with the faculty member. Faculty members are strongly urged to review and update their file on an annual basis and keep copies on hand of all original documents. The faculty evaluation file, will be the sole resource upon which all faculty evaluation reviews are based. The faculty evaluation file is distinct from the official personnel file, which is maintained in the Office of Personnel and contains such employment information as a faculty member's salary and benefit records. It is also distinct from the Academic Record File housed in the dean's or director's office.

Knowledge or perceptions of reviewers not reflected in the evaluation file concerning performance is *not* admissible and must not influence evaluation decisions. All decisions must be based solely and specifically on the information contained within the faculty-submitted evaluation file.

It is imperative for faculty under review to provide a complete evaluation file (see Appendix G and Organization of the Comprehensive Evaluation File – below). Failure to provide a complete file leaves evaluators with insufficient information upon which to base their conclusions and recommendations, and could result in unsatisfactory review. Missing required material may not be added after initial submission.

Information not contained in the evaluation file may be considered only if a "specific identifying reference" to the material is contained in the file, or if recently prepared information has not yet reached the file in the normal course of business. "Specific identifying reference" must be specific insofar as it clearly appears in an appropriate section of the application. Should specific reference be made to work being accomplished or in process, the work should be included as an exhibit (e.g., a degree/certification, paper, article, book chapter, or book). Such material may not be added to the file at a subsequent review level except if the material is "in press" or otherwise in the process of being prepared; if not included

among exhibits to the file, the status of such work should be made clear. Such work may be added to the file after the deadline for preparation only if it subsequently becomes available during the “normal course of business.” Another example is letters of reference but only if such letters are identified as having been solicited or anticipated.

ORGANIZATION OF ANNUAL, COMPREHENSIVE, & POST-TENURE REVIEW EVALUATION FILES

See Appendix H for a detailed UAFT Faculty Evaluation File Preparation Checklist.

According to the UAFT collective bargaining agreement:

6.1.1 Types of Evaluation Files

Bargaining Unit Members evaluation files described in this Agreement are the sole resource upon which evaluation reviews are based.

Evaluation files are as follows:

A. Annual Activity File

The File contains:

1. Initial material included by the Bargaining Unit Member:
 - a. Current curriculum vitae (CV).
 - b. Annual activity report that includes a brief self-evaluation narrative.
 - c. Additional documentation at the discretion of the Bargaining Unit Member.
2. Materials included by the dean, director, or designee:
 - a. Written statement regarding the Bargaining Unit Member’s performance.
 - b. Other materials from the Academic Record File or the Employee Personnel File that is pertinent to the evaluation. For every such addition, the dean, director or designee shall indicate why the material is relevant to the review.
3. Bargaining Unit Member’s response to materials included by others.

B. Comprehensive Evaluation File

The File contains:

1. Initial material included by the Bargaining Unit Member:
 - a. Previous comprehensive review assessments, including Appeal Committee reviews, where applicable.

- b. Current CV.
 - c. Annual WLAs for the period under review.
 - d. Annual Activity Files for the period under review.
 - e. Self-evaluation that summarizes the Bargaining Unit Member's teaching, service and accomplishments in other areas included in their workload agreement for the period under review.
 - f. When the dean, director, or designee's feedback to previous evaluations noted areas for improvement, then the self-evaluation shall include a summary of progress made to address those areas.
 - g. Summarized student evaluations for each course for the years under review, where applicable.
 - h. Representative course syllabi for the period under review.
 - i. Verification of additional degrees, certificates, credentials, continuing education and college courses attained or renewed during the period under review.
 - j. Letters of support.
 - k. Other materials at the discretion of the Bargaining Unit Member, such as materials described in departmental, college or university guidelines.
2. Material included by other than the Bargaining Unit Member:
- a. Written statement from the dean, director or designee regarding the Bargaining Unit Member's performance for the period under review.
 - b. From the dean, director or designee other materials from the Academic Record File or the Employee Personnel File that are pertinent to the evaluation. For every such addition, the dean, director or designee shall indicate why the material is relevant to the review.
 - c. Written statement from faculty review committee(s) regarding the Bargaining Unit Member's performance for the period under review.
 - d. Written statement from the provost regarding the Bargaining Unit Member's performance for the period under review.
3. Bargaining Unit Member's response to materials included by others.

C. Post Tenure Review File

The File contains:

1. Initial material included by the Bargaining Unit Member:
- a. Previous post-tenure review assessment or last comprehensive evaluation, including Appeals Committee reviews, where applicable.
 - b. Current CV.
 - c. Annual WLAs for the period under review.
 - d. Annual Activity Files for the period under review.
 - e. Self-evaluation that summarizes the Bargaining Unit Member's teaching, service and accomplishments in other areas included in their workload agreement for the period under review.

- f. When the dean, director, or designee's feedback to previous evaluations noted areas for improvement, then the self-evaluation shall include a summary of progress made to address those areas.
 - g. Summarized student evaluations for the years under review, where applicable.
 - h. Other materials at the discretion of the Bargaining Unit Member, such as materials described in departmental, college or university guidelines.
2. Material included by other than the Bargaining Unit Member:
- a. Written statement from the dean, director or designee regarding the Bargaining Unit Member's performance for the period under review.
 - b. From the dean, director or designee other materials from the Academic Record File or the Employee Personnel File that are pertinent to the evaluation. For every such addition, the dean, director or designee shall indicate why the material is relevant to the review.
 - c. Written statement from faculty review committee(s) regarding the Bargaining Unit Member's performance for the period under review.
 - d. Written statement from the provost regarding the Bargaining Unit Member's performance for the period under review.
3. Bargaining Unit Member's response to materials included by others.

FACULTY EVALUATION COMMITTEES -- UAFT

The UAFT Faculty Evaluation Committee will submit written recommendations to the Office of the Provost on all retention, promotion, tenure, and sabbatical applications presented to it. Copies of the recommendations will be sent to all affected faculty members.

The UAFT Evaluation Committee shall be composed of five tenured associate or professor UAS UAFT faculty members, each selected in accordance with the following procedures:

1. Qualification for service occurs upon achieving tenured associate or professor status; a faculty member standing for evaluation, promotion, or tenure or applying for sabbatical leave is not eligible to serve on the Evaluation Committee.
2. Five members are selected from the top of the service list of qualified faculty members. Service is for staggered two-year terms.
3. Maintenance of the service lists is managed by the Provost's Office, in consultation with the Faculty Senate President.
4. Criteria for service on the UAFT Faculty Evaluation Committee will include:
 - a. Those having completed their two year term of service in a prior year are placed at the bottom of the service list.
 - b. Those not serving because of "(1)" above or other special reason maintain their position on a list until qualified or able to serve. Those required to serve in the stead of others will complete a two-year period of service on the committee.

- c. Those becoming tenured faculty members at the rank of associate or professor are added to the bottom of the list *before* members of the concluding evaluation committee.
5. Distribution of the five members shall:
- a. Whenever possible, include at least one from the Sitka and/or Ketchikan campus.
 - b. Whenever possible, include at least one from career and technical education.

UAFT EVALUATION CRITERIA

Performance Standards

After a faculty member has met the appropriate minimum eligibility criteria, evaluation for the purpose of retention, promotion, and tenure decisions will emphasize the quality of performance in the categories outlined below. The total professional qualifications and experience of a faculty member are considered in evaluation for retention, promotion, and tenure. Reviewers must judge the relative quality of each faculty member's activities in light of the agreed upon workload/primary assignment and the particular evaluation review under consideration.

Criteria

Criteria for retention, promotion, and tenure are considered under the following headings:

- Mastery of Subject Area
- Teaching/Primary Responsibility
- Public Service
- University Service
- Research/Creative Activity, if applicable
- Overall Professional Development

This list of criteria does not imply that candidates must be equally proficient in all areas.

Mastery of Subject (Minimum Eligibility Criteria for Appointment and Promotion)

Faculty Appointments

Instructor—Master’s degree or equivalent in an appropriate field or in vocational/technical trades¹, two years’ outstanding documented professional experience beyond the apprentice level and either an associate degree or an appropriate competency-based occupational credential.²

Assistant Professor—Earned doctorate or master’s degree in an appropriate discipline or in vocational/technical trades, either additional competency-based professional credentials² signifying recognized authority status in the field or a baccalaureate degree and two years’ outstanding documented professional experience beyond the apprentice level.¹ Demonstrated teaching-primary assignment and public and University service of appropriate quality. Research/creative activity of appropriate quality with consideration given to the extent to which it has been a part of the faculty member’s approved workload.

Associate Professor—Earned doctorate or appropriate terminal master’s degree; or appropriate master’s degree and 30 semester hours of systematic study, at least 15 of which are at the graduate level; or in vocational/technical trades, a baccalaureate degree and 30 semester hours of systematic study, at least 15 of which are at the graduate level and five years’ experience beyond the apprentice level.¹ Candidates have completed at least four years at the rank of assistant professor or equivalent at the time of application, and in the case of promotion, at least three years in the UA system at this rank at the time of application. Demonstrated teaching-primary assignment and public and University service of appropriate quality. Research/creative activity of appropriate quality with consideration given to the extent to which it has been a part of the faculty member’s approved workload. Non-tenured faculty undergoing review for promotion to associate professor must also be reviewed for tenure. Promotion to Associate Professor cannot be made without or simultaneous award of tenure.

Professor—Earned doctorate, or appropriate terminal master’s; or a second master’s degree in a different discipline; or in vocational/technical trades, a master’s degree in vocational education or other appropriate field and six years’ experience beyond the apprentice level.¹ Candidates have completed at least four years at the rank of associate professor or equivalent at the time of application, and in the case of promotion, at least three years in the UA system at this rank at the time of application. Demonstrated teaching-primary assignment and public and University service of appropriate quality. Research/creative activity of appropriate quality with consideration given to the extent to which it has been a part of the faculty member’s approved workload. Non-tenured faculty undergoing review for promotion to professor must also be reviewed for tenure.

Note: Exceptions to the minimum terminal degree and/or experience qualifications for rank must be fully justified up through the several levels of promotion or appointment review, with final approval by the Chancellor. The basis for exception shall be outstanding academic performance and/or outstanding professional experience. Outstanding performance and professional experience are defined in the usual sense of outstanding; that is, the categories are demonstrated by evidence and judged by those qualified to judge that the performance or experience is “prominent, distinguished, and conspicuous” in the sense that it is “excellent” or “superior.”

¹Vocational/Technical Trades: Only trade and industry areas, such as welding, marine technology, construction, electronics, and power technology.

²Underlined language refers to competency-based credentials for vocational/technical faculty as appropriate to each area.

Teaching

UAFT faculty should refer to the UAS Teaching Guidelines and the Scholarship of Teaching & Learning (SOTL) Matrix (in Appendix B) for details about Teaching and Learning evaluation criteria.

The SOTL Matrix should be used as a guide by faculty members in developing their annual workloads and activity reports. Faculty are encouraged to use the SOTL Guidelines when developing teaching goals.

Public Service

Public service is defined as all activities external to the university in a professional discipline-related capacity. Public service shall include professionally related and publicly recognized service, including paid and unpaid consulting, to constituencies external to the university, including but not limited to the following: public and private sector groups, governmental agencies, elementary and secondary schools, boards, commissions, committees, public interest groups, community groups, businesses, and urban and rural residents; successful design and implementation of technology-transfer programs to external constituencies; and application of directed research to the needs of constituencies.

UAFT faculty should refer to the UAS Service Guidelines in Appendix C for details about Service evaluation criteria.

University Service

University service includes all activities involving administrative relationships with the university. Examples include but are not limited to the following:

1. Service on university committees, work teams, or governing bodies;
2. Service as a representative of some segment of the university to various bodies and groups;
3. Participation in accreditation reviews;
4. Participation in planning activities;
5. Service to student organizations and student activities;
6. Activities related to student advising and registration;
7. Colleague assistance—contribution to the academic capabilities of other faculty.

UAFT faculty should refer to the UAS Service Guidelines in Appendix C for details about Service evaluation criteria.

UAFT Research & Creative Activity

Faculty whose university workload includes research/creative activity must document the results of these activities. Faculty who conduct research/ creative activity outside of their university assignment are also encouraged including evidence of this work for evaluation consideration. This activity is defined as work related to the faculty member's discipline that results in a contribution appropriate to that discipline. Examples, alone or in combination, include but are not limited to the following:

1. Research leading to the discovery of new knowledge or new applications of existing knowledge, for example, codifying knowledge to make it more accessible;
2. Research or creative activity leading to publication in scholarly or artistic periodicals or books;
3. Research leading to the preparation and presentation of a scholarly paper to a professional society, or a paper in one's field of specialization to any group;
4. Authoring of books, reviews, case studies, bibliographies, journal articles, technical reports, conference papers, multimedia productions, musical compositions;
5. Experiments in teaching methods and teaching-oriented research;
6. Editing professional journals, periodicals, or books, or serving as a referee of manuscripts or proposals that have been submitted to a periodical or funding agency;
7. Reviewing texts in one's field or specialization for publishers;
8. University-sponsored research;
9. Public performance (art shows, concerts, recitals, readings, dramatic productions).

The following guidelines are cumulative for each higher level of rank:

Instructor/Assistant Professor: The candidate will have demonstrated the ability to design and carry out original research or creative activity.

Associate Professor: The candidate has demonstrated continued growth in development of research and/or creative skills. The candidate has provided evidence of accomplished research by the production of original contributions to the discipline. Consideration should be given to the quality of the candidate's research or creative efforts and ability to supervise the research of others such as graduate students and other professors.

Professor: The candidate has made original contributions of outstanding quality to his/her field. The candidate is able to supervise the research of others or foster their creative ability. The candidate should be a recognized authority in his/her discipline. Outstanding quality is defined in the usual sense of outstanding; that is, the contributions are demonstrated by evidence and judged by those qualified to judge that the contributions are "prominent, distinguished, and conspicuous" in the sense that they are "excellent" or "superior."

Overall Professional Development

“Professional development” is an expectation of faculty members, and involves the acquisition or enhancement of knowledge, skills, and abilities related to a component of a faculty member’s obligations. Although not a part of formal workloads, professional development activities are to be included in annual activity reports and Evaluation Files, as appropriate.

Teaching, service, and/or research are components of what the faculty member is obligated to provide students, the university, and community, and the faculty member’s discipline or academic field. One engages in activities of professional development, in contrast, for the purpose of increasing one’s capacity for fulfilling the workload requirements of teaching, service, and/or research. Such activities may be to increase knowledge of one’s discipline, a related discipline, or among disciplines; to learn about advances in pedagogy; or to keep abreast of current trends in higher education. Depending on one’s academic field, professional development may also be used to perfect artistic skills, refine research skills sharpen performance skills, gain experience in administrative skills, or develop the faculty member’s ability to use technology to enhance teaching and scholarship.

A wide range of activities may be used to show professional growth. Examples include, but are not limited to:

1. Completion of course work relevant to one’s professional responsibilities;
2. Completion of vocational internships or professional practica;
3. Attendance at professional conferences and seminars at the local, regional, or national level;
4. Participation in the leadership of professional organizations and their activities;
5. Workshops, seminars, and lectures presented to peers;
6. Academic reading or study that results in a product, such as new course designs, reports for peers, bibliographies, or other publications;
7. Receipt of honors, awards, or recognitions that relate to professional contributions or academic leadership.

TENURE – UAFT FACULTY

It is recommended that faculty establish at least a three-year record of performance at UAS prior to applying for tenure. A successful application for tenure is based on an exceptional and substantive record of performance at the appropriate level.

The UAFT collective bargaining agreements states:

6.3 Tenure

Tenure is established to assure the academic community an environment that will nurture academic freedom by providing employment security. Tenure is a privilege awarded by the chancellor through the tenure review process. The responsibilities, rights, privileges, and eligibility of tenure is in accordance with University Policy (P04.04.045).

6.3.1 Locus of Tenure

Bargaining Unit Members shall be tenured within a discipline at a university within the University of Alaska. Bargaining Unit Members may transfer with tenure to another academic unit in the same or another university only upon the mutual agreement of the Bargaining Unit Member and the chancellor of the receiving university. For purposes of this Agreement, "discipline" shall be defined as the traditional academic field and recent teaching and scholarly record as demonstrated in workload agreements, annual activity reports, and evaluations.

6.3.2 Method of Appointment with Tenure

Tenure is a privilege awarded by the chancellor through the tenure review process. It is awarded only after careful consideration in accordance with the process set forth in this Article.

If an initial appointment includes the award of tenure and faculty rank, Bargaining Unit Members in the academic unit of the locus of tenure will have the opportunity to review the award of tenure.

6.3.3 Process for Award of Tenure

Tenure may be awarded only to faculty holding a tenure track appointment.

A Bargaining Unit Member may submit a file and request an evaluation for award of tenure during any year of service but no later than the mandatory year for tenure review. Bargaining Unit Members evaluated for tenure prior to the mandatory year for review shall be evaluated on the basis of performance expectations that would exist at the time of mandatory tenure review.

A. Years of Service Computation

All consecutive years of service shall be counted in the determination of the time of mandatory tenure review.

Years of service preceding a break in consecutive years of university employment may be counted only upon written agreement between the Bargaining Unit Member and the chancellor or chancellor's designee at the time of re-employment.

If requested in writing at the time of appointment, a partial year of service that includes at least one semester of full-time service (e.g., a mid-year appointment) may be approved by the chancellor or chancellor's designee as a full year of service and counted toward both the time of mandatory tenure review and eligibility for sabbatical leave.

Periods of leave of absence or Family Medical Leave (FML) shall be included in the years of service calculation unless exception is requested in writing by the Bargaining Unit Member and approved by the chancellor or chancellor's designee. No more than two years may be excluded from counting toward the mandatory year of tenure review.

Parental leave may be a factor when calculating years of service for mandatory tenure review. At the beginning of parental leave Bargaining Unit Members will notify their dean or director in writing of intent to exclude one year from the years of service calculation. Bargaining Unit Members with multiple parental leaves are limited to a maximum exclusion of two years.

B. Failure to Receive Tenure

A candidate standing for tenure prior to the mandatory year of review may proceed through all steps in the process. If the decision of the chancellor is to deny tenure, the Bargaining Unit Member may continue to serve as a tenure track Bargaining Unit Member but may not stand again for tenure prior to the mandatory year of review. The decision of the chancellor in this instance is final.

A Bargaining Unit Member must stand for tenure no later than the mandatory review year. If tenure is not awarded in the mandatory review year, the Bargaining Unit Member shall be offered a terminal appointment for one additional academic year, or alternative ninth month period, or separation at the financial equivalent. That decision is at the discretion of the university.

C. Rejection of Tenure

A Bargaining Unit Member who is offered tenure by a university pursuant to the terms of this Article, but who declines to accept it, may continue to be employed in a manner to be determined by the chancellor.

EVALUATION CRITERIA FOR TENURE - UAFT FACULTY

When being reviewed for tenure, a faculty member will be judged on the basis of total contribution to the university. The status of tenure is a privilege, not a right, and the standards demanded in the awarding of tenure should be rigorously applied.

The evaluation criteria at the promotion level for each major area of a university assignment (listed above) will be used to assess the candidate. “Adequate” or “competent” performance alone is not sufficient basis for awarding tenure. The candidate should demonstrate contributions and potential for further contribution within his/her discipline. The candidate should be a strong, independent representative of his/her discipline.

Further guidance is supplied by BOR Policy 04.04.045 B. “Tenure”:

1. Purpose. Tenure assures the academic community an environment that will nurture academic freedom by providing employment security.
2. Responsibilities, rights and privileges of tenure.
 - a. Performance. A tenured faculty member has a responsibility to maintain high standards of professional performance and conduct.
 - b. Appointment. An appointment with tenure shall be an appointment to academic rank which shall not be affected by changes in such rank and shall be continued until resignation, retirement, or termination. The award of tenure guarantees continuing appointment for at least nine months per year. Any change in fraction of full-time appointment as a tenured faculty member must be by mutual consent of the University and the faculty member. The award of tenure does not exempt a faculty member from changes in policies and procedures approved for each University.

- c. Locus of tenure. Faculty is tenured within an academic unit or units of a University of the University of Alaska system.
3. Method of appointment to tenure. Tenure is not received automatically. It is awarded only following careful consideration of an applicant faculty member in accordance with the methods described in this title, Policy 04.04.051(B) and the policies and procedures approved for each University. Following consideration of the recommendations of the faculty the Chancellor may grant tenure to faculty who are qualified.
 4. Eligibility for consideration for award of tenure.
 - a. Criteria. Tenure may be awarded to faculty appointed to a tenure track position and any academic rank. Tenure is not awarded to faculty members holding special academic rank.
 - b. Conditions. A faculty member may request an evaluation for award of tenure during any year of service. However, a faculty member must be reviewed for tenure in accordance with the following:
 - 1) Initial appointment to full or associate professor. An initial appointment to the rank of professor may be made with or without tenure. However, faculty receiving such appointments without tenure must be reviewed for tenure no later than the second consecutive year of service. Appointments to full professor may continue beyond the third year only with tenure. Initial appointment to the rank of associate professor also may be made with or without tenure. Likewise, faculty receiving such appointments without tenure must be reviewed for tenure no later than the fourth consecutive year of service. Appointments to associate professor may continue beyond the fifth year only with tenure.
 - 2) Promotion to associate professor. Non-tenured faculty undergoing review for promotion to associate professor must also be reviewed for tenure. Promotion to associate professor cannot be made without prior or simultaneous award of tenure.
 - 3) Review of assistant professor. All non-tenured faculty appointed at the rank of assistant professor must be reviewed for tenure no later than the seventh consecutive year of service in this rank. Service in this rank or in a combination of this rank and a tenure track appointment as instructor may continue beyond the eighth year only with tenure.
 - 4) Review of instructor. Faculty with the title of instructor may be reviewed for tenure only if the title is one of academic rank according to policies and procedures of an individual University. In this case faculty must be reviewed for tenure no later than the seventh consecutive year of service in this rank. Service in this rank may continue beyond the eighth year only with tenure if the title is one of academic rank.
- c. Years of service.
 - 1) Towards mandatory review. In computing total consecutive years of service for determining the time of mandatory tenure review, periods of leave at full salary and sabbatical leave will be included. Periods of leave of absence at partial or no salary shall not be included unless requested by the faculty member and approved at the

time the leave is granted. However, regardless of inclusion in the computation of total years, leave of absence shall not be deemed an interruption of otherwise consecutive service. Years of service preceding a break in consecutive years of University employment may be counted only upon agreement between the faculty member and the University at the time of re-employment.

- 2) Partial year of service. A partial year of service which includes at least one semester of full-time faculty service (e.g., as in a mid-year appointment) will be included as a full year of service in computing the time of mandatory tenure review only if this year has been included in determining eligibility for any sabbatical leave.

5. Failure to receive tenure. A faculty member must stand for tenure in the mandatory review year as defined in section 4.b.(1-4) above. If tenure is not awarded, the faculty member shall be offered a terminal appointment for one additional year of service. A faculty member may stand for tenure prior to the mandatory year of review. In so doing, the candidate may withdraw at any step in the process prior to review by the Chancellor. If the decision of the Chancellor is to deny tenure, the faculty member shall be offered a terminal appointment.

6. Rejection of tenure. A faculty member who is offered tenure by a University pursuant to this policy but who declines to accept it may continue to be employed in a manner to be determined by the Chancellor of each University.

Chapter 10 (C): Adjunct Faculty

The current Adjunct Faculty Handbook can be found at:

<http://www.uas.alaska.edu/provost/faculty/adjunct13.pdf> .

All adjunct faculty at UAS are covered by a collective bargaining agreement with United Academics – Adjuncts. UAS relies on adjunct instructors to increase both the breadth and depth of educational opportunities available to students. Adjunct instructors play a critical role in strengthening UAS courses and programs.

Annual Self-Assessment

While voluntary, adjunct instructors are asked to complete an annual adjunct faculty self-assessment prior to the end of their current teaching year. The completed self-assessments are reviewed by the appropriate program coordinator or department chair that then provides a response to the adjunct instructor.

The adjunct faculty self-assessment form is an electronic document and located on the Provost's Office webpage.

The following article is drawn from the current collective bargaining agreement between the union and the University of Alaska. It applies to all adjunct faculty.

Article 9

Faculty Status: Appointment, Evaluation, Rank, End of Appointment

9.1 Faculty Appointment

Appointment of bargaining unit members shall be at the sole discretion of the University and shall not be subject to the grievance resolution process provided in this Agreement. Appointments shall be “at-will” and shall not carry any right or expectation of additional appointments, including adjunct and regular faculty appointments, or of any other term or condition of employment not expressly provided in this Agreement.

9.2 Evaluation

Bargaining unit members' performance may be evaluated at the sole discretion of the University. Any written evaluation of a bargaining unit member's performance shall be made available to the affected unit member in a timely manner. The bargaining unit member shall have the right to file a rebuttal to the evaluation, which rebuttal shall be appended to the evaluation.

9.3 Rank

The University reserves the right to appoint faculty to any rank included in the bargaining unit as set forth in Article 3.1.

9.4 Termination of Appointment

Appointments end at the expiration of the term of the appointment period. A decision not to rehire a bargaining unit member requires no explanation, notice, or reason and is not grievable.

Consistent with the “at-will” nature of adjunct faculty employment, the University retains the right to unilaterally sever the employment relationship at any point during the employment relationship on any grounds allowed by “at-will” employment relationships which are not prohibited by law or this agreement.

Notwithstanding this language, if an adjunct believes that the severance of his/her employment is in retaliation for union activities or actions taken to seek compliance with this agreement, he/she may request the reason(s) for the severance of his/her employment. Such a request will be made to the Union and will be the subject of a discussion between the Union and the University.

Only those disputes over the following grounds for severance of the employment relationship, expressly relied upon by the University in writing to the bargaining unit member may be grieved:

- Decision by the University that in the course of employment the bargaining unit member has violated applicable federal or state law, or this Agreement.

The following actions are specific management rights exercised for the purpose of managing instructional activities, programmatic and student needs, and are not considered termination of bargaining unit members and are therefore not grievable. Management rights include, but are not limited to, the following decisions:

- Decision by the University to cancel a class before or during its progress;
- Decision by the University to reassign an ongoing class from a bargaining unit member to a regular faculty member or any other University employee;
- Expiration of appointment by its own terms;
- Decision by the University to not offer a class;
- or
- Any other ground that does not involve the bargaining unit member’s violation of law or this Agreement.

If the University identifies a basis for severance set forth above, no further explanation is required.

9.5 Cancellation of Classes

See Article 13.5 for cancellation of classes.

9.6 Appointment Letters

When possible, letters of appointment shall be presented to bargaining unit members at least seven days prior to the day the class is scheduled to begin. All letters of appointment, however, will be presented to the bargaining unit member no later than the tenth working day following the bargaining unit member’s first meeting with the class.

Chapter 11: SABBATICAL LEAVE

University of Alaska Board of Regents Sabbatical Leave Policy (P04.04.060)

- A. Sabbatical leaves for professional development may be made available to faculty with academic rank who meet the requirements set forth in this section. The objective of sabbatical leave is to increase the faculty member's value to the university and thereby improve and enrich its programs.
- B. Sabbatical leaves shall be granted for study, formal education, research and other scholarly and creative activity, or other experience of professional value and may include associated travel.
- C. Faculty holding academic rank that will have completed at least five consecutive years of service within the university system shall be eligible for consideration to take sabbatical leave during the sixth or subsequent year of service. Applicants who will have completed at least five consecutive years of service within the university system from the date of return from any previous sabbatical leave shall be eligible to be granted another sabbatical leave to be taken during the sixth or subsequent year. In computing consecutive years of service for the purpose of this section, periods of vacation leave and periods of sick leave with salary shall be included. A partial year of service which includes at least one semester of full-time faculty service may be included as a full year of service for the purposes of eligibility for sabbatical leave if also counted as time towards mandatory tenure review. The faculty member must apply for such inclusion in writing. Periods of leaves of absences, other than vacation and sick leave with salary, and periods of part-time service shall not be included but shall not be deemed an interruption of otherwise consecutive service.
- D. Sabbatical leaves may be granted for one academic year or an equivalent period at rates not to exceed six months' salary or for one semester or an equivalent period at rates not to exceed one semester's salary. Faculty may, with the prior approval of the chancellor, accept fellowships, grants-in-aid, or earned income to assist in accomplishing the purposes of their sabbatical leaves. In such cases, the chancellor may adjust the sabbatical leave salaries to reflect such income provided that total earnings for the leave period are not less than full salary had the recipient not been on leave. A faculty member on a terminal appointment loses any rights to a sabbatical leave.
- E. Applications for sabbatical leaves shall be submitted to the chancellor through channels and procedures contained in approved policies and procedures. Each application shall include a statement outlining the program to be followed while on sabbatical leave and indicating any prospective income from outside of the university system.
- F. The recipient is obligated to return to the university for further service of at least one appointment period. Failure of the recipient to fulfill this obligation will require the full and immediate repayment of salary and benefits received from the university while on leave, except in extenuating circumstances acceptable to the chancellor.
- G. A written report detailing the professional activities and accomplishments for which the leave was granted and specifying the sources and amounts of additional funds secured for this period

shall be submitted by the recipient to the chancellor within three months after returning from leave.

- H. Consistent with provisions of D. of this section, the chancellor may approve such sabbatical leave as the chancellor deems appropriate. A record of such leaves shall be reported to the president annually.
- I. Vacation and sick leave credits shall not be accrued or used during sabbatical leave.

Format for Sabbatical Leave Proposals

Sabbatical leave proposals will address the following items. Faculty members are encouraged to submit their sabbatical proposals electronically to the dean/director (with a copy to the Provost's Office).

1. How faculty member meets eligibility (include length of service, date since returning from last sabbatical leave, if any, and subject(s) of previous sabbatical leave(s)).
2. Term of leave requested.
3. Title and description of proposed study, investigation, or other effort:
 - a. Description.
 - b. Goals and/or objectives.
 - c. Schedule (timetable) of activities.
 - d. Funding information (include specific information on all applications for non-university funds and all other income related to or derived from activities carried out while on leave).
4. Contributions and/or benefits (please discuss each of the following in sufficient detail to evaluate the merit of your proposal):
 - a. What new skills, learning, or accomplishments are likely to result from successful completion of the sabbatical?
 - b. How important are these skills to the professional development of the faculty member?
 - c. What benefits will accrue to the university from these skills or accomplishments in future teaching, research or creative activity, and public service?
5. Necessity of the sabbatical for the proposed activities (please discuss in sufficient detail to evaluate the merit of your proposal):
6. Ability to accomplish objectives of proposal:
 - a. Current vita.
 - b. Letters indicating support from collaborating institutions (where applicable), investigators, or individuals.
 - c. Other materials that support the proposal.
7. How the faculty member's normal workload obligations will be addressed during the sabbatical.

Faculty should refer to their union collective bargaining agreements for contract specific details. This information is presented below.

Review & Approval Process

Applications for sabbatical leave shall be reviewed through the dean/director and either the peer review evaluation committee (UNAC) or the Faculty Evaluation Committee (UAFT), as appropriate, and those recommendations will be forwarded to the Provost. Files will be shared electronically with committee members for evaluation. The Chancellor, or designee, shall approve such sabbatical leaves as the Chancellor, or designee, deems appropriate, considering the merits of the applications and the needs of the institution.

Applicants will be provided copies of all written recommendations relating to sabbatical approval and may offer written comments to the Provost's Office at any point in the sabbatical review process.

Due Dates for Application Proposals

UNAC & UAFT:

October 1: Sabbatical applications due to the dean/director (with a copy to the Provost's Office).

October 22: Dean/director forwards sabbatical leave recommendation to the Provost's Office for distribution to the relevant Peer Review Committees (UNAC) or Faculty Evaluation Committee (UAFT).

December 14: Committees forward recommendation to Chancellor (with a copy to the Provost's Office).

January 21: Chancellor issues a Final Decision (with a copy to the Provost's Office).

United Academic Collective Bargaining Agreement

The United Academics collective bargaining agreement section on Sabbatical Leave is duplicated below:

16.6 Sabbatical Leave

Sabbatical leaves for professional development may be made available to unit members with a tenure track or tenure appointment who meet the requirements set forth below. Sabbatical leaves shall be granted for study, formal education, research and other scholarly and creative activity, or other experiences of professional value that meet the objectives of sabbatical leave and may include associated travel. The objective of such leave is to increase the unit member's value to the University and thereby improve and enrich its programs. Such leaves shall be granted only when it is shown that the applicant is capable of using the time in a manner that shall increase the unit member's value to the University.

A. Eligibility

Tenured or tenure track unit members who shall have completed at least five (5) consecutive years of service within the university shall be eligible for consideration to take sabbatical leave during the sixth (6th) or subsequent year of service. Applicants who shall have completed at least five (5) consecutive years of service within the university from the date of

return from any previous sabbatical leave shall be eligible to be granted another sabbatical leave to be taken during the sixth (6th) or subsequent year.

In computing consecutive years of service for the purpose of Article 16.6, periods of time off and periods of sick leave with salary shall be included. If requested in writing at the time of appointment, a partial year of service that includes at least one (1) semester of full-time unit member service may be approved by the chancellor, or designee, as a full year of service and counted toward eligibility for sabbatical leave. Periods of leave of absence (other than time off and sick leave with salary) and periods of part-time service shall not be included, but shall not be deemed an interruption of otherwise consecutive service.

B. Terms and Conditions

Sabbatical leaves shall be granted only for periods of one (1) academic year at the rate of six (6) months' salary or one semester at the rate of one semester's salary. Sabbaticals are granted at the sole discretion of the university and are subject solely to the complaint process. Unit members may, with the prior approval of the chancellor, or designee, accept fellowships, grants-in-aid, or earned income to assist in accomplishing the purposes of their sabbatical leaves. In such cases, the chancellor, or designee, may adjust the sabbatical leave salaries to reflect such income; however the recipient's total earnings for the leave period shall not be reduced to an amount less than the full salary the recipient would have received had he/she not been on leave. A sabbatical proposal that extends beyond the academic year may be approved, but no additional compensation will be paid. A unit member on a terminal appointment shall lose any rights to a sabbatical leave.

C. Applications

Applications for sabbatical leaves shall be submitted to the chancellor, or designee. Each application shall include a statement outlining the program to be followed while on sabbatical leave and indicate any prospective income from outside of the university.

D. Obligation to Return

The recipient shall be obligated to return to the University for further service of at least one (1) appointment period. Failure of the recipient to fulfill this obligation shall require forfeiture of retirement accrued during the leave. Additionally, failure of the recipient to fulfill this obligation shall require the full and immediate repayment of salary and benefits received from the University while on leave, except in extenuating circumstances acceptable to the chancellor, or designee.

E. Report and Evaluation

A written report detailing the professional activities and accomplishments for which the leave was granted and specifying the sources and amounts of additional funds secured for this period shall be submitted by the recipient to the chancellor, or designee, within three (3) months after returning from leave. A copy of this report shall be included in the materials submitted by the unit member in the first evaluation cycle after the unit member's return from a sabbatical. Failure to submit a report shall result in an unsatisfactory evaluation and in ineligibility for future sabbaticals.

F. Approval

The chancellor, or designee, shall approve such sabbatical leaves as the chancellor, or designee, deems appropriate, considering the merits of the applications and the needs of the institution.

G. Leave Credits

Sick leave credits shall not be accrued or used during sabbatical leave.

UAFT Collective Bargaining Agreement

The UAFT collective bargaining agreement section on Sabbatical Leave is duplicated below:

5.5 Sabbaticals

A. Purpose

The objective of a sabbatical leave is to increase the Bargaining Unit Member's value to the university and thereby enrich and improve its programs. A sabbatical leave may be granted for study, formal education, research and other scholarly and creative activity, or other experience of professional value.

B. Policy

Sabbatical requests from Bargaining Unit Members with academic rank will be considered consistent with BOR Policy P04.04.060.

Chapter 12: ACADEMIC SUPPORT SERVICES

INFORMATION TECHNOLOGY SERVICES

Mission Statement

The mission of UAS Information Technology Services is to make the University of Alaska Southeast an exceptional place to learn by providing computing technology and services responsive to the needs of the University community.

UAS has incorporated a number of strategies related to use of technology in the UAS Strategic & Assessment Plan:

- Provide technology and services which support and enhance learning
- Expand access to written and electronic information resources
- Provide coordinated instructional design and delivery resources for faculty and program development.
- Assist faculty in integrating technology into instruction that leads to enhanced learning.
- Provide coordinated information technology instruction based on computing resources used for UA administrative and academic support.
- Assist and encourage all staff to integrate technology improvement into campus best business practices.
- Effective Fall 2012, UAS will be using Blackboard as its course delivery system with UASOnline as its web-based portal. A course homesite will be created for every UAS course section;
- While access to some content and activities may be restricted to class participants, the UAS course sites will be visible to the public.
- Course sites are retained indefinitely.
- Design of the system should maximize student interactivity and program and faculty control.

Electronic Portfolios

In conjunction with course management, UAS provides a Web portfolio system. An ePortfolio is automatically created for every faculty member and student. As a part of this portfolio, a unique "page" is created for every class an individual takes or teaches. Faculty and students are encouraged to use this resource to support both summative and formative evaluation of learning outcomes, and to create a community of scholars through Weblogs, podcasts and other social networking strategies.

Course Provisioning

1. Course sections are created for every UAS course section across multiple terms.
2. Course sites are created as soon as the Registrar's office releases the term.
3. Course sites are updated each morning at 5:30am until 2 weeks past their official ending date.
4. Prior course sites are maintained indefinitely for institutional users, accrediting bodies and the general public.

5. Faculty may choose to link multiple class sections together for ease of management or to create a single larger cohort for student collaboration. Linked courses retain their unique titles and Web addresses, but share a single pool of resources and activities and can be managed from a single class site.
6. In addition to Banner courses, a non-Banner course site can be created by Helpdesk staff. Non-Banner classes can reside in a Banner term (Spring-2005), or in a non-Banner "term" (e.g. Training, Test, etc.).

Course Access

1. All course sites are visible to the general Internet.
2. Faculty may restrict course resources and activities. These restrictions may be highly specific. Each specific resource may be limited to:
 - a. Individuals with an active UAS computer account
 - b. The class roster
 - c. The roster and "additional participants" (designated guests, TAs, etc.)
3. Faculty may add individuals to the UAS Online class roster/gradebook.
4. The official UAS student course rating system is entirely online and is integrated into UAS Online. Only officially registered students may submit course rating forms.
5. Management access to a course site is provided to individuals who are either listed as "offering" the course (their picture and other information appears on the course site) or "supporting" the course (their role is not displayed on the site).
6. All faculty designated in Banner as "instructors of record" are automatically added to the "offered by" list. Faculty or academic programs may add additional users to either "offered" or "supported" lists.
7. UAS does not enforce storage limits on course homesites or ePortfolios.
8. Faculty may import resources from other course sites and across terms, provided the faculty has management access to the course materials. When this access does not already exist, faculty may request access from the original faculty member or from the academic department.

User Profiles

1. A "profile" is automatically created for every UAS Online user. This profile contains a variety of directory information along with other information provided at the discretion of the user (e.g. photograph, biography).
2. Display of profile information is limited by the privacy indicator in Banner
Example:

<i>Directory Information Withheld</i>	Confidential Record <i>This individual has instructed the UAS Registrar to withhold his or her directory information.</i>
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Technology Help

The UAS ITS Technology Helpdesk is available to provide initial assistance with any technology needs of both faculty and students. For hours of operation, contact details, and technical support guides, please visit the Website.

Regional Equipment and Classrooms

All classes at UAS have a Web presence through the course management system called Blackboard, with UASOnline as the portal. All students, faculty, and staff have network storage, Web hosting space and ePortfolios. The campuses have wireless Internet for the convenience of all users. Mobile classrooms consisting of laptops utilizing the wireless network are available to faculty. A variety of technology such as still and video cameras, laptops computers, and more can be checked out by faculty and students. Video conferencing is available for faculty for classes and meetings with staff or students at other campuses. Computing labs are available in Sitka and Ketchikan for students to complete homework assignments and receive assistance. Computer classrooms are available for faculty for teaching. Equipment and services are available for media production, copying and broadcasting via the satellite system. Conversions from one media type to another are also available along with many other services.

Contact local support to see what is available on your campus.

Juneau Information	796-6166	877-465-6400
Sitka Information	747-6653	800-478-6653
Ketchikan Information	228-4511	888-550-6177

eLearning: Instructional Design & iTeach Training

Instructional designers are available to assist in designing your course and integrate technology where appropriate. They can also provide training on all of UAS's technologies for faculty. UAS offers iTeach, a special intensive instructional workshop on a yearly basis. All designers are available for all campuses and can provide training via distance through Web Meetings.

For more information go to: <http://www.uas.alaska.edu/sitka/idc>

Media Services

Media Services in Juneau provides support for all campuses with its many services. Contact 796-6463 or 877-465-6400.

To report broken University equipment:

Juneau Campus, Computers & Telephones - ITS Helpdesk - 796-6400
Ketchikan Campus, Computers & Telephones - Campus Technician - 228-4532
Sitka Campus, Computers - Campus Technician - 747-7744
Sitka Campus, Telephones - Facilities Services - 747-7724

LEARNING CENTERS

Juneau Campus

As an integral part of the UAS learning community, the Learning Center empowers students to succeed and excel academically, to reach their educational, personal and professional goals, to develop an appreciation for lifelong learning, and to act as caring and engaged members of diverse and dynamic communities beyond UAS.

Services: Math tutoring, writing consultations, testing (local, distance and standardized), placement testing, computer use, study space and more. For further information, please visit us at <http://www.uas.alaska.edu/TLC/>, give us a call at 907-796-6348, or stop by. We look forward to seeing you in The Learning Center!

Ketchikan Campus

The mission of the Ketchikan Learning Center is to support student learning and to help students achieve their academic goals, whether that means completing a course, an entire degree, or a certification exam.

The Learning Center provides writing consultations, math tutoring, computer use, distance education support, proctoring, state and national testing, and placement testing. For more information, please contact us at 907-228-4560 or visit our website at <http://www.uas.alaska.edu/ketchikan/learning-center/index.html>.

Sitka Campus

The Sitka Campus Learning Center is an integral part of not only the campus community, but the larger Sitka community as well. The Center provides:

- tutoring
- testing
- quiet and group studying spaces
- computer lab
- small library
- disability services
- Adult Basic Education Program
- GED tutoring and testing
- Writing Improvement Program
- English as a Second Language Program

Please visit us at http://www.uas.alaska.edu/sitka/learning_center/index.html or give us a call at 907-747-7717. If you're in Sitka, swing by and visit us in person. We look forward to meeting you soon!

LIBRARY SERVICES

William A. Egan Library – Juneau Campus

<http://www.uas.alaska.edu/library>

Mission Statement

Egan Library supports scholarship, research, and creative activities at the University of Alaska Southeast by providing relevant, diverse, and well-maintained collections, by helping individuals evaluate and efficiently use those resources, and creating a welcoming environment for all.

Egan Library Contacts

Elise Tomlinson - Regional Library Director - 796-6467
elise.tomlinson@uas.alaska.edu

Jennifer Ward - Associate Professor of Library Science, Outreach Services Librarian - 796-6285
jennifer.ward@uas.alaska.edu
Liaison Area - Schools of Education and Management

Jonas Lamb - Assistant Professor of Library Science, Public Services Librarian - 796-6440
Jonas.lamb@uas.alaska.edu
Liaison Areas – School of Career Education and Natural Sciences Department

Bethany Wilkes - Assistant Professor of Library Science, Information Literacy Librarian - 796-6515
bethany.wilkes@uas.alaska.edu
Liaison Area – Humanities and Social Sciences Departments

Your Librarian Liaison can help you:

- place course materials on reserve for your students
- borrow materials from a network of libraries nationwide as well as abroad
- request the purchase of new library materials (books, journals, DVDs, etc.)
- develop assignments focusing on the information literacy core competency by visiting your class to show students how to find credible research sources
- discover new research collections and tools in your area of expertise

Faculty FAQ: <http://www.uas.alaska.edu/library/faculty/faculty-faq.html>

Department Phone Numbers

Circulation Desk - 796-6300	Reference Desk -796-6502	Reserves - 796-6360
Interlibrary Loan - 796-6470	Acquisitions - 796-6345	Toll Free - 877-796-6502

Egan Library Hours

Egan Library is open seven days a week, including evenings and weekends, during Fall and Spring Semesters. Hours vary during Intersession, Spring Break, and Summer Session; check the library website for details.

Mon. - Thurs.	8:00a.m - 10:00p.m.	Saturday	11:00a.m - 5:00p.m.
Friday	8:00a.m - 5:00p.m.	Sunday	11:00a.m - 8:00p.m.

UAS Ketchikan Campus Library

<http://www.uas.alaska.edu/ketchikan/library/index.html>.

Mission Statement

The primary mission of the UAS Ketchikan Library is to provide UAS students and faculty, without regard to their geographic location, with a full range of library services and resources. The library supports the instructional programs of the University and strives to meet the information and research needs of the Ketchikan community. The library offers access to high quality resources, services and gateways to information.

UAS Ketchikan Campus Library Contacts

Kathleen Wiechelman - Librarian - 228-4517
kathleen.wiechelman@uas.alaska.edu

Kathy Bolling - Library Assistant - 228-4567
kjbolling3@uas.alaska.edu

To contact the Campus Library to place items on reserve, to request interlibrary loan materials, to schedule a library instruction session, or to ask a question, call 228-4567 or 228-4517.

Ketchikan Campus Library Hours

The UAS Ketchikan Campus Library is open six days a week, including evening and weekend hours, during Fall and Spring semesters. Hours vary during Intersession, Spring Break, and Summer Session; check the UAS Ketchikan campus library website for details.

Mon. - Thurs.	10:00 a.m. - 7:00 p.m.	Saturday	9:00 a.m. - 1:00 p.m.
Friday	10:00 a.m. - 6:00 p.m.	Sunday	Closed

Library Catalog

The UAS Ketchikan Campus Library is part of the First City Libraries consortium, a group of Ketchikan Libraries, including the Ketchikan Public Library, the libraries at the Ketchikan Gateway Borough Schools, and the Campus Library. You may find the library catalog at <http://www.firstcitylibraries.org>.

UAS Sitka Campus

Sitka campus students, staff, and faculty are encouraged to use the services and resources of Egan Library. To meet your needs, please go to the Egan Library web site <http://www.uas.alaska.edu/library> and take advantage of services (interlibrary loan, instruction, consultation, reference assistance) or gain access to bibliographic databases, full-text journal articles, and e-books. The Outreach Services Librarian, Jennifer Ward 907-796-6285 jennifer.ward@uas.alaska.edu is your primary contact at Egan Library.

Chapter 13: SUPPORT FOR FACULTY RESEARCH

The UAS mission and core themes support faculty research, scholarship, and creative expression. Support for faculty research is provided through the Office of the Vice Provost for Research & Sponsored Programs. The Faculty Senate also supports research through its Research & Creative Activities Committee. Information on procedures and policies with respect to research is available at the following website: <http://www.uas.alaska.edu/research/>

The University of Alaska Southeast (UAS), through the Office of the Provost, has established the Institutional Review Board (IRB) and Institutional Animal Care & Use Committee (IACUC) to develop and implement procedures for the protection of human and animal subjects in research. In order to:

- protect the rights, well-being, and personal privacy of individuals
- protect the well-being of animal research subjects
- assure a favorable climate for the conduct of scientific inquiry
- protect the interests of UAS and its faculty, students, and staff

The policies and procedures described below have been established for the conduct of research involving human subjects.

Institutional Review Board (IRB): Human Research Subjects

UAS has an active IRB committee that is registered with the U.S. Department of Health and Human Services. Faculty who engage or plan to engage in research involving human subjects must adhere to requirements as outlined in the IRB policies:

<http://www.uas.alaska.edu/provost/institutional-review-board/>

Institutional Animal Care & Use Committee (IACUC)

UAS is affiliated with IACUC through a formal memorandum of agreement with the University of Alaska Fairbanks. Questions regarding animal care and use should be directed to the UAS Vice Provost for Research & Sponsored Programs. Faculty who engage or plan to engage in research involving non-human vertebrates must adhere to requirements as outlined in the IACUC policies:

<http://www.uaf.edu/iacuc/>

Appendix A: Wilson Endowment Fund for Professional Development

Introduction

These policies were first approved by the Chancellor on July 1, 1994. They are administered by the Provost, who will review them yearly and make recommendations regarding their administration to the Faculty Senate, which may also propose amendments.

Purposes

Mr. Leonard Wilson graciously created and funded the Evelyn Rhoads Wilson Endowment for Professional Development for “faculty travel to meetings of international, national, and major regional professional academic associations for the purpose of participation in a conference program as a panel chair or paper presenter and the travel of major academic figures from other institutions to the University of Alaska Southeast for presentation of their research and meeting with resident faculty.” At this time, funds from this endowment are restricted to the first purpose.

The intention of the Evelyn Rhoads Wilson Endowment Fund is clear from the following language in the originating document:

Its [UAS’s] remoteness means that face-to-face meetings with those who share intellectual interests requires considerable travel and consequent expense. In this context, participation in an academic conference takes on special meaning: it may be the only time during the year that faculty members can meet personally with someone who shares their interests and who can offer an informed and critical perspective on their research.

Eligibility

1. All faculty members in a continuing tenure-track appointment.
2. Visiting faculty members who have had a continuous sixty-percent or greater appointment for two years or more.

Qualifying Activities

1. **Presenting a Paper:** The presentation must be to a group of peers and must be concerned with issues or topics of interest to the relevant discipline or science.
2. **Chairing a Panel or Participating as a Discussant:** The funds are intended to support those who have spent a significant amount of time and energy organizing and/or arranging or otherwise preparing for a panel discussion. Faculty who are honorary chairs or panel participants and who have not prepared for the event as described above should not apply for funds.

3. **The Arts:** The funds may be used by those in the arts for travel to meetings of international, national, and major regional professional meetings for the purpose of having their creations or techniques critiqued and reviewed by peers. The funds are not to be used for demonstrations or performances to people who are not involved professionally in the arts.

Funding

The amount of the Wilson Fund for each year is determined by the interest that the principal in the University Endowment account accrues, added to the amount of matching general-fund dollars. The amount of these matching general-fund dollars shall be no less than 25% of the interest available, and the maximum is determined each year contingent upon the availability of funds in the UAS budget.

By February 1 of each year, the University of Alaska Foundation will advise the Provost of the amount of anticipated interest available. By September 1 the Provost will determine the amount of general funds available and inform the Faculty Senate.

Availability of Funds, Application Details, & Release of Funds

Funding Amount: Approved applications could receive up to \$1,500 for the costs of qualifying activity on the basis of first come, first served basis. *Under no circumstances will an applicant profit financially from the Wilson Fund.* Funds available to distribute in any single fiscal year shall be established by the amount of funds earned the previous fiscal year.

Online Application Form & Supporting Documentation: To be considered for Wilson Fund support, applications are submitted to the Office of the Provost via the online application located on the Provost's website:

<http://www.uas.alaska.edu/provost/wilson-fund.html>

All supporting documentation must be attached to the application (e.g. invitation letter, panel schedule, brochure, paper to be presented, etc.). Applications must be complete and contain proof of the faculty member's participation in the event. (See section below for additional information on the application procedures.)

Application Deadlines: Applications are accepted between July 1 and June 1 for qualifying activities that occur within each fiscal year (July 1 - June 30). Applications will be responded to within ten business days.

Questionable Applications: Applications deemed questionable will be forwarded to the Faculty Senate, which will consider the application and, if deemed necessary, offer the applicant a chance to explain the application. The Senate, through its President, may then confer with the Office of the Provost with regard to approving or denying the application.

Applications considered incomplete (lacking supporting documentation) will be returned to the faculty member for completion. Only complete application packets will be recorded in the queue.

Multitple Applications: Multiple applications may be submitted in any fiscal year (July 1 through June 30), so long as the total allocation to any individual faculty member does not exceed \$1,500 in a fiscal year. When the number of approved applications reaches the amount of anticipated revenue, notice will be published that further qualifying and complete applications will be held in line in the order in which they were received, should cancellation of travel occur or other funds be made available.

If an approved Wilson Fund activity is canceled or otherwise does not take place, the faculty member must apply for any new activities with complete applications. Canceled funds may not be “saved” for future travel. Each Wilson Fund disbursement must have a corresponding complete application.

Additionally, should a faculty member who receives a \$1,500 Wilson Fund approval underspend this amount and wish to apply the remaining funds toward another Fund-eligible travel, they must first submit a new application request to the Provost for the additional activity.

Release of Funds: Wilson Funds are reimbursed to the department after a faculty member’s travel is complete. The department’s administrative staff will submit a request for reimbursement via Journal Voucher (JV). JVs must be submitted within 60 days after the conclusion of travel.

Application, Reimbursement, & Reporting Procedures:

(1) Online Application

Fill out the online application by using the form found at:

<http://www.uas.alaska.edu/provost/wilson-fund.html>.

All fields must be populated for the application to submit properly. Attach all supporting documentation showing proof of participation in the activity (e.g. invitation letter, program/schedule, paper to be presented, etc.).

Applications submitted without attachments will be considered incomplete and returned to the faculty member.

(2) Approval

Once the application is submitted, it will be sent to the Provost's e-mail and forwarded to the appropriate Dean. The Provost will confer with the appropriate Dean and send an official decision via e-mail within 10 business days to the faculty member. If approved, the e-mail will include confirmation of the dollar amount approved.

Once approved, the faculty member can proceed with travel arrangements through the administrative staff in their department.

All travel will initially be paid by the department and reimbursed after travel via Journal Voucher (JV).

(3) Reimbursement

Once faculty travel is completed, the department's administrative staff will submit a request for reimbursement via Journal Voucher (JV) to the Provost's Office. Expenses will then be reimbursed from the Wilson Fund. JVs must be submitted within 60 days after the conclusion of travel.

(4) Activity Report

Within 15 days of completion of travel, the faculty member must submit a Wilson Fund Activity Report to the Provost's Office outlining and evaluating the activity and the applicant's participation (e.g., benefits gained; critical assessment of activity; and insights gained). Identify (and attach) evidence that the activity took place (e.g., a letter of thanks and the final program). All submissions should be sent to Provost@uas.alaska.edu.

Schedule

February 1 (any year): The University of Alaska Foundation advises the Provost of the anticipated amount of Wilson Funds available.

September 1 (same fiscal year): The Provost (1) determines the amount of general funds available and calculates the amount available for Wilson Fund applicants and (2) announces to the Faculty **Senate** the amount available.

July 1 - June 1 (same fiscal year): Applications are accepted for activities between July 1 and June 30 of the same fiscal year.

Within 10 work days of application: Applicants receive acknowledgment of application and are informed of its status.

Within 15 calendar days of completion of travel:

Applicants submit a Wilson Fund Activity Report and JV.

(By July 15 of any year, all JVs for June travel must be submitted.)

Appendix B: Faculty Evaluation – Teaching Guidelines

TEACHING

The following are guidelines for evaluation of faculty efforts toward promotion. The guidelines are cumulative for each higher level of rank. These guidelines describe the skills and knowledge sufficient for advancement to the identified rank. Demonstrate a movement from one rank to another; thresholds; advanced degree of expectation.

Instructor: The candidate should have the preparation and apparent ability to perform instructional responsibilities under general supervision. The candidate should possess a commitment to quality higher education and a willingness to devote the effort necessary for course preparation and instruction, student advising, and other instructional responsibilities. These qualifications should include the skills and knowledge needed to structure course content, to prepare course materials, and to conduct courses effectively.

Assistant Professor: The candidate should have a general understanding of the philosophy and purpose of the curriculum of the discipline, and the knowledge and skills to identify courses aligned with the curriculum. The candidate should also demonstrate teaching effectiveness. The candidate should have the knowledge and skills necessary for service as a member of committees on curriculum policy.

Associate Professor: The candidate must have demonstrated a high degree of competency in teaching, as described above for Assistant Professor. The candidate should demonstrate increased responsibility in this area such as coordinating program offerings, developing new courses and degree programs, and/or evaluating existing programs. Particular attention should be devoted to the breadth of the candidate's teaching performance and program leadership.

Professor: The candidate must have demonstrated an exceptional degree of competency in teaching, curriculum and program development, as described above for Associate Professor. The candidate should be distinguished among faculty for the breadth and/or depth of instructional activities, and should have a history of instructional success. In addition, at this point, candidates should be contributing to the development of the instructional capabilities of other faculty. Exceptional performance is defined in its usual sense; that is, as demonstrated by evidence, the performance in this area is “not ordinary or average” but “much above average in quality.”

SCHOLARSHIP OF TEACHING AND LEARNING MATRIX

The following guidelines for promoting effective teaching at UAS encourage faculty to continue growing professionally and to assess critically the quality of teaching and learning in their courses and programs. The scholarship of teaching and learning encompasses activities that

- Assist in acquiring and sustaining a faculty member's expertise
- Entail the creation, application, synthesis, or transmission of knowledge [*from accreditation Std. 4.B*].

Such activities involve more than just engaging students in learning; in many instances, these activities might also be characterized as professional development, service, or research.

Faculty members should view evaluation of their scholarship of teaching and learning as an opportunity to

- Affirm the work of faculty members;
- Identify areas for improvement in performance;
- Recommend new ways of engaging in teaching and learning activities;
- Establish qualifications for promotion, tenure, and sabbatical leave.

For the purposes of retention, promotion, tenure, and post-tenure reviews, the Teaching Criteria – together with the SOTL Matrix – should be used by faculty members in developing their evaluation materials.

The evaluation of a faculty member's scholarship of teaching and learning emphasize the quality of performance in categories outlined in the Scholarship of Teaching and Learning Matrix given below. On occasion, these categories may overlap to some extent with those used for evaluating other parts of a faculty member's workload, such as research, service, or professional development. Such overlap generally contributes to scholarly merit and worth and provides evidence of a faculty member's overall commitment to the scholarship of teaching and learning. Hence, instead of concentrating on the degree of overlap, evaluation should assess to what degree expectations outlined in the matrix were satisfied and whether activities were commensurate with the rank under consideration.

Evaluation of Teaching: Scholarship of Teaching & Learning Matrix

The Scholarship of Teaching and Learning Matrix (hereafter referred to as the Matrix) serves as a guide to faculty, deans, and directors in supporting and encouraging activities and performance desired of faculty members at UAS. The Matrix is broken into three categories:

1. Instruction/Pedagogy – practice and art of teaching, including evaluation by students and self.
2. Mentoring/collaborating – participation in advising, supporting and assisting students, colleagues, and peers.
3. Program Contribution –contributions to curriculum development and to instruction within disciplinary programs.

Faculty members will annually demonstrate involvement in activities from each of the three categories.

The Matrix has three columns indicating the level of suggested performance. The three levels are:

1. Instructor/Assistant Professor – *all* faculty will perform at this minimum level of activity and demonstrate proficiency regardless of rank or tenure status.

2. Associate Professor –additional activities that would be expected at the rank of Associate Professor or contribute to promotion to that rank.
3. Professor –additional activities that would be expected at the rank of Professor or contribute to promotion to that rank.

Workload

Faculty are encouraged to use the SOTL Guidelines when developing teaching goals.

Deans or directors meet with each faculty member to develop a workload that addresses all applicable categories at the level of his/her current rank and that enables each faculty member to progress toward the appropriate goal of retention, promotion and/or tenure. Faculty evaluation must be based on the workload assignment and both the faculty member and dean or director must agree and sign that the workload agreement is appropriate for meeting the needs of the matrix. [Amendment 2/05/10]

Since expectations within disciplines may vary, the activities listed in each column may not be the only activities expected of faculty members at a particular rank.

- By consensus departments/units may wish to add activities and suggested sample evidence in each category and column which apply to all department/unit faculty, but may not remove activities already listed in the Matrix.
- Department/unit additions must be published in the faculty handbook.

In the interest of deploying faculty effectively and efficiently, the workload agreement between a faculty member and his/her dean or director may place less emphasis on activities listed in one category in the Proficiency column in favor of others. Evidence of such formal agreement must be made available in files that are presented for retention, promotion, tenure, and post-tenure reviews. However, over time, a faculty member's scholarship of teaching and learning can only be expected to strengthen with contributions from each of the categories: pedagogy, mentoring/collaborating, program contribution, and scholarship of teaching.

In addition to the activities listed, the Matrix provides samples of evidence to demonstrate that activities have been performed. ***The sample evidence or indicators given in the Matrix are not intended to be exhaustive, exclusive, or required but are simply examples to be used as a guide.*** Departments may wish to provide their faculty members with recommendations regarding sample evidence.

All faculty members should use the Matrix as a guide while creating their workloads, annual activity reports, and pre- and post-tenure review portfolios to demonstrate that they meet the Teaching Criteria.

Deans, directors, evaluation committees, Provost, and Chancellor should review faculty portfolios and provide guidance to faculty with reference to the Teaching Criteria together with the Scholarship of Teaching and Learning Matrix.

Teaching Criteria: Scholarship of Teaching & Learning Matrix

Categories		Instructor/Assistant Professor	Associate Professor	Professor
1. Instruction/ Pedagogy	Instructional strategies	Activities: • Designs course content to address diverse learning styles and UAS competencies <i>and</i> • Includes a variety of learning assessments and active learning activities in syllabi. Sample evidence/Indicators: Syllabi, course assignments and assessments.	Activities • Participates in conferences, discussions, or workshops addressing pedagogy <i>or</i> • Reads research literature about teaching and learning. Sample evidence/indicators Reflections on personal relevance or significance to accompany programs <i>or</i> bibliography.	Activities: • Pilots new delivery strategies <i>or</i> • Shares knowledge of instructional design or delivery methods with peers in presentations or published articles. Sample evidence/Indicators: Articles or presentations.
	Effectiveness of teaching	Activities: • Course evaluation questionnaires. Sample evidence/Indicators: UAS-administered student evaluations; self-administered formative evaluations of teaching.		
		Activities: • Recognition for teaching excellence. Sample evidence/Indicators: Letters of appreciation from students or colleagues for teaching efforts.		Activities: • Recognition for teaching excellence. Sample evidence/Indicators: Institutional, regional, or national award or citation for excellence in the scholarship of teaching and learning.
	Self-evaluation	Activities: • Invites colleagues to appraise course syllabi, assignments, assessments, or delivery and offer suggestions for improvement. Sample evidence/indicators: Appraisals written by colleagues.	Activities: • Uses course evaluations, student feedback, and quality of student work to reflect and try new approaches or methods <i>and</i> • Assesses their degree of success. Sample evidence/indicators: Appropriate formative assessment measures to gauge the success of new methods or approaches; student work samples	Activities: • Makes significant changes in approach or methods <i>and</i> • Uses ongoing assessment to gauge effectiveness. Sample evidence/indicators: Evidence for significant changes, assessment, and implementation of further changes.
		Activities: • Reflects on personal objectives and performance in teaching. Sample evidence/indicators: Written reflection with annual activity report.		

Categories		Instructor/Assistant Professor	Associate Professor	Professor
2. Mentoring/ Collaborating	<i>Academic supervision</i>	Activities: • As assigned, advises students within a discipline regarding program requirements and course choices. Sample evidence/indicators: Records indicating numbers of advisees and meetings with advisees; letters of recommendation written.	Activities: • Encourages students to undertake research projects or scholarly inquiry <i>or</i> • Assists students in finding employment, internships, or graduate fellowships <i>or</i> • Recruits new majors. Sample evidence/indicators: Letters of recommendation or support	Serves as chair, program director/head leading, facilitating or advocating for the academic direction of programs. Sample evidence/indicators: Minutes to meetings, memos, or emails; collaborative discussion.
			Activities: • Serves as project, practicum, or internship advisor for students <i>or</i> • Supervises and trains teaching or laboratory assistants. Sample evidence/indicators: Reports from projects, practicum, or internship; training manuals.	Activities: • Serves on undergraduate or graduate thesis or dissertation advisory committee <i>or</i> • Serves on examination or portfolio review committee. Sample evidence/indicators: Thesis or dissertation; examination or portfolio review forms.
				Hosts faculty from other campuses for visits to lecture or read from their works in the classroom and discuss their creative process with students. Sample evidence/indicators: letters of thanks/appreciation from colleagues.
	<i>Mentoring colleagues</i>		Activities: • Hosts colleagues in course lectures, laboratories, or sessions to observe how subject matter or situations may be handled <i>or</i> • Co-teaches with a colleague. Sample evidence/indicators: Summary of interaction with colleague and issues raised, with response from colleague.	Serves as chair, program director/head assisting colleagues to implement programs, complete projects, or find relevant professional resources. Sample evidence/indicators; Minutes to meetings, memos or emails; collaborative documentation.
			Activities: • Shares knowledge of the institution, pedagogy, or technologies with UAS colleagues in presentations, workshops, tutorials, panel discussions, or similar campus forum. Sample evidence/indicators: Program for presentation; letter of appreciation.	Coordinates cross-campus events at which students present papers, attend performances, attend workshops etc. Sample evidence/indicators: Letters of thanks, appreciation from supervisors and or colleagues, programs for presentation.
			Activities: • Provides colleagues with appraisal of their course syllabi, assignments, assessments, or delivery and offers suggestions for improvement. Sample evidence/indicators: Appraisals written for colleagues.	Activities: • Serves as a mentor for members of a professional organization or association. Sample evidence/indicators: Record of mentoring activities; letter of appreciation.

Categories		Instructor/Assistant Professor	Associate Professor	Professor
3. Program Contribution & Development	Curriculum & Outcomes	<p>Activities: • Complies with a program's goals and objectives, contributing to program outcomes <i>and</i> • Provides program assessment evidence as requested</p> <p>Sample evidence/Indicators: Syllabi reflect appropriate curriculum guidelines; assessment evidence.</p>	<p>Activities: • Initiates assessment and revision of own courses based on program needs <i>or</i> • Develops course proposals to enhance program or make interdisciplinary connections.</p> <p>Sample evidence/indicators Syllabi and assessment evidence respond to program needs; course proposals.</p>	<p>Activities: • Provides leadership for curriculum development, accreditation, or institutional assessment efforts.</p> <p>Sample evidence/indicators Curriculum proposals and approvals; documentation of participation in curriculum development, accreditation, or assessment efforts.</p>
			<p>Activities: • Develops and teaches new courses <i>or</i> • Substantially revises existing courses.</p> <p>Sample evidence/Indicators: Course proposals; syllabi; assignments; learning assessments.</p>	<p>Activities: • Develops new programs <i>or</i> • Substantially revises existing programs.</p> <p>Sample evidence/Indicators: Curriculum proposals; curriculum and course outlines and objectives.</p>
	Instruction	<p>Activities: • Fulfills program needs by teaching or supporting student learning.</p> <p>Sample evidence/Indicators Workload agreements; syllabi; assignments; learning assessments.</p>	<p>Activities: • Teaches a variety of courses <i>or</i> • Manages an exceptionally large student load <i>or</i> • Accomplishes other instructional activities that significantly enhance student learning outcomes or program goals.</p> <p>Sample evidence/Indicators: Syllabi; assignments; learning assessments; course proposals.</p>	

Appendix C: Faculty Evaluation – Service Guidelines

PUBLIC & PROFESSIONAL SERVICE

Public service is defined as all activities external to the university in a professional discipline-related capacity. Public service shall include professionally related and publicly recognized service, including paid and unpaid consulting. It is subdivided into five service categories: professional organizations, business/civic groups, K-12 schools/organizations, government groups, and general public.

See the matrix for examples.

UNIVERSITY SERVICE

University service includes all activities involving administrative relationships with the university and consists of non-teaching activities at six possible levels: statewide, university, campus, school, department/program, and student.

See the matrix for examples.

SERVICE CRITERIA

The following minimum requirements are cumulative for each higher level of rank in regards to public and university service.

Instructor/Assistant Professor: The candidate has demonstrated involvement in public and/or university service activities.

Associate Professor: The candidate has demonstrated increased involvement in public and/or university service, along with increased responsibility in at least one of these areas. Quality as well as quantity of university and public service will be considered.

Professor: The candidate has demonstrated leadership in both public and university service during the evaluation period. The candidate should be recognized as a leader by those served. Recognition of effective leadership may also be demonstrated through additional leadership roles or positions of trust and responsibility.

Evaluation of University and Public Service

The service component of faculty workloads encompasses activities that do not fall under the categories of teaching or research but which utilize a faculty member's academic or professional expertise and reflect positively on the University and benefit society. On occasion, activities may overlap those included in other parts of a faculty member's workload, such as teaching or research.

Faculty members normally complete service in both categories and provide evidence of their participation in files for retention, promotion, and tenure reviews. However, not all faculty members will engage in all sub-categories of service nor will all faculty members engage in the same number of service activities, as there is enormous variety in the amounts of time and professional expertise required among service activities as well as variety in assigned faculty workloads. Annual activity reports should include a brief narrative explaining how each public service activity is discipline-related or utilizes the faculty member's professional expertise; some "volunteer" activities may be related to one faculty member's professional expertise and not to another's.

Varying levels of service activity are expected of faculty members holding or aspiring to the various academic ranks, and both quantity and quality of service will be considered in the evaluation process. The following matrix has three columns corresponding to faculty rank and rows corresponding to categories of service. It includes sample service activities that might be appropriate for faculty members holding various ranks. The sample activities indicated are not intended to comprise a comprehensive list of all possibilities but rather serve as a guide for the type of activities in which faculty generally participates. Faculty members holding the higher ranks will engage in service activities from the lower ranks, and faculty members aspiring to promotion to higher ranks should endeavor to complete some activities from the higher ranks.

Service Criteria
Sample Service Activities

Service Categories		Instructor/Assistant Professor	Associate Professor	Professor
University Service	UA Statewide		serve on Statewide task force, committee, or search committee	serve on various committees or task forces, represent UAS on the UA Alliance
	University/Campus	attend Faculty Development Seminar(s) or Convocation, present at or organize University events, serve on Faculty Senate committees or working groups, evaluate library holdings and recommend books and journals for the library	serve on Faculty Senate, on task forces or on Senate committees, present at Faculty Development Seminar(s) or Convocation, participate in accreditation reviews, coordinate university events, serve on peer evaluation committees	President Faculty Senate, chair university task force, coordinate Faculty Development Seminar, serve on faculty evaluation committee(s)
	School level	serve as guest speaker in other classes, assist with web page design/implementation	design interdisciplinary courses, represent school on accreditation committee, coordinate surveys of graduates, compile assessment data	represent department at school-level events
	Department or Program level	attend and contribute at faculty meetings, represent department at cross-campus events/meetings, mentor new faculty, provide colleagues with teaching assessments, review manuscripts	serve as Program Coordinator, coordinate program review, serve on faculty search committees, mentor new faculty, provide colleagues with teaching assessments, assist with coordination of adjunct faculty, seek grant funding for program initiatives	serve as Department Chair, advocate/articulate arguments for new faculty positions, chair search committee, coordinate program review
	Work with students	advise students, conduct out-of-class workshops for students, write letters of recommendation, attend various student events, etc.	design interdisciplinary courses, represent school on accreditation committee, coordinate surveys of graduates, compile assessment data	direct student research, organize discipline-related volunteer opportunities for students,

Service Categories		Instructor/Assistant Professor	Associate Professor	Professor
Public Service	Professional organizations	participate as member in professional societies, attend professional meetings, serve as union representative	present papers at professional meetings, serve as officer in professional orgs, organize sessions at meetings, peer review journal articles, review proposals for orgs	serve as member of union negotiating team, serve on advisory board for professional org, serve as editor for a professional journal
	Business/Civic groups	serve as paid or unpaid consultant	publish relevant papers for practicing managers	serve on governance boards
	K-12 schools or organizations	collaborate with K-12 teachers, serve as consultant for schools or teachers	make presentations to K-12 students, organize events for K-12 students, serve on K-12 school site councils	design/present workshops for in-service teachers, serve as school board member
	Government groups	collaborate with colleagues at government agencies, consult with government agencies/groups	serve on advisory boards, review proposals for agencies	design/promote collaborative institutes
	General Public	work in various non-profit or volunteer organizations, consult with individuals in the community, write newspaper articles, make television or radio appearances	make public performances, artistic exhibits and/or presentations at the local level, host radio shows, write a regular newspaper column	make public performances, artistic exhibits and/or presentations at the state or national level, serve as an elected official

Most faculty members will perform activities across all columns and in several rows.

Appendix D: Faculty Evaluation – Research & Creative Activity Guidelines

CONTENTS

- Section 1. Definition of Research, Publication, and Scholarship and the Unit System for Assessing Them
- Section 2. General Criteria for Assessing Research and Creative Activity Performance and the Responsibilities and Rights of Faculty Being Evaluated
- Section 3. Minimum Criteria for the Granting of Tenure and Promotion to Associate Professor
- Section 4. Minimum Criteria for Promotion to Full Professor
- Section 5. Criteria for Determining Retention of Tripartite Faculty

ADDITIONAL MATERIALS

- Item A:
Items and Activities Considered Publication with Unit Values
- Item B:
Other Scholarship Not Considered Publication with Unit Values
- Item C:
Items and Activities not Considered Research or Scholarship
- Item D:
Supplement for Assessing Library Faculty
- Item E:
Supplement for Assessing Natural Science Faculty
- Item F:
Supplement for Assessing Education Faculty
- Item G:
Supplement for Assessing Faculty in Creative Writing
- Item H:
Supplement for Assessing Faculty in the Visual Arts

Item I:
Supplement for Assessing Faculty in the Performing Arts:
(I) Music

Item J:
Supplement for Assessing Faculty in the Performing Arts:
(II) Theater and Dance

Item K:
Supplement for Assessing Faculty in Psychology

SECTION 1. Definition of Research, Publication and Scholarship and THE UNIT SYSTEM FOR ASSESSING them

A NOTE ON THE USE OF TERMS

In this document the term “Research and Creative Activity” (usually shortened to “Research”) is used as a generic description of the activity required to fulfill the research portion of a tripartite faculty member’s workload. Research is divided into “Publications” and “Other Scholarship” (usually shortened to “Scholarship”). The Fine and Performing Arts, however, do not use this distinction for assessing creative activity. The reason for this variation is explained in Items H, I, and J.

DEFINITION OF RESEARCH & CREATIVE ACTIVITY

The definition is as follows:

Knowledge or evidence of professional competence, including creative activity in the Fine and Performing Arts, resulting from research, study or other professional skills, presented in a form—written, graphical, oral, musical, etc.—and conveyed through media—books, articles, research reports, case studies, conference papers, conference proceedings, performances, exhibitions, multi-media presentations, etc.--generally considered appropriate to a discipline.

ITEMS AND ACTIVITIES CONSTITUTING RESEARCH: PUBLICATIONS & SCHOLARSHIP

It is necessary to supplement the above definition by delineating (1) what constitutes a publication and its equivalent in the Fine and Performing Arts, (2) what constitutes other appropriate scholarship but is not considered a publication, and (3) what is not considered research or scholarship under the above definition.

It is also necessary to develop a method of quantifying publications and scholarship in order to make an assessment of the extent to which a faculty member has met the criteria of the research part of his/her workload. A unit value or points system will be used whereby various products of research and creative activity are assigned numerical values and a combined minimum number of units of publication and scholarship must be obtained for the awarding of tenure and promotion.

This section sets out the three supplementary definitions, explains the unit system of assessment, and lists the numerical combination of publications and scholarship required for tenure and promotion to Associate and Full Professor. The section is supplemented by Items A through K, which set out specific unit values for publications and scholarship and the special circumstances of certain disciplines.

Definition of a Publication

The presentation of research in forms appropriate to the discipline—books, chapters in books, articles, research reports, on-line publications, multi-media products, etc.—that have been subject to a process of peer review. In the Fine and Performing Arts the equivalent is public exposure of the products of creative activity—such as art exhibitions, workshops, and public performances—that have been subject to juried or critical review.

Thus, the essence of this definition involves the process of refereed, juried, or critical evaluation in the accepted academic sense.

It will be the responsibility of the faculty member under review to demonstrate that his/her publications were subject to a peer review process by reviewers, and to peer review, juried and/or critical review in the Fine and Performing Arts.

Item A, supplemented by Items D through K, sets out the list of items and activities considered to be publications under this definition.

Definition of Other Scholarship Not Considered as Publication

The definition adopted is:

Other scholarship constitutes items and activities resulting from research, study, or other professional knowledge or skills related to a discipline involving some form of peer exposure or consideration but which are not generally considered to be publication within that faculty member's discipline.

Item B, supplemented by Items D through K, sets out the list of items and activities considered to be other scholarship under this definition.

Definition of Items and Activities Not Considered Publication or Scholarship

The definition adopted is:

Items and activities not considered publication or other scholarship are those not subject to the peer review process or some form of peer exposure. They may be items or activities, primarily organizational or managerial in development and execution, or those that would not generally be viewed as scholarship within the faculty member's discipline. Such items and activities may more appropriately be considered as teaching or developing teaching materials, university or community service, or service to a professional organization.

Item C, supplemented by Items D through K, sets out a list of items and activities not considered publication or other scholarship under this definition.

THE UNIT SYSTEM OF QUANTIFYING PUBLICATIONS AND SCHOLARSHIP

This unit system is the method of assessment used at most academic institutions in the U.S. and abroad for assessing research performance.

Necessity of Having a Combination of Publications and Scholarship

The granting of tenure and promotion (to both Associate and Full Professor) requires a combination of publication and other scholarship as set out in the sections below. Scholarship without publication will not be considered sufficient to fulfill the research and scholarship portion of a tripartite faculty member's workload or to warrant tenure or promotion.

Research Unit Values Required for Tenure and Promotion

For tenure and promotion to Associate Professor:

Three (3) units of publication and six (6) units of other scholarship.

Unit criteria alone will not determine the granting of tenure and promotion to Associate Professor. For additional criteria and rationale, see Section 4, below.

For promotion to Full Professor:

Four (4) units of publication and eight (8) units of other scholarship beyond the faculty member's record of publication and scholarship when he/she received tenure and/or was promoted to Associate Professor.

Again, unit criteria alone will not determine the awarding of promotion to Full Professor. For additional criteria and rationale, see Section 5, below.

Option of Substituting Publications for Scholarship but No Substitution of Scholarship for Publications

In determining whether or not a faculty member has met the research requirement, the combination of publications and scholarship is flexible in that additional publications above the minimum can be substituted for scholarship in the proportion of one unit of publication equivalent to two units of scholarship. However, items of scholarship cannot be substituted for publications. The rationale is that a publication is considered to be greater evidence of research than an item of scholarship by itself because the peer review process is more extensive.

SECTION 2: General Criteria for Assessing Research and Creative Activity Performance and the responsibilities and rights of faculty being evaluated

The following are general criteria for assessing performance for the purposes of granting tenure and promotion. Elements of these general criteria are also applicable for assessing faculty for three-year retention and for granting and assessing performance with regard to summer research stipends. Also included in this section is a statement about the responsibilities and rights of faculty being evaluated?

GENERAL GUIDELINES FOR EVALUATORS

The Specific Criteria are Minimum Criteria

The combinations of publication and scholarship units as set out below in sections 4 through 7 are minimums. A faculty member achieving less than the minimum will have failed to fulfill the research

part of his/her workload. Additional research performance can be required of faculty who receive more than a one part (of a five-part workload) research release for one or more semesters. This higher level of evaluation will be for the Dean and/or chair of the division/department to determine in conjunction with the faculty member when his/her original contract is signed or as part of his/her yearly workload.

Review committees should evaluate an application as a whole, granting promotion and/or tenure only to candidates who meet and preferably exceed the minimum number of units outlined below and whose record indicates excellence in research and scholarship. However, meeting or even exceeding the required minimum number of units does not guarantee tenure or promotion in regard to the research component of a faculty member's workload. Additional consideration will be given to the quality of publication and scholarship activity as judged by a consistent pattern of accomplishment noted in peer-reviewed venues. Similarly, reviewers should consider the extent to which the applicant has advanced the body of knowledge in addition to applying previous research results in his/her field. Promotion and/or tenure should be denied if an applicant's record does not include a clear pattern of quality, peer reviewed products.

Quality journals are defined as any refereed journals in the faculty member's field or a related field.

Review committees should also recognize that publication standards differ by discipline and they should apply the criteria in these guidelines accordingly. For example, credit should be given for the effort expended on research and scholarship as reflected in author order in multi-authored publications and scholarship. If author order is not indicative of effort, the actual effort should be made clear by the applicant and considered by the committee.

For each publication, it is to the advantage of the applicant to provide a brief paragraph in his/her file summarizing the importance of the work, his/her percentage of contribution to the publication (if co-authored), and relative ranking of the journal (or other venue) within his/her discipline. This provision is repeated below under "Responsibilities of Faculty Being Evaluated."

The Importance of the Judgment of the Evaluators in Achieving the Ultimate Goal of this Evaluation Process

Although the guidelines in this section, and the more specific ones set out in the following sections and items, provide a more objective basis for assessing publications and scholarship than currently exist at UAS, no set of guidelines can apply to all situations equally or are appropriate for all circumstances. Ultimately, whether someone should or should not be considered to have met the research requirement is a judgment call. Particularly in borderline cases, the success of this evaluation process relies upon individual evaluators, and particularly specialists in each discipline involved in the evaluation process. Thus, the process depends upon the willingness of all evaluators to interpret these guidelines in the spirit in which they are intended. This is:

1. To provide a more or less objective means for evaluating whether or not a particular faculty member has the commitment to undertake and produce research and scholarship considered appropriate for this institution in fulfillment of one fifth (or more as the case may be) of his/her workload.
2. The judgment of evaluators, particularly specialists in disciplines, is important in this process for another reason. These suggested UAS guidelines define publication and scholarship broadly and, for the most part, do not specify a hierarchy of journals, publishers, other publication outlets, conferences, or venues to exhibit or perform. Therefore, the evaluators and specialists in

disciplines are given added responsibility to make judgments on what is and what is not a legitimate publication or item of scholarship and what serves as an acceptable medium for its publication or presentation.

Need for Discipline Specialists on Evaluation Committees Or the Obligation to Consult Such Specialists

It is absolutely incumbent upon the UAS administration and the evaluation committees at all levels to ensure that there is a member of the discipline of all faculty being evaluated at each level of the evaluation process, or that a specialist be consulted by the Committees and the administration. This requirement is repeated below under the subsection “Responsibilities and Rights of Faculty Being Evaluated.”

Special Requirements and Variation in Particular Disciplines

Although it is the goal of this Committee to provide general guidelines for evaluating faculty across disciplines and to minimize exceptions, the Committee is very aware of the need to make some special provisions for certain disciplines. Accordingly, these general guidelines are supplemented with information in Items D through K, which set out the special circumstances, and in some cases specific unit values, for publications and scholarship for some disciplines. Specific Items explain in their introductory statement the extent to which these general guidelines and Items A, B, and C (setting out unit values) do or do not apply to that discipline.

Evaluators should consult the appropriate item for those being evaluated in the following disciplines:

Library Science	Item D
Education	Item E
Natural Science	Item F
Creative Writing	Item G
The Visual Arts	Item H
Music	Item I
Theater and Dance	Item J
Psychology	Item K

Demonstrating an On-going and Serious Commitment to Research and Scholarship and the Clear Expectation of Future Productivity

1. A faculty member must demonstrate an on-going and serious commitment to publication and scholarship throughout the period for which he/she is under review (three years for retention review, six years for tenure and/or the period in rank required before applying for promotion to Associate or Full Professor). Tripartite faculty members must clearly demonstrate that they have used the research portion of their workload to engage in research and scholarly activity.
2. The granting of promotion and tenure in regard to research will be based, in part, on the belief by evaluators that the faculty member’s past performance and on-going commitment to research is such that he/she can be expected to continue this activity at least at the same level required for tenure and promotion after being granted tenure and/or promotion.

3. The evaluators will take into consideration any significant interruption of a semester or more in a faculty member's time to tenure and promotion (to Associate and Full Professor) due to illness or other circumstances. However, the faculty member is responsible for securing written confirmation from his/her chair, director, or Dean of such an interruption with a clear statement that this period does not count toward tenure and promotion. This requirement is repeated below under the subsection "Responsibilities and Rights of Faculty Being Evaluated."

A Faculty Member with Existing Publications When Hired at UAS

When hired at UAS a faculty member can bring in publications and scholarship to count in full towards tenure and promotion to Associate and Full Professor. However, to demonstrate that a faculty member has a serious and on-going commitment to research, it is required that he/she produce at least 1.5 units of publication and 3 units of other scholarship while at UAS to receive tenure and promotion to Associate Professor. If a faculty member is hired at the Associate level, it is required that he/she produce at least 2 units of publication and 4 units of scholarship while at UAS to be promoted from Associate to Full Professor.

Faculty Who Move from a Tripartite to a Bipartite Workload

The Committee strongly recommends against faculty members alternating between a tripartite and bipartite contract or tripartite faculty moving to a permanent bipartite contract as this detracts from UAS developing into a higher quality university. However, realizing that this does occur, the following should apply with regard to evaluation of the research component:

(I) Faculty Who Alternate Between a Tripartite and a Bipartite Workload

Tripartite faculty who are designated as tripartite by their contracts but who opt for a bipartite workload for a period of time will be subject to the same criteria for tenure and promotion (to Associate or Full Professor) in regard to the specific combination of publications and scholarship required of faculty who have been entirely tripartite. In other words, no other activities can be substituted for the research component or any allowances made for the fact that for a period of time the faculty member chose not to conduct research. If this situation continues for more than one or two years, it is recommended the faculty member request a permanent change to a bipartite workload.

(II) Tripartite Faculty Who Switch to a Permanent Bipartite Contract

Faculty being evaluated for tenure and promotion (to Associate or Full Professor) who were tripartite for some period but moved to a permanent bipartite contract will be evaluated on the research component in proportion to the time that they were tripartite. For example, in the six years to tenure, if a faculty member was tripartite for three years and bipartite for the other three years, he/she will be expected to have secured half the required research units; and a faculty member standing for Full Professor after being in rank as an Associate for eight years who has spent two years as a tripartite faculty and six as bipartite will be required to have produced one quarter of the research units for promotion to Full Professor.

Tripartite Faculty Who Substitute Other Activities for the Research Component of their Permanent Tripartite Workload

Similarly, those faculty who remain permanently on a tripartite track but choose to substitute other activities for the research component, or who negotiate such as part of their workload, will also be subject to the same specific combination of publications and scholarship for promotion and tenure. No other activity can be substituted for research.

RESPONSIBILITIES AND RIGHTS OF FACULTY BEING EVALUATED

1. Given the fact that UAS often has only one or two faculty per discipline, it is essential that a faculty member present an evaluation file, particularly the part relating to his/her research component, in a way that facilitates the evaluators' determination of the extent to which the faculty member has met the research requirements set out in these guidelines.
2. The most important thing for faculty to bear in mind in putting together an evaluation file is that there is likely to be only one person on the evaluation committee at the peer review and campus level within the faculty member's department or discipline, and in many cases this will not be someone in the specific discipline but in a broader area, such as social science or communications. Often at the campus level there are no faculty in the same discipline (but see the provision regarding this under "Rights" below). Therefore, the faculty member should bear in mind the following responsibilities and rights, all of which are intended to place the faculty member in the most positive light in regard to the evaluation of his/her research component.

Responsibilities

1. The faculty member is responsible for providing clear evidence that all publications and scholarship meet the criteria set out in these guidelines. This is particularly important with items not yet published or presented but which have been accepted for publication, presentation, etc. It cannot be assumed that the evaluators will know of pending publications, scholarship, exhibitions or performances, especially as most of them will be outside of the faculty member's discipline.
2. The faculty member is also responsible for indicating how the evaluators can obtain or examine items of publication and scholarship or secure evidence of creative activity. These items and this evidence need not all be submitted with the file, but some indication of where and when they can be easily accessed should be provided.
3. For each of their publications, it is to the advantage of applicants to provide in their file a brief paragraph summarizing the importance of the work, their percentage of contribution to the publication (if co-authored), and relative ranking of the journal (or other venue) within their discipline.
4. The faculty member should provide a short statement about his/her research agenda as conducted in the period under evaluation to aid the evaluators in determining that the faculty member (1) has a serious and on-going commitment to research; (2) has some form of research plan or agenda past, present and future; and (3) is likely to continue to be a productive researcher after being granted tenure and/or promotion.

5. The faculty member is responsible for securing written confirmation from his/her chair, director, or Dean of any significant interruption of a semester or more in the time required for tenure or promotion to Associate or Full Professor due to illness or other circumstances. Without this the evaluators cannot make exceptions to the mandatory six-year time limit required for tenure and promotion or make any exception to the criteria for assessing the on-going and serious commitment to research of the faculty member being evaluated.

Rights

1. The faculty member has the right to provide information to show that he/she deserves more units for a publication or piece of scholarship than assigned by Items A and B. This may be particularly necessary in joint research and co-authored work for which the faculty member performed more than the share of the work indicated by the number of researchers or authors.
2. The faculty member also has the right to request a meeting with the evaluation committee to explain or present additional information. However, it should be noted that it is to the faculty member's distinct advantage to provide a written summary of this oral presentation for future reference by the Committee.
3. The UAS Provost and the Evaluation Committee chairs at all levels must ensure that either there is a member of the discipline of all faculty being evaluated on a committee at each level of the evaluation process, or a discipline specialist from another University of Alaska campus or other institution is available for consultation by the committees and the administration.
4. In the future UAS may institute a system of "Faculty Mentors" whereby senior faculty (Full Professors) will be assigned to new faculty members to help them become oriented to UAS, including helping them compile evaluation files for retention, tenure and promotion. If this comes to fruition, each new faculty member would have access to this support system.

SECTION 3. Minimum RESEARCH Criteria for the granting of Tenure and Promotion to Associate Professor

Faculty members standing for tenure and promotion to Associate Professor must meet all four of the following criteria:

1. Have at least three (3) units of publication.
2. Have at least six (6) units of other scholarship.
3. Provide clear and verifiable evidence that criteria 1 and 2 above were met by the deadline of the period for which the faculty member is being evaluated. This evidence could be in the form of either existing publications and other scholarship set out on the faculty member's vita, or letters or other written confirmation that show the complete acceptance of publications and other scholarship prior to the deadline.
4. Demonstrate an on-going and serious commitment to research and scholarship for the period for which the faculty member is being evaluated that leads the evaluators to believe that he/she will continue this beyond the granting of tenure and promotion to Associate Professor.

5. Faculty members will be evaluated in relation to their workload assignment. Criteria 1 and 2 above apply only to those faculty with a regular workload configuration of three (3) parts teaching, one (1) part research, and one (1) part university/community service. Those faculty who are allocated a larger portion of their workload for research will be held to a higher standard of performance. This higher standard should be determined by the evaluators on a case-by-case basis.
6. Meeting these minimum criteria alone does not guarantee the awarding of tenure and promotion to Associate Professor.

SECTION 4. Minimum RESEARCH Criteria for Promotion TO FULL PROFESSOR

A faculty member seeking promotion to Full Professor must meet all four of the following criteria:

1. Have at least four (4) units of publication in addition to the three (3) units required for tenure and promotion to Associate Professor.
2. Have at least eight (8) units of other scholarship in addition to the six (6) units required for tenure and promotion to Associate Professor.
 - a. Note that this requirement of 4 and 8 units respectively for promotion to Full Professor is higher than that required for tenure and promotion to Associate Professor. There are compelling reasons for this: (1) Most institutions have a higher standard for promotion to Full Professor than to Associate Professor; (2) Promotion to Full Professor is evidence of outstanding performance and should be granted only to those who are outstanding; and (3) Once granted tenure, faculty have fewer pressures on them to perform other tasks and are free to focus more on research.
 - b. Also note that these four units of publication and eight units of other scholarship are in addition to the record of publications and scholarship required for tenure and/or promotion to Associate Professor. Thus, a career total of twenty-one (21) units of research and creative activity—seven (7) units of publication and fourteen (14) of scholarship—are required for promotion to Full Professor. These totals may be higher for faculty bringing in publications and scholarship to UAS. This is due to the limit on the number of units of research and creative activity that can be transferred into UAS (see above, page 10, for the rationale and units allowed).
3. Provide clear and verifiable evidence that criteria 1 and 2 above were met by the deadline of the period for which the faculty member is being evaluated. This evidence could be in the form of either existing publications and other scholarship set out on the faculty member's vita, letters, or other written confirmation that show the complete acceptance of publications and other scholarship prior to the deadline.
4. Demonstrate an on-going and serious commitment to research and scholarship for the period for which the faculty member is being evaluated that leads the evaluators to believe that he/she will continue this beyond the granting of promotion to Full Professor.

5. Faculty members will be evaluated in relation to their workload assignment. Criteria 1 and 2 above apply only to those faculty with a regular workload configuration of three (3) parts teaching, one (1) part research, and one (1) part university/community service. Those faculty who are allocated a larger portion of their workload for research will be held to a higher standard of performance. This higher standard should be determined by the evaluators on a case-by-case basis.
6. Meeting these minimum criteria alone does not guarantee the awarding of promotion to Full Professor.

SECTION 5. RESEARCH CRITERIA FOR DETERMINING RETENTION OF TRIPARTITE FACULTY

The purpose of the three-year retention review of faculty with regard to their research component is twofold:

1. To evaluate whether the faculty member's progress warrants his/her being retained as a tripartite faculty member. If not, to determine if it should be recommended that he/she be placed on a bipartite track or that he/she be terminated.
2. If the faculty member is making progress, to make specific recommendations as to what is required in his/her performance over the next three years in order to secure tenure and promotion.

Together, these two components speak to the essence of what the evaluators at all stages of the process of a three-year retention are attempting to determine. This can be encapsulated in the following question:

In the first three years at UAS, has this faculty member demonstrated an on-going and serious commitment to research and scholarship and an adequate level of performance that can be expected to continue during the next three years so that it can be expected that he/she will be granted tenure and will continue to produce research afterwards?

There are two elements to evaluate in answering this question:

- (1) The extent to which the faculty member demonstrates an on-going and serious commitment; and
- (2) The extent to which he/she has achieved an adequate level of performance. The following guidelines are ways of judging the adequacy of these two elements.

An On-going and Serious Commitment to Research

An on-going and serious commitment is important because it demonstrates that the faculty member is serious about research and scholarship and sees it as an integral part of his/her professional responsibilities.

However, there is a more quantifiable reason for taking this on-going and serious commitment into consideration. Three years is a short time in which to secure publications, and a faculty member may have several projects in progress and/or under review that will result in publication during the next three

years. Thus, by evaluating the consistency and seriousness of the faculty member's previous endeavors, the evaluators are able to assess whether or not he/she is likely to achieve the requirement for tenure. Ways to evaluate this include, but are not limited to:

1. Submitting articles, research reports, attempting to show artwork or give performances as evidenced by letters of submission, rejection, or "revise and re-submit" letters.
2. Attempting to publish all or part of a dissertation or publish a book as evidenced in book contracts, correspondence with publishers, etc.
3. Editing books, special issues of journals, or annual review publications.
4. Attempting to write book reviews, reviewing book manuscripts or journal articles.
5. Submitting proposals for papers and poster sessions at academic conferences.
6. Other scholarly conference participation such as acting as a panel discussant, member of a round-table, etc.
7. Writing grants that will eventually lead to publication and scholarship. This does not include bidding on contracts for the purpose of consulting unless it can be reasonably determined that the project will result in data, information, an exhibition, or performance that will meet the UAS definition of research.
8. Involvement in collaborative research projects, exhibitions, performances, etc.

An Adequate Level of Performance

By itself, an on-going and serious commitment to research is not enough to warrant a recommendation for a faculty member under three-year retention to be continued on a tripartite track. This must be accompanied by a level of performance, as measured in units secured or soon to be secured through upcoming publications or scholarly activity that will ensure that over the next three years the minimum requirement for tenure will be attained.

Obviously, the level of performance will vary from case to case. Therefore, it is incumbent upon the evaluators to make this judgment and to make recommendations to the faculty member. The faculty member should be informed of the specific actions, units of publication, and other scholarship that are needed in order to be granted tenure.

Higher Standard for Faculty Given Additional Research Components

All faculty members standing for retention should be evaluated in relation to their workload assignment. Those faculty who are allocated a larger portion of their workload for research will be held to a higher standard of performance for retention. This higher standard should be determined by the evaluators on a case-by-case basis.

ITEM A: ITEMS AND ACTIVITIES CONSIDERED PUBLICATION WITH UNIT VALUES

Definition of a Publication

The presentation of research in forms appropriate to the discipline—books, chapters in books, articles, research reports, on-line publications, multi-media products, etc.—that have been subject to a process of peer review. In the Fine and Performing Arts the equivalent is public exposure of the products of creative activity—such as art exhibitions, workshops, and public performances—that have been subject to juried or critical review.

Items and Activities with Unit Values

The first edition of authored books of all types (e.g., monographs, textbooks, dissertations turned into a book, book-length works of creative writing)--3 units.

For subsequent and revised editions of textbooks and other books—2 units for each new edition (e.g. second edition, third edition, etc.), 1 unit for revised editions (i.e., less extensive changes such as adding a supplement). Evidence must be provided that these new or revised editions were peer reviewed.

Editing a book with no contribution in it by the editor--1 unit. Editing a book with one or more contributions by the editor—2 units. Note: An edited book should not be equivalent to an authored book.

Peer-reviewed articles, book chapters, research notes, conference proceedings, case studies or multi-media products—1 unit. This includes those published electronically if peer reviewed.

Note: A paper presented at a conference and subsequently included in the conference proceedings will be counted once only. That is, it cannot be counted under the category of scholarship as well as under the category of publications.

Peer-reviewed, collaboratively written articles, books, or chapters are encouraged and will count equivalently to single-authored publications if the faculty member was a principal contributor or whose authorship responsibilities were on par with his or her co-authors or collaborators.

In cases of multiple authors in which the faculty member's contribution was significantly less than that of lead or principal authors, evaluation committees may decide to value the publication at a lower, nonzero number of units. (In such cases it will often make sense to divide the total number of units by the number of authors.)

Faculty members are encouraged to clearly define their role in, and contribution to, co-authored, or collaboratively written articles, books, or chapters.

NOTE: For variations in Unit Values for publications in Creative Writing, Education, Natural Science, the Visual Arts, the Performing Arts, Library Science and Psychology, see the appropriate item below.

**ITEM B:
OTHER SCHOLARSHIP NOT CONSIDERED
PUBLICATION WITH UNIT VALUES**

Definition of Other Scholarship

Other scholarship constitutes items and activities resulting from research, study, or other professional knowledge or skills related to a discipline involving some form of peer exposure or consideration but which are not generally considered to be publication within that faculty member's discipline.

Items and Activities with Unit Values

Papers and poster sessions presented at national and international conferences at which a paper is required.—1.5 units. This includes other forms of presentation equivalent to a paper or poster presentation when they are the accepted form of conference presentation within a discipline, such as in library science and education (see Items D and F for the practice in these disciplines). Where a paper is not required at a poster session—0.75 units.

Papers and poster sessions presented at regional and local conferences where a paper is required and other accepted forms of conference presentations within a discipline—1 unit. Where a paper is not required at a poster session—0.5 units.

Note: A paper presentation at a conference that is subsequently included in the conference proceedings can be counted once only.

Works published by a third party but not peer reviewed: book reviews, reference book articles, research notes, co-authored articles, case studies, bibliographies, and other scholarly publications—1 unit.

Acting as a discussant or respondent on a conference panel—0.5 unit.

Securing Grants: This provision applies to grants awarded on a competitive basis of an amount above \$1,000. Thus, automatically awarded grants, such as UAS summer stipends, are excluded from this provision. It is incumbent upon the faculty member to demonstrate that the grant was competitively awarded and preferably peer-reviewed. The unit values allowed are as follows:

1. If the grant is a University of Alaska grant—0.5 units per grant (an additional award for the same grant will not be considered as a separate grant and will not receive additional points).
2. External grants—1 unit (similarly, a supplementary award for the same grant will not be considered as a separate grant and will not receive additional points).
3. A maximum of 2 units of scholarship is allowed for securing grants for tenure/promotion to Associate Professor and a maximum of 2 units for promotion to Full Professor.

See Item E for a different allocation of points for grants award in Natural Science.

Unpublished articles and manuscripts—0.5 units if evidence can be shown that the faculty member is actively working toward publication (e.g., a “revise and resubmit” letter from an editor). A maximum of 1 unit of scholarship is allowed for this category for tenure and promotion to Associate Professor and for promotion to Full Professor.

Editing a journal or annual review for at least one year—1 unit. Editing a journal or annual review ***for at least two or more years***—2 units.

Membership on the editorial board of a journal or annual review—0.5 units.

Reviewing manuscripts for journals, publishers and for conference proceedings—0.5 units. A maximum of 1 unit of scholarship is allowed for this category for tenure and promotion to Associate Professor and 1 unit for promotion to Full Professor.

Newspaper articles: but only if evidence can be provided that they were commissioned based on the faculty member’s discipline and expertise broadly defined—0.25 units.

Unpaid consulting: 0.5 units per project. But only if the faculty member obtains acceptance from his/her faculty group (e.g., Social Sciences, Natural Science) of the value of the project to the faculty member’s academic advancement. A maximum of 1 unit of scholarship is allowed for this category for tenure and promotion to Associate Professor and for promotion to Full Professor. However, this provision does not preclude the faculty member from obtaining data/information from the project that can be used for publications or scholarship.

Unpaid or paid applied research/collaborative research with a government or non-profit agency. 0.5 units per project. Similar to consulting, faculty members must obtain acceptance from their faculty group of the value of the project to their academic advancement. A maximum of 1 unit of scholarship is allowed for this category for tenure and promotion to Associate Professor and for promotion to Full Professor. Again, this provision does not preclude the faculty member from obtaining data/information from the project that can be used for other scholarship or publications.

NOTE: For variations in Unit Values for Other Scholarship in Creative Writing, Education, Natural Science, the Visual Arts, the Performing Arts, Library Science, and Psychology, see the appropriate item, below.

**ITEM C:
ITEMS AND ACTIVITIES NOT CONSIDERED
RESEARCH OR SCHOLARSHIP**

Explanation/Definition

Items and activities not considered publication or other scholarship are those not subject to the peer review process or some form of peer exposure. They may be items or activities, primarily organizational or managerial in development and execution, or those that would not generally be viewed as scholarship within the faculty member's discipline. Such items and activities may more appropriately be considered as teaching or developing teaching materials, university or community service, or service to a professional organization.

These items include:

1. ***Paid consulting and applied/collaborative research***, unless the results of this are presented in a form and through a medium appropriate to the faculty member's discipline. This provision does not apply to performances in the performing arts.
2. ***An identical or very similar piece of research*** published in a second outlet or presented in a second forum. In other words, the same piece of work cannot be counted twice. This provision does not apply to the Fine and Performing Arts where the same piece of art, music or performance may be displayed/given in several venues.
3. ***Books, articles, works of creative writing, and collections.***
4. ***which are not peer reviewed.***
5. ***Self-published*** books, articles, reports, etc.
6. ***Publications and scholarship not related to a faculty member's discipline broadly defined.*** This provision should not discourage interdisciplinary work and interdisciplinary collaboration if the faculty member is using his/her discipline or the substantive knowledge from that discipline in the research or creative activity. The provision is meant to apply to products that are outside the faculty member's field (such as a science faculty member writing a novel or a math specialist in education producing a landscape painting) that cannot be reasonably considered as publication or scholarship by applying the tools of his/her discipline.
7. ***Newspaper articles*** which are not commissioned and/or not based on the faculty member's discipline and expertise.
8. ***Letters to the editor.***
9. ***Chairing conference panels.***
10. ***Supervising students on research projects or mentoring faculty on research and scholarly projects.***

11. Presenting seminars, delivering speeches, etc.

12. Materials placed on a personal or other Internet website including academic websites unless these materials have been subject to peer review. In this case they would be considered as a publication or as scholarship as indicated in Items A or B.

NOTE: For other items not considered publication or scholarship in the disciplines with special provision, see the appropriate item.

ITEM D: SUPPLEMENT FOR ASSESSING LIBRARY FACULTY

Currently all library faculty at UAS have bipartite workloads. This library supplement provides for the possibility of a tripartite option for UAS library faculty and for future needs of UAS library services. The minimum eligibility criteria for appointment and promotion of library faculty appear in Chapter 10 of the Faculty Handbook. For the teaching component in most faculty workloads, librarians substitute library responsibilities (i.e., technical services, library instruction, outreach/distance education, and reference/public service); other than this, the evaluation criteria are the same as for other faculty. Library faculty appointments at UAA and UAF vary between bipartite and tripartite.

With few exceptions, the evaluation criteria for the research component of tripartite workloads set out in this document would also apply to library faculty who were placed on a tri-partite contract. However, conference presentations are comparable to the provisions for Education Faculty set out in Item F.

Generally, library conference presentations do not involve a formal paper. Materials submitted for consideration by the conference selection panel include a brief abstract or description of the presentation. Emphasis is placed on interaction between the presenter and the audience as well as on the effectiveness of communication. There are often written summaries distributed to the audience and sometimes links to websites containing additional material. A brief description of the presentation is included in the conference program. The process for acceptance of conference presentations for national and international conferences is rigorous, includes a review by peers, and should be given the same scholarship unit credit as those for national conferences in other disciplines. If research credit were limited to conference presentations requiring a paper, presentations at most national library conferences would be excluded. The rigor of the acceptance and the review process of presentations at regional and local library conferences varies and should be dealt with on a case-by-case basis by consulting faculty at UAA or UAF, or at other institutions.

ITEM E: SUPPLEMENT FOR ASSESSING NATURAL SCIENCE FACULTY

The general provisions of these guidelines regarding faculty performance and evaluation in the research component apply to the natural sciences. However, evaluators should be aware of the following general and specific supplementary information.

GENERAL GUIDELINES

In the sciences, accomplishments in research are evidenced by successful grantsmanship, publication, and professional presentations. In all cases, standards are set by peer review. Grant proposals, publications, or presentations that are not peer reviewed, in most cases, cannot serve as reliable indications of success as a researcher.

The faculty and administrative reviewers must exercise appropriate judgments based on the total record to determine whether a faculty member's research performance is deserving of tenure and/or promotion. The guidelines presented in this document are meant to provide a set of minimal requirements in research performance that should be met as a condition of tenure and/or promotion.

The unit values below place the highest value on peer-reviewed publications as they give the best external assessment of research accomplishments. Recognition is also given, however, to research results that are reported to non-professional audiences either through agency reports or popular publications.

SPECIFIC UNIT VALUES

Publications

See Item A for unit values for books and articles including co-authored publications. In addition, the following apply:

Co-authored publication of more than two authors in “gray” literature (government reports and other documents not peer reviewed)—0.5 units for first author or major author with the remaining 0.5 units to be divided equally between the other authors.

Scientific publication for lay audience (publications that interpret science for the public, e.g., *Discover*, *Natural History*, *Scientific American*)—0.5 units.

Scholarship

Conference and Other Presentations

Presentations of research results as spoken addresses or poster sessions are an important avenue of scientific communication, although peer review often is minimal. Such presentations in a professional setting are, nonetheless, important in scientific discourse.

See Item B for unit values for presentations requiring a written paper. In addition, the following apply:

Single authored spoken presentation at a scientific conference--0.5 units.

Co-authored spoken presentation at a scientific conference--0.25 units. For a co-authored paper, the presenter should receive equal credit with the major author even if he/she is not the major author.

Single authored poster presentation at a scientific conference--0.25 units.

Co-authored poster presentation at a scientific conference--0.25 for main author and/or for the presenter only.

Items Not Considered Scholarship

The junior author(s) on a poster presentation if they are not the presenter.

Securing Grants

Securing grants is considered scholarship in the natural sciences because, unlike in some disciplines, securing a grant is often a necessary prerequisite to conducting original research.

Funded proposals should be weighted more highly when the research is aimed at advancing the body of knowledge (basic research) than when the research is strictly applying previous knowledge (applied research). Often the distinction between basic research and applied research is not exact and research projects can include aspects of both (hybrid). Applicants should include sufficient information so that the committee can assess the degree to which a funded proposal represents basic and/or applied research. Applicants should also present information specifying the extent of peer review the proposal received.

The distinctions between basic research (e.g., an investigation of sensory modalities used in homing by anadromous fish) and applied research (e.g., estimating the sustainable yield of a fish stock) and research that has both basic and applied components (e.g., predator-prey dynamics of a fish stock and determining effects of harvest on natural predation rates) will require careful consideration by reviewers. Applicants for review, tenure, and promotion should make clear how and why they categorize their research as basic, applied, or hybrid.

Research proposals that are funded should be credited as follows when the applicant is the principal investigator:

	<u>Under \$50,000</u>	<u>Over \$50,000</u>
Basic research	0.5 units	1.0 unit
Applied research	0.25	0.5
Hybrid	0.25-0.5	0.5-1.0

A maximum of 2 units of scholarship is allowed for securing grants for tenure/promotion to Associate Professor and a maximum of 2 units for promotion to Full Professor.

Items Not Considered Publications or Scholarship

Junior author on publication in “gray” literature.

Junior author poster presentation at scientific conference.

Presentations to lay audiences.

**ITEM F:
SUPPLEMENT FOR ASSESSING EDUCATION FACULTY**

In general, the provisions in this document apply to education faculty. However, note the following exception regarding conference papers.

Conference presentations in the field of education generally do not require a formal paper. In order for a faculty member to appear on the conference program as a presenter, materials submitted to the conference selection panel include a brief abstract or description, goals of the presentation, a general outline, and a description of the presentation process. Emphasis is placed on interaction between the presenter and the audience as well as on the effectiveness of communication. A brief description of the presentation is included in the conference program. If research credit were limited to conference presentations that require a paper, presentations at most education conferences would be excluded. A presentation at an education conference that meets the description in this Item receives the same number of units of scholarship as a conference paper in other disciplines.

ITEM G: SUPPLEMENT FOR ASSESSING FACULTY IN CREATIVE WRITING

DEFINITION OF PUBLICATION AND SCHOLARSHIP

In the field of creative writing, forms of publication and scholarship do not always conform to the general criteria listed in Section 2 of this document. Therefore, separate criteria for awarding credit for creative writing publications and scholarship are outlined in this item.

Publication

Creative writing faculty must achieve the same number of units of publication as outlined in Section 2 of this document. The publication of books and chapbooks (short books of poems) of creative writing follow the same criteria as any other academic publication. That is, they must be reviewed by the editorial board of an established publishing company. Since the peer review process is generally not applied to works of creative writing published in periodicals, faculty in this area must instead provide evidence that the journal is selective (as defined below). In certain circumstances (as outlined below) less selective creative writing publications can count as scholarship.

Scholarship

Scholarship in the field of creative writing takes a slightly different form than is required in most academic disciplines (see unit values listed below).

UNIT VALUES FOR CREATIVE WRITING FACULTY

Note: These unit values are intended to supplement, not replace, those listed in Items A, B and C.

Publication

Book-length works of poetry, creative non-fiction, plays, or fiction--3 units.

Poetry, fiction, creative non-fiction, and drama journal publications--1 unit. More than one poem or story published in a single issue of a journal or periodical will count as one publication unit only. Publications do not have to be reviewed by a jury of peers, but the journal must be considered selective. The selectivity of a journal should be determined in consultation with faculty in the field of creative writing. This might include consulting with creative writing faculty on other University of Alaska campuses.

Creative writing publications in less selective journals—0.5 units. As above, the selectivity of a journal should be determined in consultation with faculty in the field of creative writing. And again, more than one poem or story published in a single issue of a journal or periodical will count as one publication unit only.

Plays or screenplays published individually by an established press—1.5 units.

Poetry chapbooks (short books that include approximately 12 to 25 poems) *published by an established press*—1.5 units.

Scholarship

Creative writing residency with a writing symposium, university, or institute when it has been selectively awarded—1.5 units. A residency is awarded based on a collection of the writer's work. As part of the residency, the writer is sometimes required to give public lectures or workshops.

Individual public readings at venues with national or regional significance where the faculty member is an invited guest —1.0 unit.

Local readings where the faculty member is an invited guest—0.5 units. This does not include open-microphone readings, which are general invitations for writers to come to a venue and read their work.

Unpublished works of creative writing—0.5 units if evidence can be shown that the faculty member is actively working toward publication (i.e., letter from an editor). A maximum of 1 unit of scholarship can be obtained by this means for tenure and promotion to Associate Professor and 1 unit for promotion to Full Professor.

Facilitating a workshop at a national or regional creative writing conference—1.0 unit. In workshop settings, creative writing faculty members are invited to read and respond to works of creative writing submitted by conference attendees.

National or regional creative writing contests where the award is based on samples of the writer's work—0.5 unit.

Activities Not Considered Publication or Scholarship

Private or open-microphone readings of creative writing.

Books or works of creative writing published by vanity presses or journals.

Self-published books or chapbooks.

ITEM H: SUPPLEMENT FOR ASSESSING FACULTY IN THE VISUAL ARTS

The intent of the guidelines in this document apply to Visual Arts faculty being considered for tenure and/or promotion in that faculty should have fulfilled the fourth part of their workload and demonstrated an on-going and serious commitments to creative activity. However, with the possible exception of art historians, the Visual Arts are such that many of the specific provisions in the main body of this document do not apply or need special consideration. For example, the distinction between publications and scholarship is not appropriate. Therefore, to aid evaluators unfamiliar with the Visual Arts as an academic discipline, this supplement first provides a general overview of the role of the artist in academia and then sets out specific criteria for evaluation including a unit value system for specific activities.

THE VISUAL ART FACULTY MEMBER AND CREATIVE ACTIVITY

The equivalent to publication in the fine arts is public exposure of the product of creative activity, such as art exhibitions, workshops and public performances, which have been subject to juried or critical review. This is more or less equivalent to the peer review process in many disciplines, but because of the public exposure element of evaluation this introduces some unique aspects to the evaluation process.

An artist makes artifacts, facts in material form. Either by painting, sculpture or architecture, the methods and materials that an artist uses are the direct results of his/her efforts at making the idea material. All art has to express some idea and uses various techniques to bring the idea to fruition.

Early in their education, artists are made aware of the role that the public exposure of their work will play in their art careers. Public exposure can be minimal or extensive resulting from great effort by the artist to promote and even market his/her artwork.

There are many venues for the public display of art, from the most mundane decorative displays of interior design to highly competitive international competitions, where artists are judged by an expert as to the worth of the artwork given the multitude of works available for exhibition. Artists can also be commissioned by private or public entities to execute and display works that will be exclusively public in their audience. These venues all come with a distinct set of criteria for the evaluation and selection of the art.

In a university setting, an artist hired as a teacher needs to be technically proficient and have a clearly articulated philosophy of the meaning of art. The arena for the display of the technical and conceptual abilities of a teaching artist is the public exhibition, either in the form of a competition or invitational showing of art. Although important in teaching, in terms of the creative activity component of his/her workload, the speaking and writing skills of a visual artist are peripheral to the displaying of artwork. As communication, visual art conveys ideas of a visual nature, with a language that is visually derived, rather than language that uses words to convey ideas.

USE OF THE TERM CREATIVE ACTIVITY INSTEAD OF THE TERMS RESEARCH, PUBLICATION, AND SCHOLARSHIP

As indicated above, the distinction made throughout this document between publications and scholarship does not apply to the Visual Arts. The visual artist creates artwork, and this is displayed in

public venues and therefore it is more appropriate to make distinctions on the level or competitiveness of these venues. Thus, the term creative activity is more appropriate and is used here.

UNITS REQUIRED FOR TENURE AND PROMOTION AND SPECIFIC UNIT VALUES OF VARIOUS ACTIVITIES

Units Required for Tenure and Promotion

Because the distinction between publications and scholarship does not apply to the visual arts, a total combination of units in creative activity is required for tenure and promotion to Associate Professor and promotion to Full Professor equivalent to the number of total publication and scholarship units required in most other disciplines. The units would be as follows:

Tenure and Promotion to Associate Professor—9 units.

All other criteria set out in Section 4 of these guidelines apply in determining the granting of tenure and promotion to Associate Professor.

Promotion to Full Professor—12 units. This is in addition to the 9 units required for tenure and promotion to Associate Professor. Thus, a faculty member will need a career total of 21 units to be promoted to Full Professor (9 for tenure and promotion to Associate, and 12 more for Full Professor).

All other criteria set out in Section 5 of these guidelines apply to the granting of promotion to Full Professor.

Specific Unit Values

Exhibitions

Note: there are a regularly occurring array of exhibitions, but most are privately funded and may not be scheduled every year. In addition, in some disciplines such as sculpture, there may be only a few (three or four) juried exhibitions of sculpture in all of the categories below, whereas in printmaking there are sometimes 10-15 per year.

Juried:

Four Categories--International, National, Regional, Statewide

International--2.0 units

National--1.0 unit

Statewide and Regional—0.5 units

The rationale for this grouping is that despite the fact that there are few statewide and regional exhibitions, the entry process is not as competitive as it is for national and international exhibitions.

Non-Juried or Invitational Exhibitions

One person gallery show--2.0 units.

Group show--1.0 unit.

Other Activities

Residency with a university, institute or foundation when it has been selectively awarded. A residency is awarded based on a review a body of the artist's work—1.5 units.

Making a presentation at a conference (such as the College Art Association (CAA) or other discipline-related annual conference such as the National Council on the Education of Ceramic Arts, NCECA)--1.0 unit.

A workshop or public lecture that is directly related to the particular artistic discipline--1.0 unit.

Public commission and installation of an artwork--1.5 units.

If the individual wishes to publish in a journal, then the rules of academic scholarship apply. This obviously relates more to art historians than to studio artists.

Activities Not Warranting Units Towards Tenure and Promotion

Artwork that is (1) not subject to public exposure, such as a piece in a private collection that does not circulate; (2) displayed for the purpose of sale, such as that placed in a restaurant for sale; and (3) exhibited in a public place, such as a office building, a shopping mall or other venue, that has not been commissioned or placed there by invitation.

**ITEM I:
SUPPLEMENT FOR ASSESSING FACULTY
IN THE PERFORMING ARTS:**

(I) MUSIC

Although there are currently no tenure track faculty in music at UAS, in consultation with Music Director of the Juneau Symphony, Kyle Wiley Pickett, UAS developed a separate item for the evaluation of music faculty. Director, for guidance and recommendations to the UAS administration should a music faculty member be hired.

Kyle Wiley Pickett holds a B.A. from Stanford University, an M.A. California State University, Chico, and a D.M.A. from the Peabody Institute of Johns Hopkins University. He is currently an Adjunct Assistant Professor of Music, California State University, Chico.

Dr. Pickett identified the following four areas of music specialization and their evaluation criteria:

- 1. Music History:** The evaluation criteria is be the same criteria used for humanities professors.
- 2. Music Education:** The criteria are similar to those for psychology and other social science fields with research components.
- 3. Composition and Music Theory:** Criteria are similar to criteria for the Visual Arts.
- 4. Performance:** Performances can be both juried and non-juried. The evaluation criteria are also similar to criteria for the Visual Arts. For performance-track faculty there is no real distinction between publications and scholarship.

The equivalent to an article for a performer would be a regional performance and the equivalent to a book would be a national performance. Local performances are more or less considered “scholarship.”

A music faculty member whose workload combines the above four tracks in some fashion should be evaluated by the guidelines used to evaluate humanities faculty.

Based on their consultations with Dr. Pickett, the Committee strongly recommends to the UAS administration that when it is decided to hire a music faculty member, steps be taken to develop specific guidelines for the research/creative activity component for this discipline. This could be achieved by consulting with music faculty and departments at other institutions.

**ITEM J:
SUPPLEMENT FOR ASSESSING FACULTY
IN THE PERFORMING ARTS:**

(II) THEATER AND DANCE

Although courses are offered at UAS in these disciplines, it is unlikely that in the near future a tenure track faculty member will be hired in the areas of either theater or dance. Therefore, the Committee did not develop an item for these disciplines. However, the Committee makes similar recommendations to the administration regarding these as it made for music. That is, in the event of a pending hire in either or both disciplines, a set of guidelines should be developed by consulting with theater/dance faculty and departments in other institutions.

**ITEM K:
SUPPLEMENT FOR ASSESSING FACULTY IN PSYCHOLOGY**

The general provisions of these guidelines regarding faculty performance and evaluation in the research component apply to the field of psychology. However, evaluators should apply the following values to co-authored publications.

For peer-reviewed, collaborative articles, books and book chapters:

Publications with two authors, 50 percent of the unit value for each author (adjusted accordingly for articles, authored and edited books—see Item A for unit values).

Publications with three or more authors, 50 percent of the unit value for the first author, 0.25 percent of the units for the second author, and 0.25 percent of the units to be divided among the remaining authors (adjusted accordingly for articles, authored and edited books—see Item A for unit values).

As is the right of all faculty, psychology faculty who believe that their contribution to a collaborative work exceeds the unit value set out above should obtain a letter or letters from their co-authors specifically addressing the extent of their contribution and why they should be given greater credit than the standard unit values.

Appendix E: Student Rating of Faculty

Students' rating of a faculty members' teaching effectiveness is an important element in the faculty evaluation process. Students' rating of instruction is managed by the Office of the Provost in coordination with various administrative units.

Online Student Ratings of Courses

The process of evaluating an instructor's scholarship of teaching and learning includes students' ratings of instruction. UAS Information Technology Services, under the direction of the Provost's office and in coordination with various administrative units, manages students' rating questionnaire. The questionnaire is delivered online through the UAS course management system with the objectives of:

1. maximizing student participation;
2. increasing the timeliness and availability of student responses;
3. making the summary numerical data as well as the students' electronically submitted comments available to the instructor, instructor's supervisor, and Provost;
4. archiving students' course rating data so that results are retrievable by the instructor, instructor's supervisor, and Provost for the purposes of i) annual performance reviews, and ii) evaluations for retention, tenure, promotion, and post-tenure reviews;
5. collecting information about students' perceptions of academic and support systems such as the instructional technology and the Library.

Online Student Ratings-Format

All courses use a standard multi-section format questionnaire. Each section is distinct and clearly labeled:

1. The Student Course Ratings section measures teaching effectiveness and student success in a particular course. This section is always presented first to students. These questions are consistent across all courses, and any changes must be approved by the Faculty Senate and Provost.
2. The ***Academic and Support System Rating*** section measures effectiveness of support systems such as technology, equipment, and library resources used in a particular course. Instructors may suppress any question in this section if they feel it is not relevant to their course.
3. An optional ***Faculty Added Ratings*** section allows faculty or programs to use the questionnaire to collect ratings specific to the class or program. If supplementary questions are provided, this section will be presented after the ***Student Course Ratings*** section.

Any modifications to the questionnaire must be made prior to the start of the rating period. Questions offer a five-point evaluation scale (ranging from Strongly disagree to Strongly agree, with numerical equivalents of 1-5), with ‘Not Applicable’ being an additional option where appropriate. For each section, students have an opportunity to electronically submit written comments.

Administration of Student Ratings-Questionnaires

Anonymity

The online student ratings system will keep students’ individual names separate from their responses, so students can be assured of anonymity in submitting the questionnaires. Students have the right to submit a blank questionnaire or opt out of submitting one at all.

Courses evaluated

All courses taught at UAS will be evaluated using this system. In team-taught courses, a single evaluation form will be used with instructor specific questions naming the individual instructors where appropriate.

Management of student ratings by instructor

Before the official start date for posting of questionnaires within the course management system, an instructor uses tools within the UAS web course management system to:

1. add additional customized course questions to the ***Faculty Added Ratings*** section;
2. use “student raters” within the course management system’s “Student Ratings” menu to confirm that the list of potential course evaluators matches an up-to-date class roster in Banner. A course instructor may choose to use the Registrar’s faculty-initiated withdrawal to start removing individuals from the class roster in Banner if they have failed to attend classes.
3. select options, other than the default, for reporting results, with the default being those outlined below under Release of Statistical Summary Information.
4. Set the beginning and end dates for submission of questionnaires. The latest end date would be the course ending date. The default beginning and end dates indicated in the table below will be implemented if the instructor does not reset the evaluation parameters using “Instructor Tools”:

Course Length	>10 weeks	8-10 Weeks	≤ 7 Weeks
Default Start	@ 3 weeks before end of course	@ 2 weeks before end of course	@ 1 week before end of course
Earliest Start	@ 4 weeks	@ 3 weeks	@ 2nd Day
Default End	Start of evaluation + 8 days		
Latest End	Course end date		
Shortest Duration	5 days		

After the evaluation has started, the ending date may be extended (up to the course ending date) but no other changes can be made.

Student notification by instructor

Notification of the nature of course evaluation and dates for availability of the online student rating questionnaires is best communicated in course syllabi. Information students need to know:

- student ratings are only administered in an online (electronic) format;
- reasons why feedback and comments provided in the evaluations are important to the University and to the instructor. An example statement taken from student ratings is as follows:

Student course ratings play an important role in enhancing the quality of instruction at the University of Alaska Southeast. The ratings are made available to the instructor (after grades are turned in) and to the chairperson/Dean of the school. Please give your responses careful attention, and note that your name will in no way be associated with your answers;

- evaluation period for this course is between < date > and < date >;
- Provost's office will notify students by e-mail to the student's UAS account when the questionnaire is available for a particular course, and a reminder will be sent again two days prior to the end of the evaluation period;
- a link to the online course evaluation questionnaire will be provided in the Assignments section of the course site in the UAS course management system;
- locations where students may find computers on campus to complete and submit questionnaires.
- when needed, and if available, mobile classroom computers can be scheduled for students to complete the ratings in class. If done this way, the instructor *must* not be present in the room during the evaluation in compliance with ethical standards of coercion and anonymity.

Automated Student Notification

Students will be sent personalized notification to their UAS e-mail address, or to their preferred personal e-mail address if they have forwarded their UAS e-mail. The e-mail will be sent on the first date when a student rating questionnaire is available for a particular course, and the message will include a direct link to the questionnaire. Unless the instructor has used Instructor Tools to alter the date(s) of administration, the first e-mail will be sent on the date indicated in the table above under Management of Student Ratings by Instructor.

Within two days of the ending date, students who have not completed a rating questionnaire will be sent a second reminder message.

Access to rating results

Access to results through course web sites:

The rating system automatically generates a summary report for each course. This report includes frequency distribution, mode, standard deviation, bar chart, mean and median scores along with a compilation of any comments. Access to these results is blocked until two weeks after the ending date for the specific course. Once the report is available, anyone with instructor-level access to the course web site may view or download the full summary information. In addition, these individuals may download the raw-data in Excel format.

Before the start date for administration of the questionnaire, the instructor may choose who else may access the numerical results through the course web site. Options include students enrolled in the course (the default), individuals with active UA computer accounts, or anyone visiting the course web site. If the instructor makes the rating results available to a wider audience, only the statistical summaries will be provided through the course web site. Access to student comments is restricted to those with instructor-level access only.

Manual distribution of *Student Course Ratings* summary results:

A set of summary reports are distributed to the Provost office in Juneau and the Ketchikan and Sitka campus director offices for inclusion in faculty files. These summary reports include the analysis and students comments from the Student Course Ratings and any faculty-added questions. The *Academic and Support System Ratings* are not included in this summary report. If instructors wish to use the results from this section as evidence in preparing files for retention, promotion, tenure, and post-tenure reviews, they must **deliver a signed and dated copy of the results to the Provost's office.**

Manual Distribution of *Academic and Support Systems Ratings* raw-data

Limited rating data are provided to the department responsible for the specific support system (Library, IT, etc.). The information is provided in raw-data format (generally, MS Excel). Departments are only provided data pertaining to their specific area.

Archiving and ongoing access to questionnaire results

The Provost's office and its administrative units have responsibility for continuing archival access to questionnaire results through course web sites by the instructor and his/her supervisors.

Appendix F: Board of Regents Conflict of Interest Policy & Regulations

UNIVERSITY POLICY

Chapter 04.10 - Ethics and Conduct

P04.10.010. Scope and Conduct of Outside Activities; Compliance with State Law.

- A. In this section, “outside activities” means work or activities that are not within the scope of the regular employment duties of the university employee.
- B. Outside activities that will increase the effectiveness and broaden the experience of employees in relation to their functions at the university or that will be of service to the community or the state, are encouraged, provided the outside activities do not interfere with the performance of the employee's regular university duties; and provided the outside activities do not involve the appropriation of university property facilities, equipment, or services.
- C. Employees of the university must comply with the applicable provisions of AS 39.52 (Alaska Executive Branch Ethics Act). To the extent that applicable law is more restrictive than regents’ policy or university regulation, the law governs. Among other things, AS 39.52 prohibits official action when personal or financial interests are affected, misuse of official position, abuse of subordinates, misuse of university resources, and misuse of information. It also restricts gifts, outside employment, and interests in university grants, contracts, leases or loans. Employees should contact the university’s designated ethics supervisor for additional information.

P04.10.020. Abuse of Office for Political Purposes.

- A. No university employee may assert or imply that the employee is officially representing the university or its policies, unless expressly authorized to do so by the president.
- B. An employee who acquires a state, federal, or local public office that may not legally be simultaneously held by a university employee will resign from university employment. Where there is no legal prohibition on simultaneous office holding, the employee need not resign, but will remain subject to the university regulation that apply to outside activities.
- C. Any employee who wishes to campaign for or hold any political office or to serve as a registered state or federal lobbyist will come under the university regulation that applies to outside activities.

D. University funds or resources may not be used to support partisan political activity. Letters constituting partisan political activity may not be written on university stationery unless expressly authorized by the president.

P04.10.030. Conflict of Interest.

A. Any action, without actual authority to do so granted specifically by the board or the university president, by an officer or employee of the university that either: (1) has allowed any person, firm, or company to derive an advantage or benefit which has not been made available to all persons, firms, or companies on the same or equal basis; or (2) exposes the university to contractual obligation or public liability, will be considered improper and in conflict with the proper discharge of official duties in behalf of the university.

B. An officer or employee of the university may not, directly or indirectly, do any of the following:

1. engage in or accept employment from or render services for any public or private interest when such employment or service may reasonably be expected to give rise to conflict with the proper discharge of official duties on behalf of the university;
2. in behalf of the officer or employee or another, solicit, negotiate for, or agree to accept employment or anything of substantial value from, any person, firm or company with which the officer or employee and the officer or employee's budget request unit is engaged in the transaction of business on behalf of the university, or that may be affected by the officer or employee's official action;
3. hold any investment or engage in any financial, business, commercial, or private transaction that creates a conflict with the proper discharge of official duties;
4. use information peculiarly within the officer or employee's knowledge or purview concerning the students, employees, property, government, or affairs of the university to advance the financial or other private interest of the officer or employee or another;
5. accept any form of gift, loan, consideration, or any gratuity for the performance of the officer or employee's duties other than that afforded by the university, unless the gift, loan, consideration, or gratuity is received for the exclusive benefit of the university;
6. receive payment or other consideration for activities, or the products of activities, created or performed while acting as a university employee, other than that provided by the university;
7. be a party to the purchase or sale of, or influence the purchase or sale of, goods or services for the use of the university by any person, firm, company, or business in which the officer or employee has substantial financial interest unless approved in advance by the president of the university; the transaction will be approved only if the president finds it to be in the best interests of the university; the approval will be in written form and be open to inspection by the public at the Office of the President;

8. engage in any business or transaction, or own a financial or other private interest, that is in conflict with the proper discharge of official duties.

- C. A university officer or employee will be considered to have done "indirectly" the things prohibited by subsection B. of this section whenever any part of the prohibited acts are accomplished by or through "an immediate family member," which includes the spouse, cohabitant, child, parent, sibling, grandparent, aunt, and uncle of the university officer or employee, and parent or sibling of the officer or employee's spouse, or by an association, trust, or corporation in which the officer or employee or an "immediate family member" has a substantial interest; or through any device or artifice intended to evade the effect of the regents' policy.
- D. In cases in which a faculty member produces a published work or an invention as a part of the faculty member's paid research or public service assignment for the university, and such published work or invention is not a "commissioned work" as defined in P10.07.050(a), the fact that the faculty member may receive payment for royalties or similar remuneration will not alone constitute a violation of this policy.
- E. If an officer or employee is uncertain whether a conflict of interest exists in an actual situation, the officer or employee may:
1. through appropriate channels, fully and fairly inform the president in writing of the specific facts surrounding the possible conflict of interest; and
 2. request a determination of whether the situation as presented constitutes a conflict of interest.

In such instances, the president may rule on the question of whether the situation as presented constitutes a conflict of interest. If the president decides whether the situation as presented constitutes a conflict of interest, the decision will be conclusive as to the situation as presented. The officer or employee who requests the decision will have a continuing duty to inform the president in writing fully, fairly, and in good faith, in advance of changes in circumstances that might alter the situation so as to cause the president to change the decision. The president may reconsider a decision at any time.

F. Additional restrictions and exceptions may be provided by university regulation.

P04.10.040. Nepotism.

- A. Candidates will not be prohibited from appointment on the basis of their relationship with current employees of the university. However, no employee of the university may supervise or participate in employment, grievance, retention, promotion, salary, leave or other personnel decisions concerning members of the employee's immediate family.
- B. "Immediate family" includes an employee's spouse, child or stepchild, parent, sibling or

immediate in-laws.

- C. It is not a violation of this policy for a faculty member to have an immediate family member as a student enrolled in the faculty member's class, provided that the chancellor has approved an alternative means of evaluating the student's academic performance. The faculty member may not be directly involved in the alternative form of evaluation.
- D. Any exception to this policy requires the prior written approval of the president. The president will advise the board of all granted exceptions.

UNIVERSITY REGULATION

Chapter 04.10 – Ethics and Conduct

R04.10.010. Scope and Conduct of Outside Activities; Compliance with State Law.

A. Scope

1. Serving on advisory bodies and university governance groups, teaching, research, application of research findings, preparation and publication of articles and books (whether for royalty or not), preparation and delivery of lectures, memberships and activities in professional societies, participation in artistic performances or activities, when said activities are related to staff members' professional fields and no compensation or honorarium (other than royalties from publication) is received, are considered to be within the regular work duties of university employees and are supported by the university.

Examples of activities considered to be outside the regular work or duties are: consulting for or providing other services to individuals or firms, serving on boards of directors, or as officers of business organizations, and engaging in commercial operations and practice except as noted above.

2. Outside activities may be of a one-time nature, intermittent or occasional, or regularly recurring. They may involve little or considerable amounts of compensation.
3. For purposes of this regulation, "employee" is intended to include all personnel of the university, including both staff and faculty enrolled on the university payroll records and receiving compensation from the University of Alaska, no matter what the basic fund source, for the performance of regular staff or academic duties. It includes part-time as well as full-time employees. Nothing contained herein will be considered applicable to any outside activities of employees during the period of time for which they are compensated as university employees, except insofar as the use of university name, property, equipment, etc., is concerned.

B. Conduct of Outside Activities

1. Prior to engaging in any outside activity as defined herein, the employee concerned will secure approval of his/her immediate supervisor. Department heads, deans, and directors or equivalent level are designated as representatives of the university to grant such approval for employees under their jurisdiction. If the approval is denied, the individual will have the right to appeal the decision as set forth below.
 - a. In making these determinations, the chief consideration will be whether the employee's current or proposed outside activities, taken individually or cumulatively, would substantially interfere with the performance of his/her regular duties. The fact that the outside activity involved compensation or the amount of such compensation will not be a reason for a refusal.
 - b. In some cases the outside activity of an employee may be in the interest of the university or contribute to a significant enhancement of the employee professional standing or competence, even though engaging in the outside activity would substantially interfere with the employee's performance of his/her regular duties. In some cases the university may, upon consideration, determine that a re-allocation of the employee's duties is justified. Heads of departments and offices must process such cases through regular channels for approval.

2. Review

Heads of offices, departments, deans, and other supervisors may, from time to time, review a case if, in their judgment, reasonable evidence suggests that:

- a. The outside activity or activities, individually or cumulatively constitutes in fact a substantial interference with the satisfactory accomplishment of the employee's regular university duties; or
 - b. The employee may otherwise be violating the provisions of this policy.
- ### 3. Community, State and Governmental Service

Community, state and governmental service is encouraged by the university as a function of citizenship, provided it does not constitute detrimental interference with the employee's discharge of his/her regular work duties. If community, state or governmental service duties, whether compensated or not, in fact substantially interferes with the employee's discharge of his/her regular work duties, it then becomes an outside activity.

4. Use of the University Name

- a. In conducting outside activities for compensation, the employee will make it clear to his/her employers or associates that he/she is serving in an individual capacity and that the university accepts no responsibility in connection with the outside activities.

- b. Official stationery of the university will not be used in connection with consultant's reports, bills for services or correspondence relating to the fulfillment of the staff member's performance of the outside activity.
- c. Employees whose names are included in commercial listings or other public documents, the purpose of which is to draw attention to the employee's availability for compensated services, will not list university buildings as an address, or list a university telephone number.

5. Purchases Through the University for Private Purposes

Individuals are not permitted to purchase supplies or equipment for personal use through institutional channels.

6. Use of University Property, Equipment, Facilities, or Services

The use of university property, equipment, facilities, or services by employees for purposes not directly related to university duties is prohibited. Exception will be made for the use of specialized equipment not available to industry or individuals through any private source within the state for which a pre-determined fee or rate has been established. The individual staff member may use such equipment on the same basis as other members of the public.

R04.10.020. Abuse of Office for Political Purposes

Any employee seeking an elected public office will campaign completely on his/her own time, without adversely affecting his/her duties at the university; and be subject to any general university procedures governing appearances and activities of political candidates on the campus.

Any employee who acquires a state or federal public office or a full-time local government office which is legally not permitted to be held by a university employee, will resign from university employment. Such resignation will be without prejudice if adequate notice has been given by the employee and mutually satisfactory arrangements have been made concerning possible replacement of the employee.

R04.10.030. Conflict of Interest

A. Notice

Regents' Policy and this regulation regarding conflicts of interest will be communicated to all affected persons - regents, employees and other university representatives. Policy and regulation will be enforced in a timely and consistent fashion. Units of the University of Alaska are directed to post, permanently, copies of Regents' Policy 04.10.030 and this regulation on appropriate bulletin boards.

B. Purpose and Scope

Regents' Policy 04.10.030 and this regulation apply to and provide guidance for all persons employed by the university, regardless of position.

Regents' Policy 04.10.030 applies to individual members of the University of Alaska Board of Regents as "officers" and "representatives" of the university when applicable.

C. Rationale

In order to maintain the highest ethical standards in all associations and activities with outsiders that take place on behalf of the university, every employee of the university is expected to accord the university his/her primary professional loyalty and to arrange outside obligations, financial interests and activities so as not to conflict or interfere with this over-riding commitment. All university employees will conduct both university business and their individual activities in a manner which will withstand the sharpest scrutiny and avoid even the appearance of impropriety.

D. Disclosure

All university employees will follow the practice of full prior disclosure, in writing, of the precise nature of any association, relationship, business arrangement or circumstance that might suggest that decisions were made contrary to the best interests of the university and/or for an employee's personal gain or the gain of an employee's family, close friends or business associates. All such prior disclosures will be done through organizational channels to the university president in case of employees, or to the board president in the case of regents.

E. Areas of Potential Conflict

The following activities and situations present conflicts of interest or commitment.

1. Use of University Resources

The unauthorized use of any university resources by a university employee, including equipment or services of university employees, for his/her own personal benefit.

2. Disclosure of Privileged Information

The unauthorized disclosure or release of any data of a confidential nature by a university employee, secured through one's employment, such as educational, medical, personnel, security records of individuals; anticipated material requirements or price actions; possible new sites for university actions; knowledge of forthcoming programs or of selection of contractors or subcontractors in advance of official announcements; results, materials, records of information stemming from university activity that are not generally available.

3. Acceptance of Gifts

Direct or indirect acceptance by a university employee of a loan, gift or favor of more than nominal value from any organization or person doing or seeking to do business with the university. Nominal value is generally considered to mean low cost advertisement items, i.e., calendars, cups, pens, etc. This subsection should not be deemed to prohibit normal loans made in the ordinary course of business from banks or financial institutions that have or expect to have relations with the university.

4. Provision of Gifts

Direct or indirect provision by a university employee of a gift or favor of more than nominal value to any organization or person doing or seeking to do business with the university.

5. Interest in Supplier or Contractor

Direct or indirect interest by a university employee in any organization that has, or is seeking to have, business dealings with the university where there is an opportunity for preferential treatment to be given or received except (a) with the knowledge and written consent of the board or university president, or (b) in any case where such an interest consists of securities in widely-held corporations that are quoted and sold on the open market, or in private corporations where the interest is not substantial, e.g., not more than 5 percent of the voting stock or controlling interest of such organization.

6. Competition with University

Direct or indirect engagement by a university employee in any other enterprise for remuneration when the activity is in direct competition with the university, except with the knowledge and prior written consent of the president or his designee.

7. Sale or Lease of Property

Direct or indirect selling or leasing by a university employee of any kind of property to or from the university or to any organization or person that is, or is seeking to become, a supplier of goods, services or property to the university, except with the knowledge and prior written consent of the president or his designee.

8. Employment by Supplier

Direct or indirect service by a university employee as an officer or director of, or as a consultant to, or to be otherwise employed by any organization doing or seeking to do business with the university, except with the knowledge and prior written consent of the university president or his designee.

9. Outside Activities

Devotion of so much time or creative energy by a university employee to extramural activities that the employee compromises the amount of quality of his/her participation in the instructional, scholarly or administrative work for which the employee was hired. No more than 20 percent of an employee's total professional effort may be directed to such extramural activities.

10. Research

Direction of students by a university employee into a research area from which the employee hopes to realize financial gain.

A university employee will be considered to have done indirectly the things or activities described in subsection E whenever any part of the actions or things are accomplished by or through the spouse, child, parent or sibling of the employee or by an association, trust or organization in which the employee or the employee's spouse, child, parent or sibling has a substantial interest; or through any device or artifice intended to evade the effect of the regulation.

F. Activities that are Permissible

The following activities present no conflict of interest:

1. Acceptance of royalties for published scholarly works and other writings or of honoraria for commissioned papers and occasional lectures, provided, however, that such published work is not a "commissioned work" as defined in Regents' Policy 10.07.050.
2. Service as a consultant to outside organizations provided that (a) the time and energy devoted to the task is not excessive, (b) the arrangement in no way inhibits publication of research results obtained within the university and (c) the arrangement violates no portion of subsection E.
3. Service on boards and committees of organizations, public or private, provided that (a) such service does not compromise the amount or quality of the employee's work and (b) the service does not otherwise violate the provisions of subsection E.

G. Method of Resolving Conflict

The procedures listed below will be followed to determine when a conflict of interest could or does exist, and to avoid or remove such conflict. If there is any question about the propriety of any business dealings contemplated or engaged in currently, or if an employee is uncertain whether a conflict of interest situation exists, this procedure will be followed.

1. Through appropriate university channels, the employee will fully and accurately inform the president of the university, or the president of the Board of Regents in the case of regents, in writing, of the specific facts and circumstances surrounding the possible conflict of interest.
2. The employee or regent will then request a determination of whether the situation, as presented, constitutes a conflict of interest.
3. If any activity is interpreted as an existing or potential conflict of interest, the university president, or president of the Board of Regents in the case of regents, will determine what action is necessary to eliminate or avoid any conflict of interest.

H. Sanctions

Failure of an employee to follow the requirements of this chapter or comply with related directives from the president or his designee will be grounds for suspension or dismissal of the employee and/or other sanctions as may be deemed appropriate by the university president.

Appendix G: UNAC Faculty Evaluation File Preparation Checklist

The responsibility for preparation, contents, and submittal of the faculty evaluation file for comprehensive evaluation reviews rests exclusively with the faculty member. The Faculty Evaluation File is distinct from the Academic Record File (which is permanently housed in the dean's or director's office and does not accompany the evaluation file). Faculty evaluation file contents are the sole resource upon which comprehensive faculty evaluation reviews are based. It is imperative for faculty under review to provide a complete evaluation file. Failure to provide a complete file leaves evaluators with insufficient information upon which to base their conclusions and recommendations, and could result in unsatisfactory review. Missing required material may not be added after initial submission.

For more detailed information and explanations see Chapter 10 of this Faculty Handbook.

REQUIRED MATERIALS:

The faculty member is required to include the following material in their evaluation file, for the period under review. Items noted with an asterisk (*) can be found in the faculty member's Academic Record File, located in the appropriate dean or director's office.

- Table of contents
- Cover letter stating how the faculty member meets the criteria of the action at hand
- Current curriculum vitae
- Cumulative activity report (source material: * Annual Activity Reports)
- * Dean, director, or designee feedback in response to Annual Activity Reports [annual evaluations]
- * Dean or director evaluations and faculty member responses
- * Faculty workload agreements
- * Mastery of subject area documentation.
- * Summaries of teaching evaluations (Student Ratings), including individual comments
- Self-evaluation summarizing scholarly contributions and accomplishments in other areas included in workload agreements. (If the dean, director, or designee's feedback to previous evaluations noted areas for improvements, then the self-evaluation shall include a summary of progress made to address those areas.)
- External review letters [applicable only to United Academics faculty undergoing promotion and tenure reviews]
- * Reports from Sabbatical or Other Academic Leave

RECOMMENDED MATERIALS:

- Teaching:** Evidence in support of teaching performance (see appendix B).
- Service:** Evidence in support of public and university service (see appendix C).
- Research/Creative Activity** (if applicable): Evidence in support of research/creative activity (see appendix D).
- Professional Development:** Evidence in support of professional development.
- Other material faculty members consider pertinent to this review.

Appendix H: UAFT Faculty Evaluations File Preparation Checklist

The responsibility for preparation, contents, and submittal of the faculty evaluation file for comprehensive evaluation reviews rests exclusively with the faculty member. The Faculty Evaluation File is distinct from the Academic Record File (which is permanently housed in the dean's or director's office and does not accompany the evaluation file). Faculty evaluation file contents are the sole resource upon which comprehensive faculty evaluation reviews are based. It is imperative for faculty under review to provide a complete evaluation file. Failure to provide a complete file leaves evaluators with insufficient information upon which to base their conclusions and recommendations, and could result in unsatisfactory review. Missing required material may not be added after initial submission.

For more detailed information and explanations see Chapter 10B of this Faculty Handbook and Section 6.1.1 of the UAFT collective bargaining agreement.

The UAFT collective bargaining agreement (Section 6.1.1) identifies the following file contents for faculty undergoing annual evaluation reviews. (NOTE: Items noted with an asterisk (*) can be found in the faculty member's Academic Record File, located in the appropriate dean or director's office.)

COMPREHENSIVE EVALUATION FILE:

Initial material included by the Bargaining Unit Member:

- * Previous comprehensive review assessments, including Appeal Committee reviews, where applicable
- Current CV
- * Annual workload agreements for the period under review
- * Annual Activity Files for the period under review
- Self-evaluation that summarizes the Bargaining Unit Member's teaching, service, and accomplishments in other areas included in their workload agreement for the period under review
- When the dean, director, or designee's feedback from previous evaluations noted areas for improvement, then the self-evaluation shall include a summary of progress made to address those areas
- Summarized student evaluations for each course for the years under review, where applicable
- Representative course syllabi for the period under review
- Verification of additional degrees, certificates, credentials, continuing education, and college courses attained or renewed during the period under review
- Letters of support
- Other materials at the discretion of the Bargaining Unit Member, such as materials described in departmental, college, or university guidelines

POST TENURE REVIEW FILE:

Initial material included by the Bargaining Unit Member:

- * Previous post-tenure review assessment or last comprehensive evaluation, including Appeals Committee reviews, where applicable
- Current CV
- * Annual workload agreements for the period under review
- * Annual Activity Files for the period under review
- Self-evaluation that summarizes the Bargaining Unit Member's teaching, service, and accomplishments in other areas included in their workload agreement for the period under review
- When the dean, director, or designee's feedback to previous evaluations noted areas for improvement, then the self-evaluation shall include a summary of progress made to address those areas
- Summarized student evaluations for the years under review, where applicable
- Other materials at the discretion of the Bargaining Unit Member, such as materials described in departmental, college, or university guidelines