

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

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

RURAL DEVELOPMENT (RD) IS AN APPLIED PROGRAM THAT IS MADE AVAILABLE

MAY NOT BE DIRECTLY TIED TO FORMAL EDUCATION. IN MANY CASES INDIGENOUS LEADERS HAVE EARNED THEIR POSITIONS THROUGH LEARNING FROM A WIDE RANGE OF SOURCES OVER MANY YEARS. THIS KIND OF LEARNING AND OVERSIGHT IS ESSENTIAL TO DANSRD.

DANSRD S MISSION IDENTIFIES SPECIFIC INDIGENOUS POPULATIONS AT COMMUNITY, REGIONAL AND STATEWIDE LEVELS. WHEN DANSRD PROVIDES PROFESSIONAL EXPERTISE TO THESE COMMUNITIES IT IS NOT MERELY A GENERAL PRO-BONO BENEFIT TO SOCIETY AT LARGE. RATHER, IT IS A RESEARCH OR SCHOLARLY ACTIVITY WITHIN THE MANDATE OF THE DANSRD MISSION, AND NOT AN ACT OF SERVICE.

THE FOLLOWING IS AN ADAPTATION OF UAF AND REGENTS CRITERIA FOR PROMOTION AND TENURE SPECIFICALLY DEVELOPED FOR USE IN EVALUATING THE FACULTY IN THE DEPARTMENT OF ALASKA NATIVE STUDIES AND RURAL DEVELOPMENT (DANSRD). ITEMS IN CAPITAL LETTERS ARE THOSE SPECIFICALLY ADDED OR EMPHASIZED BECAUSE OF THEIR RELEVANCE TO THE DEPARTMENTAL MISSION. THESE UNIT CRITERIA ARE FOR USE IN ALL EVALUATIONS OF FACULTY.

## Chapter I

### Purview

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

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

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

## Chapter II

### Initial Appointment of Faculty

#### A. Criteria for Initial Appointment

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

shall be submitted to the chancellor or chancellor's designee for approval prior to a final selection decision.

#### B. Academic Titles

Academic titles must reflect the discipline in which the faculty are appointed.

#### C. Process for Appointment of Faculty with Academic Rank

Deans of schools and colleges, and directors when appropriate, in conjunction with the faculty in a unit, shall observe procedures for advertisement, review, and selection of candidates to fill any vacant faculty position. These procedures are set by UAF Human Resources and the Campus Diversity and Compliance (AA/EEO) office and shall provide for participation in hiring by faculty and administrators as a unit.

#### D. Process for Appointment of Faculty with Special Academic Rank

Deans and/or directors, in conjunction with the faculty in a unit, shall establish procedures for advertisement, review, and selection of candidates to fill any faculty positions as they become available. Such procedures shall be consistent with the university's stated AA/EEO policies and shall provide for

## Chapter III

### Periodic Evaluation of Faculty

#### 1. General Criteria

Criteria as outlined in UAF Faculty Appointment and Evaluation Policies, Chapter IV, AND DANSRD UNIT CRITERIA, STANDARDS AND INDICES, evaluators may consider, but shall not be limited to, whichever of the following are appropriate to the faculty member's professional obligation: mastery of subject matter; effectiveness in teaching; achievement in research, scholarly, and creative activity; effectiveness of public service; effectiveness of university service; demonstration of professional development and quality of total contribution to the university.

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

#### Bipartite Faculty

Bipartite faculty are regular academic rank faculty who fill positions that are designated as performing two of the three parts of the university's tripartite responsibility.

The dean or director of the relevant college/school shall determine which of the criteria defined above apply to these faculty.

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

#### B. Criteria for Instruction

A central function of the university is instruction of students in formal courses and supervised study. Teaching includes those activities directly related to the formal and informal transmission of appropriate skills and knowledge to students. The nature of instruction will vary for each faculty member, depending upon workload distribution and the particular teaching mission of the unit. Instruction includes actual contact in classroom, correspondence or electronic delivery methods, laboratory or field and preparatory activities, such as preparing for lectures, setting up demonstrations, and preparing for laboratory experiments, as well as individual/independent study, tutorial sessions, evaluations, correcting papers, and determining grades. Other aspects of teaching and instruction extend to undergraduate and graduate academic advising and counseling, training graduate students and serving on their graduate committees, particularly as their major advisor, curriculum development, and academic recruiting and retention activities.

## Effectiveness in Teaching

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

### C. Criteria for Research, Scholarly, and Creative Activity

Inquiry and originality are central functions of a land grant/sea grant/space grant university and all faculty with a research component in their assignment must remain active as scholars. RESEARCH IS A RELATIVELY NEW PART OF THE MISSION OF THE AMERICAN UNIVERSITY DATING FROM THE EARLY 1900s. ITS INTENTION IS TO DISCOVER NEW KNOWLEDGE AND DISSEMINATE IT BEYOND UNIVERSITY WALLS. TRIPARTITE FACULTY ARE RESPONSIBLE FOR CARRYING OUT THE TEACHING, RESEARCH, AND SERVICE MISSIONS OF THE UNIVERSITY. Consequently, faculty are expected to conduct research or engage in other scholarly or creative pursuits that are appropriate to the mission of their unit, and equally important, results of their work must be disseminated through media appropriate to their discipline.

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

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

GIVEN THE APPLIED NATURE OF THE PROGRAM, FACULTY MEMBERS MAY FROM TIME TO TIME HAVE GREATER OR LESSER THAN AVERAGE ASSIGNMENTS IN RESEARCH. IN THESE CASES, EXPECTATIONS OF THEM SHOULD BE ADJUSTED ACCORDING TO INDIGENOUS (NATIVE) CULTURE AND RESEARCH PRACTICES.

- a. Books, reviews, monographs, bulletins, articles, MANUALS, NEEDS ASSESSMENTS, PROGRAM EVALUATIONS, ANNOTATED BIBLIOGRAPHIES, TRANSLATIONS AND TRANSCRIPTIONS, proceedings and other scholarly works published by reputable journals, scholarly presses, and publishing houses, OR BY LEGAL, INDUSTRY OR GOVERNMENT PUBLICATIONS that accept works only after rigorous review and approval by peers in the discipline OR OTHER APPROPRIATE JUDGES.
- b. Competitive grants and contracts to finance the development of ideas AND EXTERNALLY FUNDED RESEARCH PROPOSALS, these grants and contracts being subject to rigorous peer review and approval. RESEARCH THAT LEADS TO PROGRAM IMPROVEMENTS.
- c. Presentation of research papers, DVDs, OR INVITED PAPERS before learned societies that accept papers only after rigorous review and/OR approval by peers OR OTHER APPROPRIATE JUDGES. SUBMISSION OF RESEARCH PROPOSALS AND/OR THE COMPLETION OF CONTRACTED RESEARCH REPORTS TO AGENCIES AND FUNDING SOURCES, FORMAL PRESENTATIONS OF RESEARCH/INFORMATION TO ALASKA NATIVE ORGANIZATIONS SUCH AS ALASKA FEDERATION OF NATIVES, REGIONAL CORPORATIONS, TRIBAL COUNCILS, RESULTS OF COMMUNITY PLANNING PROCESSES AS REPORTED TO COMMUNITY ENTITIES, DEVELOPMENT OF PLANNING PROCESSES REVIEWED BY COMMUNITY BOARDS, DRAFTING AND SUBMITTING REGULATORY PROPOSALS ON BEHALF OF PARTNER COMMUNITIES, ETC.
- d. Exhibitions of art work at galleries, selection for these exhibitions being based on rigorous review and approval by juries, recognized artists, critics, PEERS OR OTHER APPROPRIATE JUDGES.
- e. Performances in recitals or productions ESPECIALLY IN THOSE PLAY OR DANCE PRODUCTIONS THAT PRESENT INDIGENOUS MATERIALS INCLUDING THEATER/DRAMA/FESTIVAL OF NATIVE ARTS/CAMA-I, AND OTHER STATEWIDE FESTIVALS, selection for these performances being based on stringent auditions and approval by appropriate judges AND/OR PEERS.
- f. Scholarly reviews of publications, art works and performance of the candidate.
- g. Citations of research in scholarly publications AND PUBLICATIONS OF SPECIAL INTEREST TO NATIVE AND RURAL CONSTITUENTS AND/OR CONSTITUENCIES.
- h. Published abstracts of research papers.
- i. Reprints or quotations of publications, CATALOGING AND ARCHIVING DATA COLLECTIONS OF DANCE/PERFORMANCE VIDEO AND AUDIO TAPES,

reproductions of art works, and descriptions of interpretations in the performing arts, these materials appearing in reputable works of the discipline.

j. Prizes and awards for excellence of scholarship, RECEIPT OF A NATIONAL RESEARCH FELLOWSHIP.

(“k” IS MISSING FROM THE ORIGINAL DOCUMENT)

l. Awards of special fellowships for research or artistic activities INCLUDING AWARDS FOR THE DEVELOPMENT OF VIDEO TAPES, WEBSITES & CDS WHICH DISSEMINATE INFORMATION ABOUT RURAL DEVELOPMENT AND ALASKA NATIVE STUDIES, or selection FOR SCHOLARSHIPS FOR PARTICIPATION IN PROGRAMS OF ADVANCED STUDY OR of tours of duty at special institutes for advanced study.

m. Development of processes or instruments useful in COMMUNITY PLANNING, AND HUMAN AND RURAL DEVELOPMENT THAT WILL BE REVIEWED BY COMMUNITY BOARDS AS WELL AS THOSE USEFUL IN solving problems, such as computer programs and systems for the processing of data, genetic plant and animal material, and where appropriate obtaining patents and/or copyrights for said development.

N. APPOINTMENT TO LOCAL/STATE/NATIONAL/INTERNATIONAL POLICY AND PLANNING BOARDS WHOSE WORK INVOLVES THE ADOPTION/IMPLEMENTATION OF RESEARCH RESULTS.

O. ORGANIZING CONFERENCES, CHAIRING CONFERENCE SESSIONS, EDITING CONFERENCE PROCEEDINGS, ATTENDANCE AT CONFERENCES.

P. INVOLVEMENT IN ALASKA NATIVE-RELATED COMMUNITY EVENTS, AND PARTICIPATION/INVOLVEMENT WITH FEDERAL OR STATE REGULATORY MEETINGS ADDRESSING POLICY ISSUES THAT AFFECT RURAL ALASKA, GUEST SPEAKING AT ACADEMIC OR COMMUNITY EVENTS AND CLASSES.

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

#### D. Criteria for Public and University Service

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

constituency, free of charge, is identified as public service. AS NOTED IN THE INTRODUCTION, WHEN DANSRD PROVIDES PROFESSIONAL EXPERTISE TO THE COMMUNITIES IT SERVES, IT DOES SO AS A RESEARCH OR SCHOLARLY ACTIVITY WITHIN THE MANDATE OF THE DANSRD MISSION, AND NOT AN ACT OF SERVICE. The tradition of the university itself provides that its faculty assumes a collegial obligation for the internal functioning of the institution; such service is identified as university service.

## 1. Public Service

Public service is the application of teaching, research, and other scholarly and creative activity to constituencies outside the University of Alaska Fairbanks. It includes all activities which extend the faculty member's professional, academic, or leadership competence to these constituencies. It can be instructional, collaborative, or consultative in nature and is related to the faculty member's discipline or other publicly recognized expertise. Public service may be systematic activity that involves planning with clientele and delivery of information on a continuing, programmatic basis. It may also be informal, individual, professional contributions to the community or to one's discipline, ent6ch

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

## 2. University Service

a. University service includes those activities involving faculty members in the governance, administration, and other internal affairs of the university, its colleges, schools, and institutes. It includes non-instructional work with students and their organizations. Examples of such activity include, but are not limited to:

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

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

d. Service as department chair or term-limited and part-time assignment as assistant/associate dean in a college/school.

e. Participation in accreditation AND RELATED reviews.

f. Service on collective bargaining unit committees or elected office.

g. Service in support of student organizations and activities.

h. Academic support services such as library and museum programs.

i. Mentoring

e. Organizer, session organizer, or moderator for professional meetings.

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

## Evaluation of Service

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

## E. Unit Criteria, Standards and Indices

Unit criteria, standards and indices are recognized values used by a faculty within a specific discipline to elucidate, but not replace, the general faculty criteria established in B, C, D, above, and in UAF Faculty Appointment and Evaluation Policies, Chapter IV for evaluation of faculty performance on an ongoing basis and for promotion, tenure, 4th year comprehensive and diagnostic review (United Academics only), and post-tenure review.

Unit criteria, standards and indices may be developed by those units wishing to do so. Units that choose not to develop discipline-specific unit criteria, standards and indices must file a statement stating so with the Office of the Provost, which shall serve as the official repository for approved unit criteria, standards and indices.

A unit choosing to develop discipline-specific criteria, standards and indices shall have such criteria, standards and indices approved by a majority of the discipline faculty. The unit criteria, standards and indices will be reviewed and approved by the cognizant dean who will forward the unit criteria, standards and indices to the provost. The provost will review for consistency with BOR and UAF policies and will forward these criteria, standards and indices to the Faculty Senate, which shall review and approve all discipline-specific criteria according to a process established by the Faculty Senate.

Unit criteria, standards and indices will be reviewed at least every five (5) years by the faculty of the unit. When reorganization results in a unit's placement in another college/school structure, the cognizant dean, in consultation with the unit faculty shall review unit criteria, standards and indices and revise if warranted. Unit criteria, standards and indices approved by the Faculty Senate prior to a unit's reorganization shall remain

in effect until reviewed and revised. Revision of unit criteria, standards and indices must follow the review process established by the Faculty Senate. If the unit criteria, standards and indices are not revised, a statement of reaffirmation of the current unit criteria, standards and indices must be filed with the Office of the Provost, following the review.

Unit criteria, standards and indices, when developed by the faculty and approved by the Faculty Senate, must be used in the review processes by all levels of review. Their use is NOT optional. It shall be the responsibility of the candidate for promotion, tenure, 4th year comprehensive and diagnostic review (United Academics only), and post-tenure review to include these approved unit criteria, standards and indices in the application file.

## F. Annual Evaluation of Non-tenured Faculty with Academic Rank

### 1. Process of Evaluation

There will be annual evaluations of all untenured faculty members holding academic rank. Each faculty member shall submit a professional activities report to the campus director or college/school dean according to a schedule announced by the provost. The annual professional activities report will be accompanied by a current curriculum vita.

The evaluations performed by the campus director or college/school dean shall include explicit statements on progress toward meeting criteria for tenure and promotion in their written evaluations. The dean s/director s evaluation shall reference the faculty member s workload agreement in commenting on progress. The director or dean shall provide a copy of a written evaluation to the faculty member.

In the case of a faculty member having a joint appointment, the dean will coordinate the review and recommendation with the DEAN/director as appropriate.

## G. Periodic Evaluation of Tenured Faculty Members

### 1. Frequency of Evaluation

All tenured faculty at UAF shall be evaluated once every three years according to a schedule and process announced by the provost.

For tenured faculty with joint appointments, the cognizant dean will arrange a review that assures that all appropriate administrators provide a written evaluation of the faculty member. The dean will inform the faculty member of these arrangements.

### 2. Annual Activities Report

All tenured faculty shall prepare a professional activities report annually and submit it to the dean or director according to a schedule announced by the provost.

## H. Evaluation of Faculty with Special Academic Rank

Special academic rank faculty are appointed for a specified period of time. They are to provide evidence of effectiveness in their assigned responsibilities during the term of their appointment when requested by their college/school dean or institute director according to the process set forth by the provost.

#### 1. Process of Evaluation

The college/school dean or institute director shall require an annual activities report of a faculty member who has an appointment renewed beyond the initial year of appointment. The review process outlined above for academic rank faculty shall apply. The optional process for the development and approval of the unit criteria, standards and indices as outlined above in Chapter III, E, shall also apply to the definition and evaluation of faculty in special academic rank positions.

The appointment to special academic rank shall terminate on the date specified in the letter of appointment, and implies no expectation of a subsequent appointment.