

**UAF REGULATIONS FOR THE EVALUATION OF FACULTY:
INITIAL APPOINTMENT, ANNUAL REVIEW, REAPPOINTMENT,
PROMOTION, TENURE, AND SABBATICAL LEAVE**

AND

FISHERIES DIVISION UNIT CRITERIA

STANDARDS AND INDICES

THE FOLLOWING IS AN ADAPTATION OF UAF AND BOARD OF REGENTS (BOR) CRITERIA FOR PROMOTION AND TENURE, SPECIFICALLY DEVELOPED FOR USE IN EVALUATING FACULTY IN THE FISHERIES DIVISION OF THE SCHOOL OF FISHERIES AND OCEAN SCIENCES. CAPITALIZED TEXT REFLECTS ADDITIONS AND CLARIFICATIONS TO UAF REGULATION. This supplements the Board of Regents policies and describes the purpose, conditions, eligibility, and specifications relating to the evaluation of faculty at the University of Alaska Fairbanks. Contained herein are regulations and procedures to guide the evaluation processes and to identify 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 those instances where extant collective bargaining agreements apply otherwise.

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

CHAPTER II

Initial Appointment of Faculty

A. Criteria for Initial Appointment

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

2. Components of Evaluation

Effectiveness in teaching will be evaluated through information on formal and informal teaching,

1. Development of processes or instruments 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.

FACULTY IN FISHERIES APPLYING FOR PROMOTION OR TENURE MUST PRESENT EVIDENCE OF SUBSTANTIAL, HIGH-QUALITY CONTRIBUTIONS IN RESEARCH. WHILE THERE IS NO SUBSTITUTE FOR THE EXERCISE OF GOOD JUDGMENT ON THE PART OF THOSE WHO ARE CALLED UPON TO ASSESS RESEARCH AND SCHOLARLY PRODUCTIVITY, IT IS THE RESPONSIBILITY OF EACH FACULTY MEMBER TO EXPLAIN AND/OR OTHERWISE PROVIDE EVIDENCE OF THE SIGNIFICANCE OF THEIR RESEARCH AND SCHOLARLY ACTIVITIES. THE VARIED NATURE OF RESEARCH AND SCHOLARLY CONTRIBUTIONS MAKE IT DIFFICULT TO IDENTIFY SIMPLE CRITERIA FOR ASSESSING THE QUALITY AND SIGNIFICANCE OF SUCH CONTRIBUTIONS. IN GENERAL, THE PRIMARY EVIDENCE OF HIGH QUALITY RESEARCH IS PUBLICATION OF RESEARCH RESULTS AND INTERPRETATIONS IN RESPECTED PEER-REVIEWED JOURNALS, BOOKS OR OTHER MEDIA AND EVIDENCE OF SUBSTANTIAL CONTRIBUTION TO RESEARCH IS PRIMARY AUTHORSHIP BY THE APPLICANT OR HIS OR HER STUDENT, OR LEADERSHIP AS PRINCIPAL INVESTIGATOR OF THE RESEARCH—QUALITY, AS JUDGED BY FISHERIES DIVISION FACULTY PEERS, IS MORE IMPORTANT THAN QUANTITY. FISHERIES DIVISION FACULTY ARE EXPECTED TO AUTHOR AN AVERAGE OF AT LEAST ONE REFEREED PUBLICATION PER YEAR. THUS CANDIDATES FOR TENURE AND PROMOTION TO ASSOCIATE PROFESSOR ARE EXPECTED TO HAVE AUTHORED AT LEAST SIX REFEREED PUBLICATIONS; CANDIDATES FOR PROMOTION TO PROFESSOR ARE EXPECTED TO HAVE AUTHORED AT LEAST TWELVE REFEREED PUBLICATIONS. THESE EXPECTATIONS SHOULD BE INTERPRETED IN THE CONTEXT OF ACTUAL WORKLOAD AND ADJUSTED ACCORDINGLY.

EACH PROMOTION APPLICANT’S COMPLETE PUBLICATION RECORD, INCLUDING PAPERS PUBLISHED BEFORE THEY WERE AFFILIATED WITH THE UAF FISHERIES DIVISION, IS RELEVANT TO TENURE AND PROMOTION DECISIONS. IN ADDITION, THE NATURE OF THEIR WORKLOAD ASSIGNMENTS AND THEIR OPPORTUNITY FOR PUBLICATION THROUGHOUT THEIR CAREER LEADING UP TO THE REVIEW DATE IS CONSIDERED RELEVANT TO PROMOTION AND TENURE DECISIONS. THE STANDARD FOR TENURE, PROMOTION TO ASSOCIATE PROFESSOR, AND SATISFACTORY POST-TENURE REVIEW IS SATISFACTORY RESEARCH PERFORMANCE FOR THE PERIOD BEING EVALUATED. THE STANDARD FOR PROMOTION TO PROFESSOR IS SUSTAINED, EXCELLENT RESEARCH PERFORMANCE, RECOGNIZED NATIONALLY AND INTERNATIONALLY.

D. Criteria for Public and University Service

Public service is intrinsic to the land grant/sea grant/space grant tradition, and is fundamental part of the university's obligation to the people of its state. In this tradition, faculty providing their professional expertise for the benefit of the university's external constituency, free of charge, is identified as “public service”. The tradition of the university itself provides that its faculty assume 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. AMONG OTHERS, THESE CONSTITUENCIES INCLUDE MEMBERS OF FISHING COMMUNITIES, SEAFOOD INDUSTRY, AND OTHER FISHERY STAKEHOLDERS. It includes all activities that 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

HAVE A RECORD OF SUCCESS IN ACQUIRING EXTERNAL FUNDS FOR CURATORIAL ACTIVITIES AND COLLECTIONS-BASED RESEARCH.

5. 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 for that unit. s,S