

UAF REGULATIONS FOR THE APPOINTMENT AND EVALUATIONS OF
FACULTY
AND COLLEGE OF ENGINEERING AND MINES UNIT CRITERIA , STANDARDS,
AND INDICES

THE FOLLOWING IS AN ADAPTATION OF UAF AND BOARD OF REGENTS' CRITERIA FOR ANNUAL REVIEW, PRE-TENURE REVIEW, POST-TENURE REVIEW, PROMOTION, AND TENURE, SPECIFICALLY ADAPTED FOR USE IN EVALUATING THE FACULTY OF THE COLLEGE OF ENGINEERING AND MINES' DEPARTMENTS. ITEMS IN BOLDFACE ITALICS ARE THOSE SPECIFICALLY ADDED OR EMPHASIZED BECAUSE OF THEIR RELEVANCE TO THE DEPARTMENTS' FACULTY, AND BECAUSE THEY ARE ADDITIONS TO UAF REGULATIONS.

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 & 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 participation in hiring by faculty and administrators in the unit.

E. Following the Selection Process

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

F. Letter of Appointment

The initial letter of appointment shall specify the nature of the assignment, the percentage emphasis that is to be placed on each of the parts of the faculty responsibility, mandatory year of tenure review, and any special conditions relating to the appointment.

This letter of appointment establishes the nature of the position and, while the percentage of emphasis for each part may vary with each workload distribution as specified in the annual workload agreement document, the part(s) defining the position may not.

particularly as their major advisor, curriculum development, and academic recruiting and retention activities.

1. Effectiveness in Teaching

Evidence of excellence in teaching may be demonstrated through, but not limited to, evidence of the various characteristics that define effective teachers. Effective teachers WILL DEMONSTRATE SOME, BUT NOT NECESSARILY ALL, OF THE FOLLOWING CHARACTERISTICS IN AN INDIVIDUAL YEAR:

- a. are highly organized, plan carefully, use class time efficiently, have clear objectives, have high expectations for students;
- b. express positive regard for students, develop good rapport with students, show interest/enthusiasm for the subject;
- c. emphasize and encourage student participation, ask questions, frequently monitor student participation for student learning and teacher effectiveness, are sensitive to student diversity;
- d. emphasize regular feedback to students and reward student learning success;
- e. demonstrate content mastery, discuss current information and divergent points of view, relate topics to other disciplines, deliver material at the appropriate level;
- f. regularly develop new courses, workshops and seminars and use a variety of methods of instructional delivery and instructional design, INCLUDING THE DEVELOPMENT OF DISTILLED KNOWLEDGE (FOR EXAMPLE: BOOKS, SOFTWARE, DOCUMENTATION) FOR STUDENT USE;
- g. may receive prizes and awards for excellence in teaching.
- h. DISSEMINATE NEW IDEAS TO THE STUDENTS RESULTING FROM RESEARCH AND OTHER ENGINEERING ACTIVITIES, SUCH AS CONSULTING AND SERVICE ON REVIEW PANELS;
- i. INVOLVE STUDENTS, ESPECIALLY GRADUATE STUDENTS, IN QUALITY RESEARCH ACTIVITIES.

SPECIFIC CEM CRITERIA FOR TEACHING PERFORMANCE BEFORE PROMOTION/TENURE OR APPOINTMENT TO:

- I. ASSISTANT PROFESSOR: EVIDENCE OF TEACHING ABILITY AND A COMMITMENT TO A QUALITY TEACHING PROGRAM MUST BE

d. peer/department chair evaluation of course materials.

STUDENT RATINGS ARE TO BE CONSIDERED IN CONTEXT WITH

CONFERENCES AND MUSEUMS, WHERE selection for these exhibitions IS being based on rigorous review and approval by juries, recognized artists, or critics.

- e. Performances in recitals or productions, selection for these performances being based on stringent auditions and approval by appropriate judges.
- f. Scholarly reviews of publications, art works and performance of the candidate.
- g. Citations of research in scholarly publications.
- h. Published abstracts of research papers.
- i. Reprints or quotations of publications, reproductions of art works, and descriptions of interpretations in the performing arts, these materials appearing in reputable works of the discipline.
- j. Prizes and awards for excellence of scholarship
- k. Awards of special fellowships for research or artistic activities or selection of

RESEARCH IDEAS RESULTING IN JOURNAL AND/OR CONFERENCE PUBLICATIONS THAT INVOLVE STUDENTS. SUSTAINED PRODUCTIVITY MUST BE SHOWN WITH ADEQUATE EVIDENCE OF RESEARCH ACTIVITIES SINCE INITIAL APPOINTMENT.

- III. PROFESSOR: THE FACULTY MEMBER MUST DEMONSTRATE A SUSTAINED, PROFESSIONAL, INDEPENDENT RESEARCH PROGRAM AS EVIDENCED BY A SATISFACTORY NUMBER OF PEER-REFEREED HIGH-QUALITY PROFESSIONAL PUBLICATIONS (INDEXED IN THE WEB OF SCIENCE (SCI) AND/OR THE ENGINEERING INDEX (EI), WHERE APPLICABLE). THE ACQUISITION OF SIGNIFICANT EXTERNAL RESEARCH FUNDING AS PI IS TYPICALLY EXPECTED. THE FACULTY MEMBER MUST SHOW LEADERSHIP AND INDEPENDENCE AS EVIDENCED BY PRESENTATION OF RESEARCH RESULTS AT PROFESSIONAL MEETINGS, SUBMISSION OF RESEARCH PROPOSALS AS PI, AND CREATION OF RESEARCH IDEAS RESULTING IN JOURNAL AND CONFERENCE PUBLICATIONS THAT INVOLVE STUDENTS. SUSTAINED PRODUCTIVITY MUST BE SHOWN WITH ADEQUATE EVIDENCE OF RESEARCH ACTIVITIES SINCE THE PREVIOUS TENURE/PROMOTION/APPOINTMENT. A NATIONAL OR INTERNATIONAL REPUTATION OF THE CANDIDATE AS DEMONSTRATED BY A HIGH NUMBER OF ARTICLE CITATIONS, PROFESSIONAL ACTIVITIES, INVITED PRESENTATIONS AT MEETINGS, AND DOCUMENTED OPINIONS OF OTHER ENGINEERS AND SCIENTISTS IN THE FIELD IS EXPECTED.

D. Criteria for Public and University Service

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

individual, professional contributions to the community or to one's discipline, or other activities in furtherance of the goals and mission of the university and its units. Such service may occur on a periodic or limited basis. Examples include, but are not limited to:

- a. Providing information services to adults or youth.
 - b. Service on or to government or public committees.
 - c. Service on accrediting bodies.
 - d. Active participation in professional organizations.
 - e. Active participation in discipline-oriented service organizations.
 - f. Consulting.
 - g. Prizes and awards for excellence in public service.
 - h. Leadership of or presentations at workshops, conferences or public meetings.
 - i. Training and facilitating.
 - j. Radio and TV programs, newspaper articles and columns, publications, newsletters, films, computer applications, teleconferences and other educational media.
 - k. Judging and similar educational assistance at science fairs, state fairs, and speech, drama, literary, and similar competitions.
2. University Service
- University service includes those activities involving faculty members in the governance, administration, and other internal affairs of the university, colleges, schools, and institutes. It includes instructional work with students and their organizations. Examples of such activity include, but are not limited to:
- a. Service on university, college, school, institute, or departmental committees or governing bodies.
 - b. Consultative work in support of university functions, such as expert assistance for specific projects.
 - c. Service as department chair or limited and part-time assignment as assistant/associate dean in a college/school.
 - d. Participation in accreditation reviews.

- e. Service on collective bargaining unit committees or elected office.
- f. Service in support of student organizations and activities.
- g. Academic support services such as library and museum programs.
- h. Assisting other faculty or units

SERVICE MISSION OF THE COLLEGE.

- II. ASSOCIATE PROFESSOR: POSITIVE CONTRIBUTIONS TO DEPARTMENTAL AND/OR UNIVERSITY MATTERS, EFFECTIVE PROFESSIONAL CONTRIBUTIONS TO THE PUBLIC, AND/OR EFFECTIVE SERVICE TO THE PROFESSION ARE EXPECTED.
- III. PROFESSOR: EVIDENCE OF LEADERSHIP IN THE SERVICE AREA IS EXPECTED. SIGNIFICANT CONTRIBUTIONS TO THE DEVELOPMENT OF DEPARTMENTAL AND/OR UNIVERSITY PROGRAMS INCLUDING COMMITTEE LEADERSHIP OR UAF FACULTY SENATE SERVICE AND ASSOCIATED COMMITTEES ARE EXPECTED. EFFECTIVE APPLICATION OF SERVICE INCLUDES PROFESSIONAL EXPERTISE PROVIDED TO PROFESSIONAL OR PUBLIC ORGANIZATIONS SUCH AS ENGINEERING SOCIETY LEADERSHIP, REVIEWING PROPOSALS, REFEREEING MANUSCRIPTS, AND EDITING FOR PROFESSIONAL ORGANIZATIONS OR PUBLICATIONS.