



**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**

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.

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## CHAPTER III

### PERIODIC EVALUATION OF FACULTY

#### A. General Criteria

Criteria as outlined in "UAF Faculty Appointment and Evaluation Policies," Chapter IV, AND DMS 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. THE DMS RECOGNIZES THE VALUE OF ACADEMIC AND SCHOLASTIC DIVERSITY. AS SUCH, THE UNIT DOES NOT REQUIRE EACH CANDIDATE DEMONSTRATE EQUAL STRENGTH IN EACH AREA OF TRIPARTITE RESPONSIBILITY. CANDIDATES WILL BE RANKED IN EACH AREA BY THE DMS PEER REVIEW COMMITTEE (PRC). THE PRC CONSISTS OF ALL TENURED MEMBERS OF THE DMS. MEMBERS OF THE PRC WHO ARE ON SABBATICAL OR OFF CAMPUS FOR EXTENDED PERIODS HAVE THE OPTION OF PARTICIPATING, BUT THIS IS NOT REQUIRED. MEMBERS OF THE COMMITTEE MAY ABSTAIN FROM VOTING, BUT ONLY IN ACCORDANCE WITH DMS OPERATING PROCEDURES. CANDIDATES WILL BE RANKED IN EACH CATEGORY OF RESPONSIBILITY ACCORDING TO THE FOLLOWING SCALE: OUTSTANDING, SUPERIOR, SATISFACTORY, NEEDS IMPROVEMENT AND UNACCEPTABLE.

**THESE CORRELATE WITH CATEGORIES SOMETIMES USED BY THE UNIVERSITY WIDE COMMITTEE AS OUTLINED BELOW.**

<b>DMS</b>		<b>UNIVERSITY WIDE</b>
<b>OUTSTANDING</b>	=	<b>EXCELLENT</b>
<b>SUPERIOR</b>	=	<b>VERY GOOD</b>
<b>SATISFACTORY</b>	=	<b>GOOD</b>
<b>NEEDS IMPROVEMENT</b>	=	<b>SATISFACTORY</b>
<b>UNACCEPTABLE</b>	=	<b>UNSATISFACTORY</b>

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.

1. **TENURE. A CANDIDATE FOR TENURE WILL BE JUDGED ON THE BASIS OF PERFORMANCE AND INDICATIONS OF POTENTIAL IN ALL APPLICABLE AREAS OF RESPONSIBILITY, WITH EMPHASIS PLACED ON THE INTERVAL SINCE THE LAST PROMOTION OR HIRE, WHICHEVER IS MOST RECENT. A CANDIDATE NEED NOT DEMONSTRATE EQUAL PERFORMANCE IN ALL THREE AREAS. IN ORDER TO QUALIFY FOR TENURE, A FACULTY MEMBER SHOULD HAVE DEMONSTRATED A SUSTAINED PERFORMANCE IN ALL THEIR AREAS OF RESPONSIBILITY. WHILE THERE IS NO OBJECTIVE DEFINITION OF "SUSTAINED" NOR IS THERE ANY REQUIREMENT FOR ANY LENGTH OF TIME AT ANY PARTICULAR RANK, A TYPICAL CANDIDATE FOR TENURE SHOULD NORMALLY HAVE SERVED AT LEAST FIVE YEARS AT THE RANK OF ASSISTANT PROFESSOR AT UAF OR ELSEWHERE. UNTENURED FACULTY SHOULD REFER TO THEIR COLLECTIVE BARGAINING AGREEMENT AND INITIAL APPOINTMENT LETTER REGARDING MANDATORY YEAR OF TENURE REVIEW. A SUCCESSFUL CANDIDATE SHOULD ATTAIN AT LEAST A SATISFACTORY RATING IN TEACHING, RESEARCH AND SERVICE AND AT LEAST SUPERIOR IN TEACHING OR RESEARCH IN THE**  
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4. PROFESSOR. THIS IS THE GREATEST SINGLE HONOR THAT THE UNIVERSITY CAN BESTOW UPON A MEMBER OF ITS FACULTY. THE HONOR MUST THEREFOR BE MADE UPON CAREFUL CONSIDERATION OF THE CANDIDATE'S TOTAL DEMONSTRATED CONTRIBUTION TO THE UNIVERSITY AND THE MATHEMATICAL SCIENCES. THE HONOR IS RESERVED FOR THOSE WHO HAVE DEMONSTRATED OUTSTANDING PERFORMANCE IN THEIR FIELDS, WHICH IS SUSTAINED OVER A SIGNIFICANT INTERVAL OF TIME. SPECIFICALLY, IN THE YEAR THE CANDIDATE APPLIES FOR PROMOTION TO PROFESSOR, A VOTE WILL BE TAKEN BY THE PRC. **A SUCCESSFUL CANDIDATE SHOULD ATTAIN AT LEAST A SATISFACTORY RATING IN TEACHING, RESEARCH AND SERVICE IN THE VOTE OF THE PRC. IF ONE OF TEACHING OR RESEARCH IS RANKED SATISFACTORY, THE OTHER MUST BE OUTSTANDING.**

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.**

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. THE DISSEMINATION OF IDEAS OUTSIDE THE CLASSROOM INCLUDES, BUT IS NOT RESTRICTED TO, STATISTICAL AND COMPUTING CONSULTING FOR STUDENTS; ASSISTING STUDENTS IN THE DESIGN OF EXPERIMENTS; DIRECTING UNDERGRADUATE AND GRADUATE RESEARCH. FURTHER, IT INCLUDES **PUBLICATION**



STUDENT OPINIONS, THE FORMER WILL BE CONSIDERED TO BE MORE ACCURATE.

- d. peer/department chair evaluation of course materials.

C. Criteria for Research, Scholarly, and Creative Activity

**Inquiry and originality are central functions of a land grant/sea grant/space grant university and all faculty with a research component in their assignment must remain active as scholars. Consequently, faculty are expected to conduct research or engage in other scholarly or creative pursuits that are appropriate to the mission of their unit, and equally important, results of their work must be disseminated through media appropriate to their discipline. 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. CANDIDATES AT ALL LEVELS MUST DEMONSTRATE ACHIEVEMENT CONDUCTING RESEARCH IN AN INDEPENDENT AND CREATIVE FASHION. WORK WILL BE JUDGED FOR IMPORTANCE, ORIGINALITY AND QUALITY. CONSIDERATION WILL INCLUDE, BUT NOT BE RESTRICTED TO, THE CANDIDATE'S PAPERS PUBLISHED IN REFEREED JOURNALS AND REFEREED CONFERENCE PROCEEDINGS; PAPERS, LECTURES AND PRESENTATIONS DELIVERED; OTHER PAPERS AND TECHNICAL REPORTS; BOOKS, **BOOK CHAPTERS**, RESEARCH PROPOSALS, SOFTWARE DEVELOPED AND RESEARCH DONE THROUGH CONSULTING. THE WORK MUST BE PRESENTED IN A PUBLIC FORUM WHERE ITS CONTRIBUTION CAN BE JUDGED BY PEERS EXTERNAL TO UAF. AS SUCH, LITTLE CONSIDERATION WILL BE GIVEN TO RESEARCH THAT APPEARS IN NON-REFEREED PREPRINTS. NOR WILL WORK THAT IS DONE BY PRIVATE CONTRACTING BE CONSIDERED IF IT APPEARS ONLY IN INTERNAL COMPANY REPORTS. THE RESEARCH CONTRIBUTIONS FOUND IN A BOOK WILL BE BASED ON THE EXPOSITION OF NEW IDEAS. BOOKS THAT ONLY GATHER MATERIAL FOUND IN OTHER LOCATIONS WILL BE CONSIDERED TO BE EXPOSITORY AND NOT RESEARCH DOCUMENTS.**

1. Achievement in Research, Scholarly and Creative Activity  
Whatever the contribution, research, scholarly or creative activities must have one or more of the following characteristics:
  - a. They must occur in a public forum.

- b. They must be evaluated by appropriate peers.
  - c. They must be evaluated by peers external to this institution so as to allow an objective judgment.
  - d. They must be judged to make a contribution.
2. Components of Research, Scholarly and Creative Activity  
Evidence of excellence in research, scholarly, and creative activity may be demonstrated through, but not limited to:
- a. Books, reviews, monographs, bulletins, articles, proceedings and other scholarly works published by reputable journals, scholarly presses, and publishing houses that accept works only after rigorous review and approval by peers in the discipline.
  - b. Competitive grants and contracts to finance the development of ideas, these grants and contracts being subject to rigorous peer review and approval.
  - c. Presentation of research papers before learned societies that accept papers only after rigorous review and approval by peers.
  - d. Exhibitions of art work at galleries, selection for these exhibitions being based on rigorous review and approval by PEERS, 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. Editing or refereeing articles or proposals for professional journals or organizations.
  - g. Scholarly reviews of publications, art works and performance of the candidate.
  - h. Citations of research in scholarly publications.
  - i. Published abstracts of research papers.

- j. 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.
- k. Prizes and awards for excellence of scholarship.
- l. Awards of special fellowships for research or artistic activities or selection of tours of duty at special institutes for advanced study.
- m. 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



1. Public Service

**Public service is the application of teaching, research, and other scholarly and creative activity to constituencies outside the University**

- 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, 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:

- 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 term-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 with curriculum planning and delivery of instruction, such as serving as guest lecturer.
- i. Mentoring OF FACULTY.
- j. Prizes and awards for excellence in university service.
- K. SERVICE AS OUTSIDE REVIEWER ON UAF THESIS COMMITTEES.
- L. PREPARATION OF UNIVERSITY REPORTS.
- M. **CONSULTING WITH UAF FACULTY IN AND OUTSIDE DMS IN DISCIPLINE SPECIFIC ACTIVITIES THAT ARE NOT COUNTED**

3. Evaluation of Service

**Each individual faculty member's proportionate responsibility in**

## **RATIONALIZATION AND COMMENTARY**

**THE ABOVE PORTION OF THIS DOCUMENT IS MEANT TO OUTLINE THE PROCESS AND INDICES OF EVALUATION. WHAT FOLLOWS BELOW ARE A FEW REMARKS MEANT TO GIVE SOME EXPLANATION TO THIS SCHEMATIC.**

**FOR PROMOTION TO THE LEVEL OF ASSOCIATE PROFESSOR A**

SUCH DECISIONS IS HARD WORK BUT A NECESSARY RESPONSIBILITY OF EACH MEMBER OF THE PRC.

TO FURTHER UNDERSCORE THE ABOVE POINTS, WE QUOTE FROM A 2006 WHITE PAPER RELEASED BY THE AMERICAN MATHEMATICAL SOCIETY.

“MATHEMATICS IS OFTEN CONSIDERED AS PART OF THE PHYSICAL AND NATURAL SCIENCES, BUT ITS PUBLICATION PRACTICES DIFFER FROM THESE OTHER DISCIPLINES IN SEVERAL FUNDAMENTAL WAYS.

MATHEMATICIANS TEND TO PUBLISH AT RATES THAT ARE MODEST COMPARED TO SOME OTHER SCIENCES. THE MAJORITY OF MATHEMATICAL RESEARCH IS PUBLISHED IN

INFORMATION ABOVE ABOUT THOSE WHO HAVE WON  
PRESTIGIOUS AWARDS STRONGLY SUPPORTS THIS VIEW"

CERTAIN DISCIPLINES FOUND IN MATHEMATICAL SCIENCES HAVE  
LITTLE OPPORTUNITY IN THE WAY OF EXTERNAL FUNDING.  
ACCORDINGLY, THE ABILITY TO FIND FUNDING SPEAKS WELL FOR A  
CANDIDATE AT ANY LEVEL. HOWEVER, ABSENCE OF FUNDING MAY  
NOT NECESSARILY SPEAK AGAINST THE CANDIDATE. DMS DOES  
NOT CONSIDER THE FUNDING OF GRANT PROPOSALS TO BE THE  
GOAL OF ANY RESEARCH PROJECT. RATHER, WE FOCUS ON WHAT IS  
ACHIEVED WITH OR WITHOUT RESEARCH FUNDING.

TO SUMMARIZE, THE PRIMARY RESEARCH METRIC IS NOT NUMBER  
OF PUBLICATIONS, NOR NUMBER OF CITATIONS, NOR QUANTITY OF  
GRANT MONEY. IT IS RESEARCH RESULTS AS MEASURED BY  
QUALITY, IMAGINATION, LONG TERM IMPACT, DEPTH AND  
ORIGINALITY.

**FURTHER INFORMATION ON THE CULTURE OF MATHEMATICS AND  
DISTINCTIONS FROM OTHER ACADEMIC DISCIPLINES CAN BE  
FOUND AT:**

<http://www.ams.org/profession/leaders/culture/culture>