

The following motion passed at Faculty Senate meeting on 11/11/2014

11/11/2014

That the Faculty Senate recommend that the Board of Trustees approve the following motion:

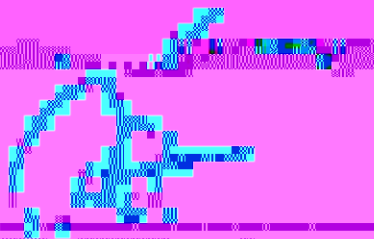
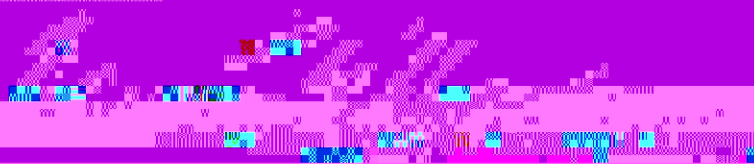
That the Board of Trustees approve the following motion:

Faculty Personnel Review

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Faculty Personnel Review

and Agricultural Sciences School of Natural Resources and Extension



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HEAD OF DEPARTMENT FOR THE AGRICULTURAL AND FORESTRY EXPERIMENT STATION UNIT

FACULTY

AND JOINT CRITERIA STANDARDS AND INDICES FOR FACULTY APPOINTED

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

CHAPTER III

Periodic Evaluation of Faculty

A. General Criteria

Criteria as outlined in "UAF Faculty Appointment and Evaluation Policies," Chapter IV and in *Natural Resources and Environment Programs/Agricultural And Forestry Experiment Station (NRE/AFES) 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. *Evaluations should be consistent with an individual faculty member's job description and*

counseling, training graduate students and serving on their graduate committees, particularly as their major advisor, curriculum development, and academic recruiting and retention activities.

1. Effectiveness in Teaching

to, evidence of the various characteristics that define effective teachers. Effective teachers will demonstrate the following characteristics pertinent to their

Criteria

Approved May 07, 2018 at Faculty Senate Meeting #232.

Assistant Professor: evidence of high quality teaching and a commitment to a quality teaching program in the department as demonstrated through peer, department, and/or student teaching

evaluation.

Associate Professor: evidence of the expected quality of instructional performance may include (but is not limited to) superior classroom teaching as demonstrated by teaching evaluations, course and/or curriculum development including contemporary and relevant material that stimulates the learning process, novel approaches to instruction and use of assignments and effective grading and

mentoring of individual students.

Criteria
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Researchers who receive federal and state formula funds (such as Hatch and

Criteria

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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 tours of duty at special institutes for advanced study.

l. Development of processes or instruments useful in solving problems, such as computer programs, *sophisticated computer models that help in the understanding of complex systems and systems for the processing of data*

D. Criteria for Public and University Service and Professional 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

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- 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

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- 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 *new faculty*.
- j. Prizes and awards for excellence in university service.

- a. Editing or refereeing articles or proposals for professional journals or organizations.
- b. Active participation in professional organizations *and professional meetings, including committee chair or officer of professional organizations, session organizer or moderator for professional meetings, and related activities.*
- c. Active participation in discipline-oriented service organizations.
- d. Committee chair or officer of professional organizations.
- e. Organizer, session organizer, or moderator for professional meetings.
- f. Service on a national or international review panel or committee

4. 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 *professional*, public and university service may be demonstrated through an appropriate letter of commendation

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Professor: evidence of leadership in the service area is expected and may include, but is not limited to, service as committee chair, session organizer, officer of professional organizations. Evidence of excellent contributions to the development of departmental and/or university programs and excellent application of professional expertise to professional or public processes and organizations.