





### **CHAPTER III**

#### **Periodic Evaluation of Faculty**

##### **A. General Criteria**



**and** at least two of the following:

- b. narrative self-evaluation,
- c. peer/department chair classroom observation(s),
- d. peer/department chair evaluation of course materials.

E. DOCUMENTATION OF THE IMPACTS RESULTING FROM TEACHING ACTIVITY SUCH AS KNOWLEDGE GAINED OR CHANGES IN BEHAVIOR OR ATTITUDES OF STUDENTS THROUGH POST INSTRUCTION EVALUATIONS, SURVEYS, AND TESTIMONIALS.

F. REPEATED INVITATIONS TO TEACH

**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.

COOPERATIVE EXTENSION FACULTY WITH TRIPARTITE RESPONSIBILITIES ARE EXPECTED TO CONDUCT APPLIED RESEARCH OR ENGAGE IN OTHER SCHOLARLY PURSUITS THAT CHALLENGE AND HELP SOLVE ISSUES FACING THE PEOPLE OF ALASKA. MOST GRANTS PURSUED BY BIPARTITE FACULTY RELATE TO SERVICE OR TEACHING ACTIVITIES AND ARE NOT RESEARCH ORIENTED.

COOPERATIVE EXTENSION SERVICE FACULTY HAVE LIMITED OPPORTUNITIES TO CONDUCT TRADITIONAL RESEARCH AND VERY LIMITED ACCESS TO LABORATORIES AND GRADUATE STUDENTS. ADDITIONALLY, BIPARTITE FACULTY MAY OR MAY NOT HAVE A RESEARCH OBLIGATION.

**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 **WITH RESULTS AND IMPACTS DISSEMINATED TO APPROPRIATE ACADEMIC AND COMMUNITY AUDIENCES.**
- b. They must be evaluated, **REVIEWED AND VALIDATED** by appropriate peers **AND BY MEMBERS OF THE COMMUNITY.**
- 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 **AND BE RELEVANT TO CURRENT ALASKAN ISSUES.**

**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, **AUTHORSHIP OF CES PUBLICATIONS OR ARTICLES WITHIN CES PUBLICATIONS OF HIGH QUALITY BASED ON ORIGINAL OR APPLIED RESEARCH WHICH MEETS THE CRITERIA SET FORTH IN CHAPTER III C.1. OF THIS DOCUMENT.**
- 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 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 AND CES PUBLICATIONS.**
- g. Scholarly reviews of publications, art works and performance of the candidate.
- h. Citations of research in scholarly publications.



- a. Providing information services to adults or youth INCLUDING REPRESENTING AND ANSWERING QUESTIONS AT CES EDUCATIONAL DISPLAYS, BOOTHS AND EXHIBITS AT PUBLIC EVENTS.
  - b. Service on or to government or public committees, COLLABORATIONS & PARTNERSHIPS ESTABLISHED WITH AGENCIES AND GROUPS AND UTILIZATION OF DISTRICT OR REGIONAL ADVISORY BOARDS, TASK FORCES, FOCUS GROUPS OR PUBLIC SPECIAL INTEREST GROUPS TO IDENTIFY RELEVANT ISSUES AND PROBLEMS.
  - c. Service on accrediting bodies.
  - d. Active participation in professional organizations.
  - e. Active participation in discipline-oriented service organizations.
  - f. Consulting INCLUDING FACE TO FACE IN THE OFFICE OR OFF-SITE USING THE TELEPHONE, OR E-MAIL, (I.E. PRESSURE-GAUGE TESTING, INTERPRETATION OF SOIL TEST RESULTS, OR IDENTIFICATION OF INSECT, DISEASE OR WEED SPECIMENS).
  - g. Prizes and awards, AND GRANTS, for excellence in public service.
  - h. Leadership of or presentations at workshops, conferences, or public meetings.
  - i. Training and facilitating AT PUBLIC FORUMS, GROUP MEETINGS AND PUBLIC EVENTS.
  - j. Radio and TV programs, newspaper articles and columns, CES publications, newsletters, films, computer applications, teleconferences and other educational media, INCLUDING WEB SITES DESIGNED AND/OR MANAGED BY FACULTY. CONTENT MAY RESULT FROM COMMUNITY INTEREST OR ISSUES..
  - k. Judging and similar educational assistance at science fairs, state fairs, and speech, drama, literary, and similar competitions.
- L. ENGAGE THE PUBLIC IN ASSESSING RESEARCH NEEDS - AND COMMUNICATE THOSE NEEDS TO THE APPROPRIATE RESEARCH UNITS.





- 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**

**5. DOCUMENTING IMPACTS WHICH RESULT FROM ENGAGED PUBLIC SERVICE ACTIVITIES**

**FULL PROFESSOR:** EVIDENCE OF LEADERSHIP IN THE SERVICE AREA IS EXPECTED. SIGNIFICANT CONTRIBUTIONS MAY INCLUDE:

1. INVITATIONAL SERVICE ON NATIONAL OR INTERNATIONAL BOARDS, PUBLICATION & GRANT REVIEW COMMITTEES, AWARD COMMISSIONS OR SCHOLARSHIP COMMISSIONS.
2. NATIONAL LEADERSHIP IN A PROFESSIONAL ORGANIZATION.
3. RECOGNITION THROUGH INVITATIONAL SPEAKING ENGAGEMENTS WHICH CONSTITUTE PUBLIC SERVICE SUCH AS KEY-NOTE ADDRESSES AT CONFERENCES, MEETINGS AND EVENTS NOT SPONSORED BY CES.
4. OUTSTANDING UNIVERSITY SERVICE, SUCH AS SERVICE AS A FACULTY SENATE OFFICER, FACULTY SENATE COMMITTEE CHAIR, CHAIR OF A FACULTY SEARCH COMMITTEE, OR MEMBER OF A MAJOR ADMINISTRATIVE SEARCH COMMITTEE.
5. RECOGNITION THROUGH RECEIPT OF PUBLIC SERVICE AWARDS, OR AWARDS FOR SERVICE TO THE UNIVERSITY.
6. RECEIPT OF A NATIONAL ASSOCIATION, USDA, OR PROFESSIONAL SOCIETY SERVICE AWARD.
7. PARTICIPATION IN A VOLUNTARY MENTORING RELATIONSHIP WITH JUNIOR FACULTY TO FACILITATE THEIR PROGRESS TOWARD PROMOTION AND TENURE.