

UAF REGULATIONS FOR THE APPOINTMENT
AND EVALUATIONS OF FACULTY
AND JUSTICE DEPARTMENT 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 JUSTICE DEPARTMENT. 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 insofar as extant collective bargaining agreements apply otherwise.

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

stated herein.

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 follow

~~Article 6.13(f) FJ.00404C~~ [(de)4(m)-2(ons)-1(t)1sity.

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;

ALTERNATE INSTRUCTIONAL SETTINGS (E.G. ONLINE COURSES),

- 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.

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 (*UNLESS THE RESEARCH IS CONSIDERED EITHER PROPRIETARY OR CLASSIFIED*).

PRACTITIONERS, FORCE MULTIPLIERS, OR MENTORING, (DISSEMINATION OF SOME OF THE WORK PRODUCTS FROM SECTIONS (N) AND (O) MAY BE LIMITED BECAUSE THE WORK IS EITHER PROPRIETARY OR CLASSIFIED).

P. PRESENTATIONS AT ACADEMIC AND PRACTITIONER CONFERENCES, SEMINARS AND TRAINING.

Q. DEVELOPMENT OF CONFERENCES ATTRACTIVE TO PRACTITIONERS, ACADEMICS AND THE PUBLIC WITH THE INTENT OF DEVELOPING KNOWLEDGE AND RESEARCH OPPORTUNITIES.

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 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. It includes all activities which 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 publicly recognized expertise. Public service may be systematic activity that involves planning with clientele and delivery of information on a continuing, programmatic basis. It may also be informal, 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-term 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.

L. ACTIVELY PARTICIPATING ON AND CONTRIBUTING TO THE WORK OF PUBLIC AND/OR GOVERNMENTAL BODIES.

M. APPLYING THEORIES OR FINDINGS OF THE DISCIPLINE IN PUBLIC SERVICE.

N. FIELD INSTRUCTION AND EXTENSION DELIVERY OF SKILLS TO ALASKA'S WORKFORCE.

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.

H. DEVELOPING CONFERENCES ATTRACTIVE TO PRACTITIONERS, ACADEMICS AND THE PUBLIC, E.G., VILLAGES, LAW ENFORCEMENT AND OTHER JUSTICE PROFESSIONALS.

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 public and university service may be demonstrated through relevant means, e.g., appropriate letters of commendation, recommendation, and/or appreciation, certificates and awards and other public means of recognition for services rendered.