

The following motion passed at Faculty Senate meeting #231 on April 12, 2018

**MOTION:**

The UAF Faculty Senate moves to approve the Unit Criteria for the Department of Fisheries in the College of Fisheries and Ocean Sciences.

Effective Fall 2018

Upon Chancellor Approval

Rationale: The Unit Criteria Committee assessed the unit criteria submitted by the Department of Fisheries and approved by the department representatives and the Unit Criteria Committee, and the unit criteria was found to be consistent with the UAF policies.

**UAF REGULATIONS FOR THE APPOINTMENT AND EVALUATIONS OF FACULTY  
AND DEPARTMENT OF FISHERIES ~~DIVISION~~-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  
DEPARTMENT OF FISHERIES ~~DIVISION~~ OF THE SCHOOL COLLEGE OF FISHERIES*

**CHAPTER II**

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**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



**CHAPTER III**

**Periodic Evaluation of Faculty**

**A. General Criteria**

Criteria as outlined in "UAF Faculty Appointment and Evaluation Policies," Chapter

~~IV. Evaluators must consider, but shall not be limited to, achievement 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, INCLUDING CURATION.

**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

Evidence of excellence in teaching may be demonstrated through, but not limited to, evidence of the various characteristics that define effective teachers. EFFECTIVE TEACHING ENABLES LEARNERS TO GAIN KNOWLEDGE AND /OR SKILLS. Effective teachers

- a. are highly organized, plan carefully, use class time efficiently, have clear objectives, have high expectations for THEIR students;
- b. express positive regard for students, develop good rapport with students, show interest/enthusiasm for the subject BEING TAUGHT;
- 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;

demonstrate content mastery, discuss current information and dissenting points

d. peer/department chair evaluation of course materials.

TEACHING IS AN IMPORTANT ROLE OF DEPARTMENT OF FISHERIES  
DIVISION—FACULTY. FACULTY MEMBERS DISCHARGE THEIR  
RESPONSIBILITY BY TEACHING FORMAL COURSES, ADVISING  
UNDERGRADUATE AND GRADUATE STUDENTS DIRECTING RESEARCH

STUDIES (497 OR 697), SUPERVISING EXPERIENTIAL LEARNING AND  
INTERNSHIPS, AND CONDUCTING INFORMAL COURSES OR WORKSHOPS.  
TEACHING AND ADVISING GRADUATE STUDENTS IS MORE DEMANDING  
THAN TEACHING AND ADVISING UNDERGRADUATE STUDENTS;  
NEVERTHELESS THE EXTRA EFFORT FACULTY INVEST IN GRADUATE

TEACHING AND ADVISING ARE CENTRAL TO THE MISSION OF THE  
DEPARTMENT OF FISHERIES—DIVISION'S MISSION. FACULTY WORKLOAD

ASSIGNMENTS MAY REFLECT DISSIMILAR LOADS RELATED TO FORMAL  
CLASSROOM TEACHING AND GRADUATE AND UNDERGRADUATE  
ADVISING LOADS; HOWEVER THE GUIDELINE EXPECTATION IS THAT  
FACULTY MEMBERS WILL TEACH AT LEAST FOUR ACADEMIC CREDITS IN  
THE CLASSROOM EACH YEAR. QUALITY OF CLASSROOM TEACHING IS  
INDICATED BY PEER EVALUATIONS OF COURSE MATERIALS, PEER  
EVALUATIONS OF TEACHING PERFORMANCE, AND THE RECURRING LEVEL  
OF ENROLLMENT IN CLASSES. QUALITY GRADUATE ADVISING IS  
INDICATED BY THE SUCCESS OF STUDENTS IN COMPLETING DEGREES  
UNDER THE FACULTY MEMBERS SUPERVISION. FACULTY WILL BE

ADDITION, CANDIDATES FOR PROMOTION TO ASSOCIATE PROFESSOR SHOULD BE ABLE TO IDENTIFY AT LEAST TWO REGULARLY SCHEDULED COURSES THAT THEY HAVE DEVELOPED OR HAVE PRIMARY RESPONSIBILITY FOR DELIVERING AND WHICH ARE CENTRAL TO THE UNDERGRADUATE OR GRADUATE PROGRAM REQUIREMENTS.

**C. Criteria for Research, Scholarly, and Creative Activity**

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.



- d. Exhibitions of art work at galleries, selection for these exhibitions being based on rigorous review and approval by juries, recognized artists, or critics.

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

AVERAGE OF AT LEAST ONE REFEREED PUBLICATION PER YEAR. THUS CANDIDATES FOR TENURE AND PROMOTION TO ASSOCIATE PROFESSOR ARE EXPECTED TO HAVE AUTHORED AT LEAST SIX REFEREED PUBLICATIONS; CANDIDATES FOR PROMOTION TO PROFESSOR ARE EXPECTED TO HAVE AUTHORED AT LEAST TWELVE REFEREED PUBLICATIONS. THESE EXPECTATIONS SHOULD BE INTERPRETED IN THE

**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. AMONG OTHERS, THESE CONSTITUENCIES INCLUDE MEMBERS OF FISHING COMMUNITIES, SEAFOOD INDUSTRY, AND OTHER FISHERY STAKEHOLDERS. 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

**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 team limited and part-time assignment or

assistant/associate dean in a college/school, OR PROGRAM.

- 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 committee membership and service

CURATORS AT THE UNIVERSITY OF ALASKA MUSEUM (UAM) CAN HOLD A TENURE-TRACK FACULTY POSITION. RANK AND TENURE ARE HELD WITHIN DEPARTMENTS AT UAF, AND CURATORS ARE THUS TREATED AS JOINT APPOINTMENTS BETWEEN A DEPARTMENT AND THE UAM. AS IS THE CASE FOR ALL TENURE-TRACK FACULTY IN FISHERIES, CURATOR'S

PERFORMANCES ARE EVALUATED ON THE BASIS OF THEIR ACTIVITIES IN TEACHING, RESEARCH, AND SERVICE.

CURATION INVOLVES THE MANAGEMENT AND DEVELOPMENT OF A FORMALLY RECOGNIZED UNIVERSITY COLLECTION THAT EXISTS TO SERVE AS A RESEARCH RESOURCE FOR ACADEMICS

AND RESEARCHERS AT UNIVERSITY, STATE, NATIONAL, AND INTERNATIONAL LEVELS.

EXAMPLES OF CURATORIAL ACTIVITIES INCLUDE, BUT ARE NOT LIMITED TO:

- A. MAINTAINING, ENHANCING, AND ENLARGING THE COLLECTION (INCLUDES COMPUTERIZATION AND DATABASE DEVELOPMENT, ARCHIVAL SERVICES, RESEARCH

B. COLLECTIONS CARE INCLUDES RESPONSIBILITY FOR THE PHYSICAL CONDITION AND STORAGE OF OBJECTS/SPECIMENS, CORRESPONDING DOCUMENTATION, BUDGETARY

UNDER THEIR PURVIEW THROUGH THE USE OF METHODS AND TECHNIQUES

**5. 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

e.g., appropriate letters of commendation, recommendation, and/or appreciation, certificates and awards and other public means of recognition for services rendered.

EVIDENCE OF HIGH-QUALITY PERFORMANCE CAN INCLUDE SPECIFIC ACCOMPLISHMENTS  
RELATED TO OUR SERVICE. SERVICE ACTIVITIES