



**Faculty Senate  
Motion 2023/2024-277-1**

**MOTION:**

The UAF Faculty Senate moves to approve the Unit Criteria for the Natural Resources and Environment Programs and the Agriculture and Forestry Experiment Station.

EFFECTIVE: Spring 2024, or upon Chancellor’s Approval

RATIONALE: The Unit Criteria Committee has assessed the unit criteria submitted by the Natural Resources and Environment Programs and the Agriculture and Forestry Experiment Station (NRE-AFES). The document was reviewed and approved by the Unit Criteria Committee during its 24th of January, 2024 meeting. The NRE-AFES Criteria was approved because it was found to be consistent with UAF guidelines.

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This action was passed by the Faculty Senate on February 5, 2024.

DocuSigned by:  
*Jennifer Carroll* February 12, 2024  
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Jennifer Carroll, UAF Faculty Senate President

The Chancellor:  Approves  Vetoes  Acknowledges

DocuSigned by:  
*Daniel M. White* Date: February 13, 2024  
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Daniel M. White, UAF Chancellor

UAF Unit Criteria  
for  
**Natural Resources and Environment Programs and the Agriculture and  
Forestry Experiment Station**

Criteria for UAF Faculty Evaluation are outlined in the document “University Policies and Procedures (The Faculty Blue Book)” Chapter III adopted in February 2020. This Chapter details the: A. Purpose; B. Types of Evaluation for Different Faculty; C Evaluation Process for Retention, Promotion, Tenure and Post-Tenure Review; D. Criteria for Instruction; E. Criteria for Research, Scholarly, and Creative Activity; F. Criteria for Public, University and Professional Service; and G. Unit Criteria.

As stated in Chapter III G, Units may develop special Unit Criteria to elucidate, but not replace, the university-wide criteria applicable to all faculty.

The following is an adaptation of the “University Policies and Procedures (The Faculty Blue Book)” Chapter III for use in evaluating the faculty of the **Natural Resources and Environment Programs and the Agriculture and Forestry Experiment Station**. Items in **boldface italics** are those specifically added or emphasized because of their relevance to the Department/Discipline’s faculty, and because they are additions to the University Policies and Procedures.

## **Chapter III: Faculty Evaluation**

### **A. Purpose**

*Excerpted from the “University Policies and Procedures (The Faculty Blue Book)” Chapter III A.*

It is the policy of the university to evaluate faculty on the basis of the criteria identified below ***and in Natural Resource and Environment Programs/Agriculture and Forestry Experiment Station (NRE/AFES) unit criteria, standards, and indices***. Evaluations shall appraise the extent to which each faculty member has met the performance assignment, the extent to which the faculty member's professional growth and development have proceeded, and the prospects for the faculty member's continued professional growth and development. Evaluations shall also identify changes, if any, in emphasis required for promotion, tenure and continued professional growth and may result in the initiation of processes to improve performance.

For purposes of evaluation at UAF, the total contribution to the university and activity in the areas outlined below will be defined by demonstrated competence from the following areas: 1) effectiveness in teaching; and/or 2) achievement in research, scholarly and creative activity; and/or 3) effectiveness of service. ***Evaluations should be consistent with an individual faculty member’s job description and workload assignment. This applies to tenured and tenure-track faculty and to non-tenure track faculty such as research faculty.***

### **B. Types of Evaluation for Different Faculty**

*See “University Policies and Procedures (The Faculty Blue Book)” Chapter III B for the description of the types of evaluation for different faculty.*

### **C. Evaluation Process for Retention, Promotion, Tenure and Post-Tenure Review**

*Excerpted from the “University Policies and Procedures (The Faculty Blue Book)” Chapter III C.*

#### 1. General Evaluation Criteria

Evaluators may consider, but shall not be limited to, whichever of the following are appropriate to the faculty member’s professional obligation, as specified in the workload agreements:

- 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.

In addition, departments or disciplines may elaborate in writing, with Faculty Senate approval, on these or other criteria which take into account the distinctive nature of the discipline or special university assignment. See Unit Criteria.

#### **D. Criteria for Instruction**

A central function of the university is instruction of students in formal courses and supervised study. Teaching includes those activities directly related to the formal and informal transmission of appropriate skills and knowledge to students. The nature of instruction will vary for each faculty member, depending upon workload distribution and the particular teaching mission of the unit. Instruction includes actual contact in classroom, correspondence or electronic delivery methods, laboratory or field and preparatory activities, such as preparing for lectures, setting up demonstrations, and preparing for laboratory experiments, as well as 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, and curriculum development.

##### 1. Effectiveness in Teaching

Evidence of effectiveness in teaching may be demonstrated through, but not limited to, evidence of the various characteristics that define effective teachers. Effective teachers ***will demonstrate the following characteristics pertinent to their workload assignment:***

- a. are highly organized, plan carefully, use class time efficiently, have clear objectives, have high expectations for students;
- b. express positive regard for students, develop good rapport with students, 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 supportive of student diversity; ***create and cultivate an atmosphere of respect for multiple ideas, viewpoints, and ways of knowing;***
- d. emphasize regular feedback to students and reward student learning success;
- e. demonstrate content mastery, discuss current information and divergent points of view, ***promote critical thinking skills***, relate topics to other disciplines, deliver material at the appropriate level;
- f. regularly develop new courses, workshops and seminars and use a variety of methods of instructional delivery, instructional design, and materials, ***including web-based materials and distance-delivery teaching;***
- g. regularly expend effort towards future oriented educational development;
- h. may receive prizes and awards for excellence in teaching;
- i. ***demonstrate thorough understanding of UAF and NRE/AFES academic requirements in order to facilitate effective advising and mentoring of individual students during the term of their degree program;***
- j. ***demonstrate effective service as an undergraduate advisor, senior thesis/undergraduate research mentor, and/or graduate committee chair;***
- k. ***promote undergraduate student involvement in faculty scholarly projects.***

***Specific NRE/AFES criteria for teaching performance:***

***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 guiding and mentoring of individual students.***

***Professor: major contributions to the instructional program are expected. These contributions may include (but are not limited to) excellent classroom teaching as demonstrated by teaching evaluations, major improvements in course and/or curriculum offerings, upgrading of instructional techniques, ability to motivate and/or inspire students. Must provide evidence of excellence in training and mentoring of graduate students for faculty in programs that grant graduate degrees.***

2. Components of Evaluation

Effectiveness in teaching will be evaluated through information on formal and informal teaching, course and curriculum material, academic advising, training/guiding graduate students, etc., provided by:

- a. evidence in the narrative self-evaluation, which may include their underlying philosophy of teaching as it relates to effectiveness in teaching;
- b. summaries of teaching evaluations;

and at least two of the following that are supported with evidence that is not solely in the narrative self-evaluation:

- peer classroom observation(s) and evaluation of lecture(s),
- peer evaluation of course and compiled materials,
- pedagogical organization as evidenced through peer evaluation of course syllabi,
- documented use of best practices in teaching through external or peer review,
- evidence of meeting course-level student learning outcomes, which may include student pre/post tests,
- evidence of pedagogical training with peer or external reviewed and documented outcomes as implemented in the classroom

Individual units may choose to require particular items from this list through their unit criteria.

**E. 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 faculty peers at the University of Alaska and elsewhere.

***Researchers who receive federal and state formula funds (such as Hatch and McIntire-Stennis funds) through the Agricultural and Forestry Experiment Station (AFES) have a special mission to conduct research with direct application to government agencies, private businesses, agricultural and forestry producers, natural resource managers, educators, and other researchers in Alaska. This is a fundamental obligation of the AFES to the people of Alaska. Each faculty member so funded is expected to disseminate the results of their research in activities such as AFES peer reviewed publications, workshops, seminars, conferences, newsletters, and forums directed specifically at end users, as well as in appropriate journals, conferences, and reports to the funding agencies.***

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, **electronic journals, interactive electronic publications, maps**, research data and metadata, 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 **and external to UAF**.
- b. Competitive grants and contracts to finance the development of ideas or projects and programs, 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. 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, scholarly or creative 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, genetic plant and animal material, and where appropriate obtaining patents and/or copyrights for said development.
- m. Inventions, disclosures with substantial documentation, patent applications and awards, and transfer of developed intellectual property (patents, copyrights, and trade secrets) to a commercial entity.
- n. The provision of expertise, service, performance and/or exhibition, to or with rural and/or Native communities; where such expertise/service/performance/exhibition is documented in books, programs, reviews, monographs, bulletins, articles, proceedings, reports, manuals, needs assessments, program evaluations, strategic plans, proposals, legal research memoranda and tribal judicial opinions, annotated bibliographies, translations, transcriptions, audio recordings, video recordings, websites, data collections, and in professional, industry, or government publications; after review and evaluation by appropriate peers from the entities and/or communities served.
- o. *Peer-reviewed publications internal to UAF, published by AFES or CES, including circulars, bulletins, research progress reports, and miscellaneous publications.*

***Specific NRE/AFES Criteria for Research Performance:***

***Assistant Professor: evidence of the ability to establish a viable research program in the area of specialization and show creativity and productivity in research.***

***Associate Professor: must have established a research program that produces original publications in the peer reviewed or editorial board reviewed literature. Demonstrated record of presentation of research results at professional meetings, submission of research proposals, and acquisition of external research funding.***

***Professor: demonstrate continued excellent record of presentation of research results at professional meetings, submission of research proposals, and acquisition***

***of external research funding. The research program should have produced high impact, original publications in the professional literature. There should be a record of graduate involvement for faculty in programs that grant graduate degrees.***

Individual units may choose to require particular items from this list through their unit criteria.

#### **F. Criteria for Public, University 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 obligation for the internal functioning of the institution; such service is identified as "university service."

Each individual faculty member's proportionate responsibility in service shall be reflected in annual workload agreements. In formulating criteria for evaluation, promotion, and tenure, individual units should include examples of service activities and measures for evaluation appropriate for that unit. Effectiveness in public, university and professional service may be demonstrated through, e.g., appropriate letters of commendation, recommendation, and/or appreciation, certificates and awards, ***invitations to speak at clientele meetings/conferences***, media presence and other public means of recognition for services rendered.

##### 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. ***Public service includes cooperation with agencies administering natural resource policies, public education, and response to the problems of local industry, agricultural and forestry producers, and the Alaskan public.*** 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, *unpaid consulting, one on one consultation with clientele, site visitations to agencies, farms, and production facilities for problem solving consultation.*
- g. Prizes and awards for excellence in public service.
- h. Leadership of or presentations at *cliente-oriented* workshops, conferences, or public meetings, *field days, and tours.*
- 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. Active engagement in public communication of discipline-based knowledge, defined as using the research methods, theories, and analytical frameworks of the discipline to make discipline-based research and analysis accessible and useful to the lay public. Public service in this area includes, but is not limited to: blogs, documentary films, short films, op-eds published in local, regional, and/or national newspapers and online news sites; radio broadcasts; podcasts; and a strategic and sustained discipline-based presence on social media.
- m. *Active participation in constituency organizations.*
- n. *User-oriented presentations at workshops, field days, conferences, and tours.*
- o. *Production of fact sheets and extension publications for general information.*
- p. *Participation in K-12 outreach programs such as globe, map teach, math in a cultural context, school-yard LTER, Alaska rural research partnerships, and related programs.*
- q. *Presentations outside one's specialty but of a professional nature in public forums such as community groups, professional groups, government bodies, and related forums, such as meetings of civic organizations.*

## 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, elected office, representative assembly membership and labor management committees.

- 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.
- j. Prizes and awards for excellence in university service.
- k. Invoicing, transferring and securing of funds for the University for contract work (lab fees, consultant work) and intellectual property fees and commercialization fees.

### 3. Professional Service

Professional service includes activities related to promoting a faculty member's profession or specialization, including service to professional associations and organizations. Examples of such activity include, but are not limited to:

- 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.

#### ***Specific NRE/AFES Criteria for Service Performance:***

***Assistant Professor: should emphasize public service, limited university service, and professional service in accordance with discipline standards and individual workload.***

***Associate Professor: contributions to the department and the university, contributions to the public in the faculty member's area of expertise, and service to the faculty member's profession are expected.***

***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.***

## **G. Unit Criteria**

*Excerpted from the "University Policies and Procedures (The Faculty Blue Book)" Chapter III C.*

Unit criteria are recognized values used by a faculty within a specific discipline to elucidate, but not replace, the general faculty criteria established in D, E, F, above for evaluation of faculty performance on an ongoing basis and for promotion, tenure, 4th year comprehensive and diagnostic review, and post-tenure review. Discipline based unit criteria should be fully aligned with the university-wide evaluation criteria in order to reflect the specific nature of individual disciplines.

Unit criteria when developed by the faculty and approved by the Faculty Senate, must be used in the review processes by all levels of review. Their use is NOT optional. It shall be the responsibility of the candidate for promotion, tenure, 4th year comprehensive and diagnostic review, and post-tenure review to include these approved unit criteria and all their workloads in the application file.