

The UAF Faculty Senate passed the following at its Meeting # 79 on April 6, 1998:

MOTION PASSED (14 yes, 11 nays)

=====

The UAF Faculty Senate moves to prohibit tenured faculty, tenure track faculty, and research faculty hired after this motion becomes effective, or not currently enrolled in a graduate degree program, from receiving a graduate degree from UAF* WITHIN THE DISCIPLINE IN WHICH THEY TEACH.

EFFECTIVE: Immediately

RATIONALE: It is ethically questionable for faculty to confer graduate degrees upon themselves. Included are tenured, tenure track, and research faculty. Though research faculty are not tenured, they are equivalent to regular faculty in other ways: they are full-time, they are presumed to have graduate degrees or the equivalent before starting the job, and most importantly, they supervise graduate students and sometimes teach as affiliates to academic departments. Thus they are involved in the degree-granting process.

The motion is not intended to restrict faculty professional development derived from enrolling in courses to enhance one's performance in one's own field.

Tenured, tenure track, and research faculty already in graduate degree programs by the effective date of the motion, are grandfathered. For questionable cases, the affected individual should process his/her appeal through the Faculty Appeals and Oversight Committee of the UAF Faculty Senate.

Signed: John Craven, President, UAF Faculty Senate Date: 4/8/98

Approved with modifications as indicated: Joan Wadlow, Chancellor Date: 5/3/98

The UAF Faculty Senate passed the following at its Meeting # 79 on April 6, 1998:

RESOLUTION (unanimous)

=====

BE IT RESOLVED, That the UAF Faculty Senate ratifies the election of President-Elect on the basis of the following ballot.

BALLOT
PRESIDENT-ELECT

Please vote for ONE individual to serve as the President-Elect of the UAF Faculty Senate for 1997-98.

** Ron Gatterdam, Professor
Computer Sciences & Mathematics

** President-Elect

Signed: John Craven, President, UAF Faculty Senate Date: 4/8/98

The UAF Faculty Senate passed the following at its Meeting # 79 on April 6, 1998:

MOTION
=====

The UAF Faculty Senate recommends the revisions of the proposed Regents' Policy and University Regulation 09.06.00-- Services for Students with Disabilities as proposed by the Curricular Affairs Committee and to forward these recommendations to the Faculty Alliance

Signed: John Craven, President, UAF Faculty Senate Date: 4/8/98

The committee considered the proposed policy and regulations for students with disabilities as submitted by the Board of Regents to the Faculty Alliance.

Chapter 06. Definitions

F. Student with a Disability. In the opinion of the committee, this section required either a cross-reference to the definitions in the regulations (Chapter 6, Provision of Appropriate Academic Adjustments ... A. Requesting Accommodation for Students...) or the definition in policy should state that documentation of disability status needs to be supplied.

Accommodation of Students with Disabilities.

Maynard Perkins questioned how this section of policy would apply to rural sites. The committee thought the language in the section (for example, implementation subject to resource limitations and the making of reasonable modifications and adjustments) would protect the university against exorbitant costs, but thought the language should be reviewed by university legal counsel

Provision of Appropriate Academic Adjustments...

Section B.2. The committee found the wording of this section inappropriate in a university that prizes cooperative and not adversarial approaches to the resolution of issues. It recommended substituting the following language:

"2. Suggesting appropriate academic adjustments and other programmatic accommodations for qualified students with disabilities in consultation with faculty and staff, in accordance with Regents' Policy, University Regulation, MAU rules and procedures, and established faculty senate procedures, and working cooperatively with faculty and staff for their provision and coordination."

Section C. Responsibilities of Faculty and Staff in providing accommodations for students with disabilities. The committee thought this section was adversarial and instituted administrative directives to faculty and staff. It recommended these changes:

"Faculty and staff will work with the DSS coordinator to agree upon and provide appropriate academic adjustments and other programmatic accommodations. The university will make training available to faculty and staff regarding adequate accommodation for students with disabilities."

The committee recommended the deletion of the following paragraph (beginning "The dean or director of a program...") because it would be superfluous if a cooperative approach were instituted.

Comments on Regulations

Section A. Requesting Accommodations for students.

1. This paragraph has the same problems as the parallel policy language. The committee recommended substituting it with the following:

"If the student is eligible for services, the DSS coordinator or designee will work cooperatively with faculty and staff to design appropriate academic adjustments and other programmatic accommodations, with a copy to the student."

Section B. Implementation of Authorized Appropriate...

The committee proposed the deletion of this paragraph, which would be unnecessary if a cooperative approach were implemented. In the opinion of the committee, these issues required a joint effort of the DSS official and faculty/staff.

The UAF Faculty Senate passed the following at its Meeting # 79 on April 6, 1998:

MOTION
=====

The UAF Faculty Senate moves to adopt the following calendar for its 1998-99 meetings.

EFFECTIVE: Immediately

RATIONALE: Meetings have to be scheduled and the Wood Center Ballroom reserved well in advance.

UAF FACULTY SENATE

1998-99

Calendar of Meetings

Mtg. # Date Day Time Type

81	9/14/98	Monday	1:30 p.m.	audioconference
82	10/12/98	Monday	1:30 p.m.	audioconference
83	11/16/98	Monday	1:30 p.m.	face-to-face
84	12/7/98	Monday	1:30 p.m.	audioconference
85	2/8/99	Monday	1:30 p.m.	face-to-face
86	3/8/99	Monday	1:30 p.m.	audioconference
87	4/5/99	Monday	1:30 p.m.	audioconference
88	5/3/99	Monday	1:30 p.m.	audioconference/ face-to-face

Location: Wood Center Ballroom

Signed: John Craven, President, UAF Faculty Senate Date: 4/8/98

The UAF Faculty Senate passed the following at its Meeting # 79 on April 6, 1998:

MOTION
=====

The UAF Faculty Senate moves to assign academic credit for the special or reserve numbers (-91 through -99) to the faculty member(s) immediately and directly responsible for supervising the students or the courses.

EFFECTIVE: Immediately

RATIONALE: Student supervision is a time consuming instruction activity and is recognized in BOR policy and the United Academics contract, which requires a greater accountability for workload. Tracking the credit hours back to the faculty will help document actual workload. At present, some credit can be incorrectly assigned, for example, to a departments' graduate program coordinator.

It is often the case that more than one faculty member takes the lead role in directing a student. It is likely and desirable that the committee members will sort out an appropriate allocation of the credit hours; however, it is important to ensure that these allocations are not triggered by some mechanical algorithm that always assigns credit to the committee chair.

For reference, the current special or reserved numbers at UAF are as follows:

-92	Seminar
-93	Special Topics courses (intended to be offered only once)
-94	Trial Courses
-95	Special Topics Summer Session courses (offered only in the summer)
-96	NICSA Course offerings
-97	Individual Study
-98	Individual Research
-99	Thesis

These numbers are applicable at all levels, from 100 through 600. These courses may be repeated for credit.

Signed: John Craven, President, UAF Faculty Senate Date: 4/8/98

Approved: Joan Wadlow, Chancellor Date: 4/23/98

The UAF Faculty Senate passed the following at its Meeting # 79 on April 6, 1998:

MOTION
=====

The UAF Faculty Senate moves to endorse the following membership on the Ad Hoc Committee on Unit Criteria.

- Ron Gatterdam, Curricular Affairs
- Ray Gavlak, Faculty & Scholarly Affairs
- Michael Whalen, Graduate & Professional Curricular Affairs
- Rich Seifert, Faculty Development, Assessment & Improvement
- Kara Nance, Service Committee

EFFECTIVE: Immediately

RATIONALE: The UAF Faculty Senate has been informed by Executive Dean Ralph Gabrielli that the ACCFT "Guidelines for Promotion and Tenure Review Process for UAF ACCFT members (Unit Criteria) needs to be approved by the Senate in order to proceed with the review of the candidate up for tenure this year. (The Senate approved a one-time acceptance of the ACCFT review procedures at the last meeting.)

Signed: John Craven, President, UAF Faculty Senate Date: 4/8/98

The UAF Faculty Senate passed the following at its Meeting # 79 on April 6, 1998:

MOTION
=====

The UAF Faculty Senate moves to endorse the following membership on the Ad Hoc Committee on Senate/Union Relations.

- Ron Gatterdam, Curricular Affairs (Chair)
- Ray Gavlak, Faculty & Scholarly Affairs
- David Porter, Faculty Development, Assessment & Improvement
- Ron Illingworth, ACCFT
- John French, United Academics

EFFECTIVE: Immediately

RATIONALE: Senate bylaws specify that the Senate President may create and appoint members to any ad hoc committee necessary for conducting Senate business. Ad hoc committees are subject to later ratification by

the Senate. This committee was formed in November and has met several times. With the ratification of the ACCFT and United Academics contracts this committee continues to serve a function for the Senate.

Signed: John Craven, President, UAF Faculty Senate Date: 4/8/98

The UAF Faculty Senate passed the following at its Meeting # 79 on April 6, 1998:

MOTION
=====

The UAF Faculty Senate moves to accept the interim Standards and Indices for Promotion and Tenure to Associate Professor, bipartite academic, developed and approved by the ACCFT faculty of the College of Rural Alaska and incorporated on pages 9 & 11-13 of their document, Guidelines for Promotion and Tenure Review Process for University of Alaska Fairbanks Alaska Community College Federation of Teachers Bargaining Unit Members. These interim standards and indices will be for academic year 1997-98.

EFFECTIVE: Immediately

RATIONALE: ACCFT faculty have, for the last 6 years, had a regional review promotion and tenure process with standards and indices by which all ACCFT faculty at UAF were evaluated for promotion and tenure.

The standards and indices approved by the UAF CRA ACCFT faculty are identical to the currently existing standards and indices identified above.

The collective bargaining agreement between the University of Alaska and the ACCFT effective from July 1, 1997 to June 30, 2000 mandates in item 5.4.B that "The University and the Union agree that evaluation policies in which decisions are made within MAUs are desirable. New policies which reflect this goal will be generated through the normal governance structure and will be patterned on the current Regional Review Process."

In light of the newly agreed upon contract the University of Alaska and United Academics, it is recognized that a rewrite of the current University of Alaska Fairbanks Faculty Appointment and Evaluation Policies and Regulations for the Evaluation of Faculty will be necessary and that this rewrite should reflect the contract language binding on both unions and the University thus it is appropriate to establish interim standards and indices pending this rewrite.

Signed: John Craven, President, UAF Faculty Senate Date: 4/8/98

Approved: Joan Wadlow, Chancellor Date: 4/23/98

PROMOTION

MINIMUM CRITERIA

BIPARTITE ACADEMIC

The criteria listed below are intended as the minimum for determining eligibility for consideration for promotion. However, it is specifically recognized that University programs may require faculty whose education and/or experience may be different from the stated criteria. Exceptions to the minimum time in rank, terminal degree, or experience qualifications for rank must be fully justified through all review levels. The basis for exception shall be outstanding academic performance and/or outstanding professional experience.

Associate Professor Meet criteria for initial appointment to associate professor
or
Master's degree in the discipline or appropriate field and
Demonstrated evidence of successful college-level teaching and service
and
Five (5) years at the rank of assistant professor, or which three (3) must be at UAF.*

EVALUATION GUIDELINES

ASSOCIATE PROFESSOR STANDARDS AND INDICES

The key concept for promotion to Associate Professor is "successful," which means "resulted in a positive outcome." The candidate must demonstrate through the promotion file that each workload component meets this requirement.

STANDARD 1: (Teaching)

Provides leadership and guidance regarding curriculum issues and in the development, delivery, and evaluation of educational activity.

INDICES:

The following accomplishments are representative of "successful" performance of the above criteria. The list is not exhaustive, nor is it expected that faculty will accomplish all items. Rather, the quality and quantity of accomplishments is expected to increase with time in rank. The list is not a set of criteria nor is it exhaustive or weighted. The list is merely illustrative and should serve as a guide for faculty and faculty evaluators.

- * Positive student evaluations.
- * Colleagues recognize and seek out the expertise of this individual.
- * Serves as a resource for other faculty in advising students.
- * Demonstrates mature levels of critical thinking and

- contributes knowledge to the field.
- * Demonstrates leadership in course and curriculum development activities.
- * Serves as a role model in providing academic advising, educational planning, vocational/career counseling on an individual or group basis.
- * Demonstrates leadership in designing and teaching/facilitating credit/non-credit workshops, seminars, and short courses.
- * Demonstrates leadership in designing and developing and/or evaluating materials to enhance the teaching process (i.e. planning sheets, degree formats, etc.).
- * Provides guidance and direction designing and delivering educational services to special student populations (i.e. Alaska Native, disabled, re-entry, economically disadvantaged, etc.).
- * Initiates course development appropriate to area of expertise and student need.

STANDARD 2: (Service)

Demonstrates leadership in service activities.

INDICES:

The following accomplishments are representative of "successful" performance of the above criterion. The list is not exhaustive, nor is it expected that faculty will accomplish all items. Rather, the quality and quantity of accomplishments is expected to increase with time in rank. The list is not a set of criteria nor is it exhaustive or weighted. The list is merely illustrative and should serve as a guide for faculty and faculty evaluators.

- * Chairs or provides leadership on a Campus/College committee.
- * Serves as Campus/College representative to a community or regional organization.
- * Takes responsibility for development of junior faculty.
- * Develops an area of service that makes a recognizable impact on one of the missions of the Campus/College.
- * Carries out administrative responsibilities skillfully as documented by peers and supervisors.
- * Provides leadership that generates a climate conducive to professional growth within the Campus/College.
- * Serves on a major university committee.
- * Serves as a University representative to a community, regional, or state organization.
- * Actively participates in professional organizations.
- * Campus/College representative to University committee.

STANDARD 3: (Research/Creative Activity)

Initiates, designs, executes, and reports original research/creative activity independently or in collaboration with others. Provides consultative assistance related to research/creative activity to faculty and/or other professionals. Expertise is recognized within the community, region, and state.

INDICES:

The following accomplishments are representative of

"successful" performance of the above criteria. The list is not exhaustive, nor is it expected that faculty will accomplish all items. Rather, the quality and quantity of accomplishments is expected to increase with time in rank. The list is not a set of criteria nor is it exhaustive or weighted. The list is merely illustrative and should serve as a guide to faculty and faculty evaluators.

- * Research/creative activity is published in refereed journals or professionally recognized publications.
- * Reports research/creative activities at regional and national meetings.
- * Research projects or program evaluation projects are actively developed and implemented.
- * Consultation on research is sought by faculty members.
- * Authors chapter for book or entire book.
- * Research proposals for external support are approved and/or funded.
- * Non-research manuscripts are published as monographs, book sections, books, or articles.
- * Reputation as an expert researcher is initiated.
- * Serves as guest editor of a journal issue.