

The UAF Faculty Senate passed the following at its Meeting #80 on May 4, 1998:

MOTION PASSED (unanimous)

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The UAF Faculty Senate moves to adopt recommendations of the Curricular Affairs Committee as the UAF Faculty Senate's response to the UA Faculty Alliance common grading policy.

EFFECTIVE: Immediately

RATIONALE: The committee considered how it should respond to the proposal of the UA Faculty Alliance concerning a common grade policy. It was compared to current UAF practice by UAF Registrar Ann Tremarello who made specific recommendations concerning language on grading system, academic letter grades, individual grades of A, B, C, D, F, non-academic grades, the credit/no-credit option, P, pass/no-pass and pass/fail, DF, NB, I, AU, W, and computation of grade point average. The committee suggested changes to the list of recommendations in three areas.

1) recommendation on the "F" grade should add the word "satisfactorily;" That is, an "F" grade is defined as "Indicates failure to meet course requirements satisfactorily."

2) That the "NB" section should be removed from the common grade policy, because UAF no longer recognizes the NB grade;

3) That the recommendation on the "I" grade conform to current UAF practice, which no longer requires students to have earned a "C" grade or better in the majority of the work for the course in order to be assigned an incomplete.

The committee moved to adopt the amended recommendations as the committee's proposal for the UAF Faculty Senate response to the UA Faculty Alliance.

Signed: John D. Craven, President, UAF Faculty Senate Date: 5/7/98

ANALYSIS OF THE UNIVERSITY OF ALASKA COMMON GRADE POLICY
As proposed by the UA Faculty Alliance

Grading System:

This is an elaborated UAF grading system statement. It has been embellished by stating what is required in the syllabus in addition to the course grading system.

Recommendation: Go back to the UAF statement: "Instructors are

expected to state their grading policies in writing at the beginning of each course."

"Academic Letter Grades"

What follows are definitions for letter grades. By classifying these as "academic," the impression is given that "non-academic" grades, such as Pass and Credit, could not be used with academic courses. The "academic" grades are simply those that are used to compute the grade point average.

Recommendation: Change the name and do not separate these grades from those not counted in the grade point average. There is a clear enough indication of what counts and does not count in the GPA in the section dealing with computing grade point averages.

"A"

UAF's definition included "?.completion of more work than is regularly required."

Recommendation: Go with the suggested definition. I imagine that many A grades are given at UAF without requiring additional work.

"B"

UAF's previous definition indicated this was "outstanding" ability.

Recommendation: Accept the new definition.

"C"

Defined as "average mastery" which seems a contradiction in terms.

Recommendation: Change "mastery" to "performance."

"D"

Defined as "less than average mastery" and "minimum acceptable completion of all course requirements."

Recommendation: Change "mastery" to "performance." Remove or change "minimum acceptable completion of all course requirements" because it is unnecessary and may be misunderstood to mean that "D" grades are minimally accepted as meeting degree requirements in all cases.

"F"

Definition seems awkward: "Indicates failure to meet a minimum level of understanding of the subject and minimum acceptable level of completion of all course requirements. All "F" grades earned in pass/fail courses are included in the GPA calculations."

Recommendation: Change definition to: "Indicates failure to meet course requirements satisfactorily. All "F" grades, including those earned in courses graded under the pass/fail option, are calculated in the GPA."

"Non-Academic Grades"

Identifies grades that are not computed in the grade point average.

Recommendation: Beside changing the "label" for these courses, combine the last two sentences to read: "However, grades of "CR" and "P" earn credit toward graduation, except as specified and may be used to determined satisfactory academic progress, where satisfactory progress means a "C" or better for undergraduate courses and "B" or better for graduate courses."

"CR"

OK

"NC"
OK.

Credit/No-Credit Student Option

Essentially the same as now used at UAF with these two exceptions:
(1) maximum of 15 credits earned by this option may apply to an associate or baccalaureate degree; (2) option can not be used with courses repeated for GPA improvement.

Recommendation: Stay with the present UAF policy that limits the student to one course per semester using the credit/no-credit option. The fact that only "undesigned" electives can be taken with this option limits the number that can be applied toward any degree. Adopt the policy that credit/no-credit can not be used when repeating a course for a higher grade.

"P"

Equivalent undergraduate and graduate grades are not part of the definition.

Recommendation: Include in the definition of the "P" grade that it is equivalent to a "C" grade for an undergraduate course and a "B" grade in a graduate course.

"NP"

Used only at UAA. Use of this grade should be an option at each MAU.

Pass/No-Pass and Pass/Fail Course Options

The explanation of these options goes into more detail than is necessary. Equivalent of the "P" grade are given here rather than in the definition of the grade (see above).

Recommendation: Remove the reference to equivalent grades (to be placed with the definition of the "P" grade above).

"DF"

Includes this from the UAA policy: "If course work is not completed prior to applying the course towards a graduation requirement, the "DF" becomes a permanent grade and it will be necessary for the student to re-register to obtain credit for the course."

Recommendation: Clarify what this means. A course could not be applied towards a degree requirement if it is not completed. Without a better explanation, I would recommend this be removed from the policy statement.

"NB"

Used only at UAS. Use of this grade should be an option at each MAU.

Recommendation: The "NB" section should be removed from the common grade policy, because UAF no longer recognizes the NB grade.

"I"

States that the student must have earned a "C" grade or better in the majority of the work for the course (this was just removed from the UAF policy) and that an Incomplete Grade contract or a Course Completion Contract be signed by both the faculty member and the student.

Recommendation: Eliminate the "C" grade requirement. Delete the "contract" requirements. That is a process and should be left up to the individual MAU's.

"AU"

This appears to be the UAF policy.

Recommendation: Remove all reference to process and deadlines for changes from credit to audit from the policy statement.

"W"

The "W" grade is defined as a "registration status." Since the student does not "register" for a "W" grade, this appears to be inappropriate wording.

Recommendation: Change the wording to "Indicates withdrawal from a course??"

Computation of Grade Point Average

Again, use of "non-academic" grades may be confusing. It is important to note that this policy defines the GPA to be calculated only on credits and grades earned at a specific MAU. There is no mention of a "statewide" GPA (something the Regents have mentioned). The Banner system separates the academic history record by level, that is, undergraduate, graduate, professional, non-credit/CEU. A separate GPA is calculated by level. There is not a combined MAU GPA.

Recommendation: Change wording as follows (additions are in CAPS):

1. "The grade point average (GPA) is a weighted numerical average of the grades earned in courses BY LEVEL at a MAU. To compute a GPA, the cumulative number of grade points earned BY LEVEL at a MAU is divided by the total number of credits for which a grade was received."
2. "Undergraduate courses TAKEN BY A STUDENT while in a graduate degree program are calculated in the student's graduate GPA IF THEY ARE PART OF THE GRADUATE PROGRAM AS INDICATED ON THE STUDENT'S APPROVED ADVANCEMENT TO CANDIDACY FORM."

The UAF Faculty Senate passed the following at its Meeting #80 on May 4, 1998:

MOTION PASSED (unanimous)

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The UAF Faculty Senate moves to recommend that the proposed Regents' Policy and University Regulation 09.02.00--Student Rights and Responsibilities as submitted by the Board of Regents to the Faculty Alliance be accepted.

EFFECTIVE: Immediately

RATIONALE: The Curricular Affairs Committee discussed draft policies and regulations on Student Rights and Responsibilities, forwarded to the Faculty Senate for review by a UA administrative committee chaired by 'Nanne Myers and moved to forward them to the full senate, with its recommendation that they be accepted.

Signed: John D. Craven, President, UAF Faculty Senate Date: 5/7/98

The UAF Faculty Senate passed the following at its Meeting #80 on May 4, 1998:

MOTION PASSED (unanimous)

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The UAF Faculty Senate moves to amend the Baccalaureate Core Curriculum for Aesthetic Appreciation under the "Perspectives on the Human Condition" as follows:

CAPS = Additions
[[]] = Deletions

"PERSPECTIVES ON THE HUMAN CONDITION"

AESTHETIC APPRECIATION

1. Objectives
 - a. To compare and contrast the methods, process, and expression of the three arts (visual, music, and drama) in western and non-western civilizations;
 - b. To develop basic and practical tools of aesthetic perception, awareness and appreciation;
 - c. To develop an understanding of how the arts are related to one another and to the world; and
 - d. To develop understanding of the value and application of aesthetics to everyday life.

2. Options: Proposed courses MAY [[would]] be team-taught by members of similar interests and background representing the Departments of Art, THEATRE [[Drama]], and Music and would follow the above objectives. Courses offered will depend upon the emphasis and background of the faculty [[team]]. Five examples of possible courses are:
 - a. An art appreciation course drawing upon material from Music 123, Music Appreciation; Art 100, Art Appreciation; and Theatre [[211, Theater Appreciation]] 215, DRAMATIC LITERATURE.
 - b. A course emphasizing Native Alaskan music and drawing together content from Theatre 161, Introduction to Tuma Theatre; Music 223, Alaskan Native Music; and ART 365, Native Art of Alaska.
 - c. A course emphasizing the modern creative process as manifested in the art of the twentieth century, drawing upon content offered in courses in modern theatre, modern art (Art 363), and modern music (Music 424).
 - d. A course examining art from an historical perspective, with content drawn from Theatre [[211]] 215, DRAMATIC LITERATURE, Music 222, and Art 261-262.
 - e. A course considering art of the Pacific Rim cultures and drawing material from Music 124, Music in World Cultures; Art 261-262, History of World Art; and Theatre [[211, Theater Appreciation]] 215, DRAMATIC LITERATURE (with emphasis on Theater practice throughout the Pacific Rim).

EFFECTIVE: Immediately

RATIONALE: The CORE Curriculum Review Committee has approved a change in the wording of the CORE Curriculum Requirements (1990) regarding Aesthetic Appreciation.

These cosmetic changes have been requested by the Department Heads of Art, Music, and Theatre.

These changes DO NOT affect the CORE or the Spirit of the CORE, but do reflect the existing realities of the courses AS CURRENTLY PRESENTED. The changes also reflect the Theatre Department's desire to be recognized as Theatre rather than "Drama."

Signed: John D. Craven, President, UAF Faculty Senate Date: 5/7/98

Approved: J. Wadlow, Chancellor Date: 5/8/98

The UAF Faculty Senate passed the following at its Meeting #80 on May 4, 1998:

MOTION PASSED (16 yes, 8 no)
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The UAF Faculty Senate moves to refer the motion to amend the minimum requirements for Master's Degrees back to committee for additional consideration.

Effective: Immediately

Signed: John D. Craven, President, UAF Faculty Senate Date: 5/7/98

MOTION REFERED BACK TO COMMITTEE
=====

The UAF Faculty Senate moves to approve the amendments to the minimum requirements for Master's Degrees. These new requirements should be listed in the UAF catalogue as follows:

CAPS = Additions
[[]] = Deletions

For all Master's Degree Programs, the following must be met:

- a. Submit a Graduate Study Plan (GSP) and an Appointment of Committee Form to the Graduate School by the end of the second semester in attendance.
b. Be registered for at least 6 credits per year (fall, spring, and summer combined), or have an approved leave of absence form on

file.

C. PASS A WRITTEN AND/OR ORAL COMPREHENSIVE EXAMINATION WHICH MAY BE COMBINED WITH A PROJECT OR THESIS DEFENSE. IN SOME PROGRAMS (E.G. THE MBA PROGRAM) A CAPSTONE COURSE, THAT INCLUDES DEMONSTRATION OF THE ABILITY TO SYNTHESIZE INFORMATION IN THE FIELD AT A LEVEL APPROPRIATE FOR A MASTER'S DEGREE, MAY BE SUBSTITUTED FOR A COMPREHENSIVE EXAMINATION.

[[c.]] D. Submit an Advancement to Candidacy form to the Graduate School. Once submitted, this form supplants the GSP and serves to formally establish specific degree requirements.

[[d.]] E. Submit an application for graduation and be registered for at least 3 graduate credits in the semester in which the degree is to be awarded; and

[[e.]] F. Complete all degree requirements within the 7-year time limit allowed.

Furthermore, the following OUTLINES additional MINIMUM requirements [[are the minimum requirements]] for FOUR DIFFERENT CATEGORIES OF Master's Degrees:

A. For a Master's of Science or Master's of Arts Degree - with thesis

Successfully complete at least 30 credits of course work including at least 6 credits of thesis (699). No more than 12 thesis/research (699/698) credits may be counted towards the minimum degree credits.

At least 24 credits must be at the 600 LEVEL [[or above]], except for a Master's of Arts in Music, which must have at least 21 credits at the 600 level [[or above]].

[[Pass a written and/or oral comprehensive exam (may be combined with the thesis defense.)]]

Publicly present and defend thesis.

Submit a completed and signed thesis defense form to the Graduate School.

Archive thesis in UAF Library.

B. Master's of Science or Master's of Arts Degree - with project

Successfully complete at least 30 credits of course work including at least 3 credits of RESEARCH or project work (698). No more than 6 research OR PROJECT WORK (698) credits may be counted towards the minimum degree credits.

At least 24 credits must be at the 600 level [[or above]], except for a Master's of Arts in Music, which must have at least 21 credits at the 600 level [[or above]].

[[Pass a written and/or oral comprehensive exam (may be combined with the project defense.)]]

Publicly present and defend project.

Submit a completed and signed project defense form to the Graduate School.

Archive project in UAF Library.

C. MASTER'S OF SCIENCE OR ARTS DEGREE - COURSEWORK BASED

SUCCESSFULLY COMPLETE AT LEAST 30 CREDITS OF COURSEWORK. AT LEAST 24 CREDITS MUST BE REGULAR COURSEWORK AT THE 600 LEVEL NOT INCLUDING RESEARCH, PROJECT OR THESIS COURSEWORK.

D. For a Professional Master's Degree (E.G. [i.e.] Master's of Business Administration, Education, etc.)

Successfully complete at least 30 credits of course work (research or thesis credits NOT included).

At least 24 credits must be at the 600 level [[or above]] (research or thesis credits NOT included).

[[Successful completion of a comprehensive exam or capstone course that includes demonstration of the ability to synthesize information in the field at a level appropriate for a Master's degree.]]

Note on Implementation of Motion: It is the understanding of the Graduate AND PROFESSIONAL Curricular Affairs Committee that changes to existing programs degree requirements or the name of the degree which may be necessitated by this policy, if implemented, will need final approval of the Graduate AND PROFESSIONAL Curricular Affairs Committee, but does not constitute a new degree offering, and will not need approval by the Board of Regents.

No minimum presented herein prohibits programs from requiring additional work. The adjustments that have been made from existing programs include the requirement for the non-thesis project to be documented and in some manner archived in the Library (i.e. slides, recording, report.)

EFFECTIVE: Fall 1998

RATIONALE: The master's degree requirements, passed during UAF Faculty Senate meeting #71, omitted or eliminated several categories of master's degrees that had previously been offered by UAF and are commonly offered at other universities nationwide. These omissions or eliminations would have had serious ramifications for students pursuing master's degrees in several programs. The intent of the original motion was to set minimum standards and reduce the disparity in requirements for different categories of master's degrees. The proposed amendments to the motion serve to further that goal and rectify the omission or elimination of master's degree programs that have been and continue to be a vital part of the UAF graduate curriculum.

The UAF Faculty Senate passed the following at its Meeting #80 on May 4, 1998:

MOTION PASSED

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The UAF Faculty Senate moves that, for the academic year 1998-99 only, incoming graduate students may elect to fulfill the master's degree requirements from either the 1997-98 or 1998-99 catalog.

EFFECTIVE: Immediately

RATIONALE: The new master's degree requirements essentially eliminate an entire category of degrees and the implementation of these requirements has proved to be much more arduous and contentious than anyone in the 1996-97 Senate thought.

Signed: John D. Craven, President, UAF Faculty Senate Date: 5/7/98

Approved: J. Wadlow, Chancellor Date: 5/8/98

The UAF Faculty Senate passed the following at its Meeting #80 on May 4, 1998:

MOTION PASSED (unanimous)

=====

The UAF Faculty Senate moves to request that the Appeals and Oversight Committee select four of its members to be recommended to United Academics by the Senate for service on the Appeals Board. The individuals should be members of the bargaining unit (eligible for membership in United Academics). One each should be selected from CLA and CSEM, one from CNRDM or CRA combined, and one from SFOS, ACE or Education combined. One of the above members should be recommended to serve as president of the Appeals Board.

This motion is an interim motion effective for one year.

EFFECTIVE: Immediately

RATIONALE: The United Academics will form an Appeals Board. The relation of the Senate with United Academics and of the Appeals and Oversight Committee with the Appeals Board has yet to be determined. By having some common members for the first year, the two appeals groups will be able to coordinate their activities and make recommendations concerning the future relationship.

Signed: John D. Craven, President, UAF Faculty Senate Date: 5/7/98

The UAF Faculty Senate passed the following at its Meeting #80 on May 4, 1998:

MOTION PASSED (unanimous)

=====

The UAF Faculty Senate moves to request that Peter Knoke and John Morack be recommended to United Academics to serve on the Labor Management Committee on Distance Learning and Technology.

This motion is an interim motion effective for one year.

EFFECTIVE: Immediately

RATIONALE: The Distance Learning and Technology Committee will be considering matters which are traditionally academic in nature and consequently of interest to the Senate. By having the Senate recommend members to serve on this committee, the Senate will be able to coordinate its actions with those of United Academics in this area. Further, the experience will help guide the long-term relationship of the Faculty Senate and United Academics on academic issues. The Distance Learning and Technology Committee is mandated to present an interim report by October 30, 1998.

Signed: John D. Craven, President, UAF Faculty Senate Date: 5/7/98

The UAF Faculty Senate passed the following at its Meeting #80 on May 4, 1998:

MOTION PASSED (unanimous)

=====

The UAF Faculty Senate moves to request that Peter Knoke and John Morack be recommended to United Academics to serve on the Distance Learning and Technology Committee. The individuals should be members of the bargaining unit (eligible for membership in United Academics).

This motion is an interim motion effective for one year.

EFFECTIVE: Immediately

RATIONALE: The Distance Learning and Technology Committee will be considering matters which are traditionally academic in nature and consequently of interest to the Senate. By having Senate members serve on this committee the Senate will be able to coordinate its actions with those of United Academics in this area. Further, the experience will help guide the long-term relationship of the Faculty Senate and United Academics on academic issues. The Distance Learning and Technology Committee is mandated to present an interim report by October 30, 1998.

Signed: John D. Craven, President, UAF Faculty Senate Date: 5/7/98

The UAF Faculty Senate passed the following at its Meeting #80 on May 4, 1998:

MOTION PASSED (unanimous)

=====

The UAF Faculty Senate moves to amend Section III, B. 5 and 5a of the UAF Grade Appeals Policy as indicated below.

[[]] = Deletions

CAPS = Additions

GRADE APPEALS POLICY

III. Procedures

- B. 5. The committee must [[meet]] SCHEDULE A MUTUALLY AGREEABLE DATE, TIME AND LOCATION FOR THE APPEAL HEARING within 10 WORKING days of receipt of the student's request.
 - a. During this and [[any]] subsequent meetings, all parties involved shall protect the confidentiality of the matter according to the provisions of the Family Educational Rights and Privacy Act (FERPA) and any other applicable federal, state or university policies.

EFFECTIVE: Immediately

RATIONALE: This change will provide both timely response and flexibility in scheduling an appeals hearing. In few cases now, can hearings be heard within 10 days of receipt of a student's request. This will fix that problem.

Signed: John D. Craven, President, UAF Faculty Senate Date: 5/7/98

Approved: J. Wadlow, Chancellor Date: 5/8/98

The UAF Faculty Senate passed the following at its Meeting #80 on May 4, 1998:

MOTION PASSED (unanimous)

=====

The UAF Faculty Senate recommends to the Board of Regents that the attached list of individuals be awarded the appropriate UAF degrees pending completion of all University requirements. [Note: copy of the list is available in the Governance Office, 312 Signers' Hall.]

EFFECTIVE: Immediately

RATIONALE: These degrees are granted upon recommendation of the program faculty, as verified by the appropriate department head. As the representative

governance group of the faculty, we are making that recommendation.

Signed: John D. Craven, President, UAF Faculty Senate Date: 5/7/98

The UAF Faculty Senate passed the following at its Meeting #80 on May 4, 1998:

MOTION PASSED (unanimous)
=====

The UAF Faculty Senate moves to approve the Unit Criteria for Communication.

EFFECTIVE: Immediately
Upon Chancellor Approval

RATIONALE: The committee assessed the unit criteria submitted by the Communications Department. With some minor changes, agreed upon by the department representative, Bob Arundale, the unit criteria were found to be consistent with UAF guidelines.

Signed: John D. Craven, President, UAF Faculty Senate Date: 5/7/98

Approved: J. Wadlow, Chancellor Date: 5/8/98

UAF REGULATIONS FOR THE EVALUATION OF FACULTY:
INITIAL APPOINTMENT, ANNUAL REVIEW, REAPPOINTMENT,
PROMOTION, TENURE, AND SABBATICAL LEAVE

AND

COMMUNICATION UNIT CRITERIA
STANDARDS AND INDICES

THE FOLLOWING IS AN ADAPTATION OF UAF AND REGENTS CRITERIA FOR PROMOTION AND TENURE, SPECIFICALLY DEVELOPED FOR USE IN EVALUATING FACULTY IN THE DEPARTMENT OF COMMUNICATION. ITEMS IN BOLDFACE ARE THOSE SPECIFICALLY ADDED OR EMPHASIZED BECAUSE OF THEIR RELEVANCE TO COMMUNICATION FACULTY, AND BECAUSE THEY ARE ADDITIONS TO AND CLARIFICATION OF UAF REGULATIONS. THESE UNIT CRITERIA ARE FOR USE IN THE ANNUAL EVALUATION OF FACULTY AS WELL.

I. PURVIEW

The University of Alaska Fairbanks document, "Faculty Appointment and Evaluation Policies" (hereinafter referred to as UAF Faculty

Policies), supplements the Board of Regents policies and describes the purpose, conditions, eligibility, and other specifications relating to the evaluation of faculty at the University of Alaska Fairbanks. Contained herein are regulations and procedures to guide the evaluation processes and to identify the bodies of review appropriate for UAF.

The University, through the UAF Faculty Senate, may wish to change or amend these regulations and procedures from time to time and will provide adequate notice in making changes and amendments.

The Provost is responsible for coordination and implementation of matters relating to procedures stated herein.

II. INITIAL APPOINTMENT OF FACULTY

A. Criteria for Initial Appointment. Minimum degree, experience and performance requirements are set forth in UAF Faculty 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 and reside within a specific discipline. Units wishing to appoint academic rank faculty within schools and colleges to titles must have the concurrence of the specific discipline in which the title resides.

C. Process for Appointment of Faculty with Academic Rank. Deans of schools and colleges, and directors when appropriate, in conjunction with the faculty in a unit shall establish procedures for advertisement, review, and selection of candidates to fill any faculty positions as they become available. Such procedures shall be consistent with the University's affirmative action policies and shall provide for participation in hiring by faculty and administrators as a unit.

D. Process for Appointment of Faculty with Special Academic Rank. Deans and/or directors, in conjunction with the faculty in a unit, shall establish procedures for advertisement, review, and selection of candidates to fill any faculty positions as they become available. Such procedures shall be consistent with the University's stated affirmative action policies and shall provide for participation in hiring by faculty and administrators in the unit. These procedures shall be on file in the Chancellor's Office.

E. Following the selection process, the dean or director shall appoint the new faculty member and advise him/her of the conditions, benefits, and obligations of the position. If the appointment is to be at the professor level, the dean/director must first obtain the concurrence of the Chancellor or his/her designee.

F. Letter of Appointment. The initial letter of appointment shall specify the nature of the assignment, the percentage emphasis that is to be placed on each of the parts of the faculty responsibility, and any special conditions relating to the appointment.

This letter of appointment establishes the nature of the position and, while the percentage of emphasis for each part may vary with each workload distribution, the part(s) defining the position may not. Subsequent letters of appointment may vary the work load distribution and nature of the assignment.

III. PERIODIC EVALUATION OF FACULTY

A. Criteria. As outlined in UAF Faculty Policies, Chapter IV.A.3. evaluators may consider, but shall not be limited to, whichever 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 activity and excellence in the following tripartite areas: 1) effectiveness in teaching; 2) achievement in scholarly activity; and 3) effectiveness of service.

B. 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 responsibility.

As defined in UAF Faculty Policy (IV.A.2.), only vocational/technical faculty and extension agents may hold bipartite rank. No other faculty may hold bipartite rank.

The determination of which of the criteria defined above will apply to these faculty shall be in accordance with institutional needs for the given position, will be coordinated by the dean of the appropriate school or college in consultation with the director, in cases of joint appointment, and with the program faculty.

While bipartite faculty may choose to engage in a tripartite function, they will not be required to do so as a condition for evaluation, promotion, or tenure.

C. Definitions of Criteria.

1. Effectiveness in Teaching.

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 or through distance delivery methods, laboratory or field and preparatory activities, such as preparing for lectures, setting up demonstrations, and preparing for laboratory experiments, as well as 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 particularly as their major advisor, curriculum development, and academic recruiting.

Evidence of excellence in teaching may be demonstrated through, but not limited to, evidence of the various characteristics which define effective teachers. Effective teachers

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 sensitive to student diversity;

d. emphasize regular feedback to students and reward student learning success;

e. demonstrate content mastery, discuss current information and divergent points of view, 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 and instructional design.

g. UTILIZE AND DEMONSTRATE THEIR KNOWLEDGE OF WHAT CONSTITUTES EFFECTIVE ORAL COMMUNICATION IN THEIR TEACHING METHODS.

h. DEMONSTRATE CONSISTENT ATTENTION TO STUDENTS IN THE ROLE OF AN ADVISOR REGARDING UAF AND DISCIPLINE RELATED MATTERS.

i. DEVELOP AND REVISE INSTRUCTIONAL MATERIALS FOR USE IN SUPPORT OF THEIR TEACHING.

j. ACTIVELY PARTICIPATE IN AND CONTRIBUTE TO THE WORK OF THE FACULTY OR THE DISCIPLINE IN CURRICULUM MATTERS.

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

a. systematic student ratings (required source of data).

and at least two of the following:

b. self-evaluation

c. peer/head classroom observation(s)

d. peer/head evaluation of course materials

2. Achievement in Research, Scholarly, and Creative Activity.

Inquiry and originality are central functions of a land grant/sea 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.

Whatever the contribution, research, scholarly or creative activities must have the following characteristics:

- They must occur in a public forum.
- They must be evaluated by appropriate peers.
- They must be evaluated by peers external to this institution so as to allow an objective judgment.
- They must be judged to make a contribution.

ACHIEVEMENT IN RESEARCH AND SCHOLARLY ACTIVITY
INVOLVES:

1. IDENTIFYING AND EXPLORING NEW RESEARCH PROBLEMS IN THE DISCIPLINE, AND/OR CRITICALLY EXAMINING EXISTING RESEARCH PROBLEMS TO PROVIDE NEW INSIGHTS.
2. DEVELOPING NEW METHODS, THEORIES, OR APPROACHES TO RESEARCH PROBLEMS IN THE DISCIPLINE.
3. DEVELOPING AND MAINTAINING A FOCUSED PROGRAM OR PROGRAMS OF RESEARCH.
4. DEMONSTRATING GROWTH IN KNOWLEDGE OF THE DISCIPLINE, OR GROWTH IN EMPIRICAL AND/OR CRITICAL RESEARCH ABILITIES.

Evidence of excellence in research, scholarly, and creative activity may be demonstrated through, but not limited to:

- a. CHAPTERS IN EDITED BOOKS, 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.
- 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 works 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. Presentation of research papers before learned societies.
- g. Scholarly reviews of publications, art works and performance of the candidate.
- h. Citations of research in scholarly publications.
- I. Published abstracts of research papers.
- j. 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.
- k. Prizes and awards for excellence of scholarship.

1. Awards of special fellowships for research or artistic activities or selection of tours of duty at special institutes for advanced study.

m. Development of processes or instruments useful in solving problems, such as computer programs and systems for the processing of data, genetic plant and animal material, and where appropriate obtaining patents and/or copyrights for said development.

3. Effectiveness of Service

The notion of public service is intrinsic to the land grant/sea 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 assume a collegial obligation for the internal functioning of the institution; such service is identified as "university service."

a. 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.

EFFECTIVENESS IN PUBLIC SERVICE INVOLVES:

1. ACTIVELY PARTICIPATING ON AND CONTRIBUTING TO THE WORK OF PROFESSIONAL ORGANIZATIONS IN THE DISCIPLINE, AND/OR PUBLIC AND GOVERNMENTAL BODIES.
2. SUMMARIZING KNOWLEDGE IN THE DISCIPLINE FOR THOSE OUTSIDE UAF.
3. APPLYING THEORIES OR FINDINGS OF THE DISCIPLINE IN PUBLIC SERVICE.

Examples include, but are not limited to:

- (1) Providing information services to adults or youth.
- (2) Service on or to government or public committees.
- (3) Service on accrediting bodies.
- (4) Active participation in professional organizations.
- (5) Active participation in discipline-oriented service organizations.
- (6) Editing or refereeing articles or proposals for professional journals or organizations.

(7) Consulting.

Methods of delivering public service may include, but are not limited to:

(1) Leadership of or presentations at workshops, conferences, or public meetings.

(2) Training, facilitating, and consultative services.

(3) Radio and TV programs, newspaper articles and columns, publications, newsletters, films, computer applications, teleconferences and other educational media.

(4) Judging and similar educational assistance at science fairs, state fairs, and speech, drama, literary, and similar competitions.

b. 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.

EFFECTIVENESS IN UNIVERSITY SERVICE INVOLVES:

1. ACTIVELY PARTICIPATING ON AND CONTRIBUTING TO THE WORK OF COLLEGE, UAF, AND STATEWIDE COMMITTEES, PANELS, TASK FORCES, ETC.

2. EXHIBITING LEADERSHIP AND MANAGERIAL EFFECTIVENESS IN POSITIONS IN THE DEPARTMENT, COLLEGE, UNIVERSITY OF ALASKA FAIRBANKS, OR STATEWIDE.

Examples of such activity include, but are not limited to:

(1) Service on university, college, school, institute, or departmental committees or governing bodies.

(2) Consultative work in support of university functions, such as expert assistance for specific projects.

(3) Service as department head or similar part-time administrator.

(4) Participation in accreditation reviews.

(5) Service in support of student organizations and activities.

(6) Academic support services such as library and museum programs.

(7) Assisting other faculty or units with curriculum planning and delivery of instruction, such as serving as guest lecturer.

c. Evaluation of Service

Each individual faculty member's proportionate responsibility in service shall be reflected in annual workload agreements and performance evaluations. In formulating standards

and indices for evaluation, promotion, and tenure, individual units should include examples of service activities appropriate for that unit, and measures for evaluation. Effectiveness of public service is "demonstrated by such things as: professionally related and publicly recognized service to constituencies external to the university, including public and private sector groups, governmental agencies, boards, commissions, committees, public interest groups, community groups, businesses, and urban and rural residents; successful design and implementation of technology-transfer programs to external constituencies; application of directed research to the needs of constituencies; recognition, awards and honors from constituent groups; and reputation among peer deliverers of public service. Effectiveness of university service is demonstrated by such things as work on university committees and task forces; participation in faculty governance; colleague assistance; administrative work, and work with students beyond formal teacher-student relationships.

The UAF Faculty Senate passed the following at its Meeting #80 on May 4, 1998:

RESOLUTION OF APPRECIATION

FOR

JOHN D. CRAVEN

WHEREAS, John Craven has served the UAF Faculty Senate in a manner deserving of the UAF Faculty Senate's greatest admiration and respect; and

WHEREAS, John Craven has served as Senator to the UAF Faculty Senate from 1993-1998; and

WHEREAS, John Craven has served as a member of the Graduate Council for 1993-95; and

WHEREAS, John Craven has served as a member of the Curricular Affairs Committee from 1995-96; and

WHEREAS, John Craven has served as President-Elect of the UAF Faculty Senate from 1996-1997; and

WHEREAS, John Craven has served as a member of the UAF Governance Coordinating Committee from 1996-98; and

WHEREAS, John Craven has served as a member of the UA Faculty Alliance of the UA Systemwide Governance Council from 1996-97, and as Spokesperson from 1997-1998; and

WHEREAS, John Craven has served as a member of the Provost's Ad Hoc Committee on Distance Delivery and Technology Enhanced Education from 1997-1998; and

WHEREAS, John Craven has served as a member of the Provost's Search Committee in 1998; and

WHEREAS, John Craven has served as a member of the Presidential Evaluation Committee of the Board of Regents in 1998; and

WHEREAS, John Craven has served as President of the UAF Faculty Senate from 1997-1998; and

WHEREAS, The UAF Faculty Senate wishes to acknowledge the outstanding service rendered the faculty and the University by the work of John Craven as he concludes his term as president;
now

THEREFORE BE IT RESOLVED, That the UAF Faculty Senate acknowledges the many contributions of John Craven and expresses its appreciation for his exemplary service.

Signed: Madeline Schatz, President, UAF Faculty Senate

Dated: May 4, 1998

The UAF Faculty Senate passed the following at its Meeting #80 on May 4, 1998:

MOTION PASSED (unanimous)
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The UAF Faculty Senate moves to endorse the 1998-99 committee membership as attached.

EFFECTIVE: Immediately

RATIONALE: New Senate members' preference for committee selection were reviewed and weighted against membership distribution from schools and colleges.

Signed: Madeline Schatz, President, UAF Faculty Senate Date: 5/5/98

1998-99 UAF FACULTY SENATE COMMITTEE MEMBERSHIP

STANDING COMMITTEES

Curricular Affairs

- Harry Bader, SALRM (00)
- Carol Barnhardt, SOEd. (00)
- *Charlotte Basham, CLA (00), Chair, Curriculum Review
- Alexander Fitts, CLA (99)
- Ron Illingworth, CRA (99)
- *Gerald McBeath, CLA (99), Chair
- Maynard Perkins, CRA (00)
- Janice Reynolds, CLA (00)
- Ex-Officio: Ann Tremarello, Registrar's Office
- Wanda Martin, Advising Center
- vacant, Student

Faculty & Scholarly Affairs

- Sukumar Bandopadhyay, SME (00)
- Lillian Corti, CLA (99)

Susan Grigg, CLA (00)
 Bret Luick, ACE (00)
 Terry Johnson, SFOS (99)
 Barry Mortensen, CRA (00)
 John Olson, CSEM (00)
 *John Yarie, SALRM (99), Chair

Graduate & Professional Curricular Affairs

Elena Conti, CSEM (99)
 Clif Lando, CSEM (99)
 Renee Manfredi, CLA (00)
 Vikas Sonwalkar, CSEM (00)
 *Michael Whalen, CSEM (99), Chair
 Ex-Officio: Joe Kan, Graduate Dean.
 Dennis Stephens, Libraries
 Ann Tremarello, Director, A&R
 Graduate Student

PERMANENT COMMITTEES

Committee to Nominate Commencement Speaker and Honorary Degree Recipients

Joan Braddock, CSEM (99)
 Pamela Keating, CLA (99)
 Jenifer McBeath, SALRM
 Claus-M. Naske, CLA
 Non-University: Phil Younker
 Student: Tim Kerr
 Ex-Officio:

Core Review

*Jin Brown, Speech, CLA (00) -- convener
 Jerry Harrington, CSEM, Sciences (00)
 Renee Manfredi, English, CLA (99)
 Thomas Riccio, Humanities, CLA (00)
 Judy Shepherd, Psy/Soc/SW, CRA (99)
 Jonathan Wiens, Math, CSEM (00)
 vacant, Engineering/Management (98)
 vacant, Student
 Ex-Officio: ^Gorden Hedahl, Dean, CLA
 Sue McHenry, RSS

Developmental Studies Committee

Nancy Ayagarak, Kuskokwim, CRA (00)
 Charlotte Basham, CCC, CLA (99)
 Susan Blalock, English, CLA (99)
 Lisa Buttrey-Thomas, Science, CSEM (00)
 Jerah Chadwick, Devel. Studies, CRA (98)
 Richard Clausen, Math, CSEM (00)
 George Guthridge, Bristol Bay CRA (00)
 Cindy Hardy, TVC (00)
 Ron Illingworth, Interior Campus, CRA (99)
 Wanda Martin, Advising Center (99)
 Joe Mason, Northwest, CRA (00)
 Ron Palcic, Chukchi, CRA (99)
 Kay Thomas, RSS (99)
 *Jane Weber, TVC (00) -- convener
 Ex-Officio: ^Ruth Lister, TVC

Faculty Appeals & Oversight Committee

Godwin Chukwu, CNRDM (99)
 Fred Dyen, CRA (99)
 Ray Gavlak, ACE (00)
 Ray Highsmith, SFOS (00)
 John Kelley, SFOS (99)
 Kristine Long, ACE (99)
 Tara Maginnis, CLA (00)
 Pham Quang, CSEM, Math (00)
 *James Ruppert, CLA (99) -- convener
 Richard Stolzberg, CSEM, Science (99)
 David Verbyla, CNRDM (99)
 CRA (00)
 vacant, SOEd. (99)
 vacant, SOEd. (00)

Faculty Development, Assessment & Improvement

Linda Curda, CRA (99)
 Rosie Dinstel, ACE (99)
 Scott Huang, SME (00)
 *David Porter, SOM (99) -- convener
 Dennis Schall, SOEd. (00)
 Dan White, CSEM (00)
 Barbara Wilson, CLA (99)

Graduate School Advisory Committee

Larry Duffy -FS appointee (00)
 Mark Herrmann -Provost appt. (00)
 Doug Kane -Provost appt (99)
 Charles Mason -Provost appt (01)
 Brenda Norcross - FS appointee (00)
 Mary Ann Sweeney - Graduate Student
 *Brenton Watkins - FS appointee (99) -- convener
 Ex-Officio: Joe Kan, Graduate Dean
 Ron Gatterdam, Senate President-Elect

Legislative and Fiscal Affairs

John Craven, CSEM (99)
 *Scott Deal, CLA (99) -- convener
 Steve Johnson, CRA (00)
 Ravonna Martin, CLA (99)
 Peter Schweitzer, CLA (99)
 Eduard Zilberkant, CLA (00)
 Wendy Redman, SW Univ. Rel.

Service Committee

Linda Athons, ACE (99)
 Deborah McLean-Nelson (99)
 Kade Mendelowitz, CLA (00)
 *Kara Nance, CSEM (00) -- convener
 Barbara Wilson, CLA (99)
 Non-University:
 Non-University:

University-wide Promotion & Tenure Committee

Jonah Lee, CSEM/Eng. (01); Robert Carlson, alt.
 William Schneider, CLA/Soc (99); Jim Gladden, alt.
 Erich Follmann, CSEM/Sci. (00); Larry Duffy, alt
 John Gimbel, CSEM/Math (99); Mitch Roth, alt.
 David Porter, SOM (01)

V. Kamath, SME (00); Gang Chen, alt.
Don Carling, SALRM (00); Glenn Juday, alt.
William Smoker, SFOS (01); Zygmunt Kowalik, alt.
Sheryl Stanek, ACE (99); Tom Jahns, alt.
Arvid Weflen, CRA (99); Mike McGowan, alt.
Anatoly Antohin, CLA/Hum (01); Ted DeCorso, alt.
Perry Gilmore, SOEd (00); Dauna Browne, alt.

The UAF Faculty Senate passed the following at its Meeting #80 on
May 4, 1998:

MOTION PASSED (unanimous)

=====

The UAF Faculty Senate moves to authorize the Administrative
Committee to act on behalf of the Senate on all matters within its
purview which may arise until the Senate resumes deliberations in
the Fall of 1998. Senators will be kept informed of the
Administrative Committee's meetings and will be encouraged to
attend and participate in these meetings.

EFFECTIVE: May 5, 1998

RATIONALE: This motion will allow the Administrative
Committee to act on behalf of the Senate so that
necessary work can be accomplished and will also allow
Senators their rights to participate in the governance
process.

Signed: Madeline Schatz, President, UAF Faculty Senate Date: 5/5/98