

FOR MORE INFORMATION, CONTACT:

Sheri Layral
312 Signers' Hall
474-7964 FYSENAT

For Audioconferencing: Bridge #: 1-800-910-9680
Anchorage: 561-9680

A G E N D A
UAF FACULTY SENATE MEETING #81
Monday, September 14, 1998
1:30 p.m. - 4:00 p.m.
Wood Center Ballroom

- | | | | |
|------|-----|---|---------|
| 1:30 | I | Call to Order - Madeline Schatz | 5 Min. |
| | | A. Roll Call | |
| | | B. Approval of Minutes to Meeting #80 | |
| | | C. Adoption of Agenda | |
| 1:35 | II | Status of Chancellor's Office Actions | 5 Min. |
| | | A. Motions Approved: | |
| | | 1. Motion to amend the Baccalaureate Core Curriculum for Aesthetic Appreciation. | |
| | | 2. Motion that 1998-99 incoming graduate students may elect to fulfill the master's degree requirements from either the 1997-98 or 1998-99 catalog. | |
| | | 3. Motion to amend the UAF Grade Appeals Policy. | |
| | | 4. Motion to approve the Unit Criteria for Communications. | |
| | | B. Motions Pending: | |
| | | 1. Motion prohibiting faculty from receiving a graduate degree from UAF. | |
| 1:40 | III | A. Remarks by Chancellor J. Wadlow | 10 Min. |
| | | B. Guest Speaker - Mark Hamilton, UA President | 15 Min. |
| 2:05 | IV | Governance Reports | |
| | | A. ASUAF - J. Richardson | 5 Min. |
| | | B. Staff Council - B. Frey | 5 Min. |
| | | C. President's Report - M. Schatz
(Attachment 81/1) | 5 Min. |
| 2:20 | V | Public Comments/Questions | 5 Min. |
| 2:25 | VI | Consent Agenda | |
| | | A. Ratify Resolution of Appreciation for John P. Keating approved by the Administrative Committee May 20, 1998 (Attachment 81/2) | |
| 2:25 | | ***BREAK*** | 10 Min |
| 2:35 | VI | New Business | |
| | | A. Motion to establish an Ad Hoc Committee on Unit Criteria (Attachment 81/3) submitted by Administrative Committee | 5 Min. |
| | | B. Motion to establish an Ad Hoc Committee on Out-of-Class Learning (Attachment 81/4) submitted by Administrative Committee | 5 Min. |
| | | C. Motion to accept the proposed Regents' Policy and University Regulation 09.99.00-- Recreational and Intercollegiate Athletics | 5 Min. |

		(Attachment 81/5)	
D.		Motion to accept the proposed Academic Calendar 1999-2000 as submitted by the Registrar's Office (Attachment 81/6), submitted by Administrative Committee	5 Min.
E.		Motion to amend Section 3 (Article V: Committees, Permanent) of the Bylaws (Attachment 81/7), submitted by Administrative Committee	5 Min.
F.		Motion to amend the title of Section IV of the UAF Faculty Appointment and Evaluation Policies and Regulations for the Evaluation of Faculty (Attachment 81/8), submitted by Administrative Committee	5 Min.
G.		Motion to amend the UAF Regulations for the Evaluation of Faculty, Article IV. B. (Attachment 81/9), submitted by Administrative Committee	10 Min.
3:15	VII	Committee Reports	20 Min.
	A.	Curricular Affairs - G. McBeath	
	B.	Faculty & Scholarly Affairs - J. Yarie	
	C.	Graduate & Professional Curricular Affairs - M. Whalen	
	D.	Core Review - J. Brown	
	E.	Curriculum Review - C. Basham	
	F.	Developmental Studies - J. Weber	
	G.	Faculty Appeals & Oversight - J. Ruppert	
	H.	Faculty Development, Assessment & Improvement - D. Porter	
	I.	Graduate School Advisory Committee - B. Watkins	
	J.	Legislative & Fiscal Affairs - S. Deal	
	K.	Service Committee - K. Nance	
	L.	University-wide Promotion & Tenure - H. Sankaran 1997-98 Annual Report (Attachment 81/10)	
	M.	Ad Hoc Committees	
3:35	VIII	Discussion Items	5 Min.
3:40	IX	Members' Comments/Questions	5 Min.
3:45	X	Adjournment	

ATTACHMENT 81/1
UAF FACULTY SENATE #81
SEPTEMBER 14, 1998

Dear colleagues,

It is my great privilege to serve you, this year, as President of the UAF Faculty Senate. There are numerous issues and topics to be addressed this school year and I hope to be able to rise to the occasion when dealing with them.

There is one issue which has already become quite controversial and I wanted to address it right up front. This is our first year under an AAUP contract and we seem to be split into pro- and anti-union factions. The mud-slinging has begun in earnest and I have found myself caught in the crossfire. Let me state, categorically, that it is not the job of the UAF Faculty Senate to debate items contained within the AAUP (or ACCFT) contracts. I will rule "out-of-order" any motions which run counter to the contractual

agreements between the unions, the university and the faculty.
Let's not waste our time on issues over which we have no purview.

There, also, has been quite a bit of controversy over the "comprehensive post-tenure review" issue. At the end of last semester an Ad Hoc committee was appointed by the Faculty Senate to come up with the forms and guidelines of this review AS MANDATED by the AAUP contract. I was asked to serve on the Provost's committee researching the same issue. When the Provost's committee was finished with its work this work was sent on to the Ad Hoc committee and Provost Reichardt asked me to join the Faculty Senate Committee as a cross-over from the administrative to the faculty committees. It is my understanding that both committees were working under the mandate from the Board of Regents for a "comprehensive" post-tenure review. This was a hotly debated issue in union negotiations, with the union agreeing to "comprehensive" post tenure review in exchange for the administrative agreement to lighten up on automatic firing of tenured professors who receive negative reviews.

After our deliberations, the Ad Hoc Committee sent the proposed forms out to faculty members from several departments for their review and comment. Only a couple came back, and these faculty members were invited to attend an Administrative Committee meeting at which the new form was discussed in the presence of Provost Reichardt. To his credit, Paul could have merely dictated this form, but he invited faculty input on the issue. At the Administrative Committee meeting it was decided unanimously to send all the comments, the forms and the issues back to Paul for his final determination. The resulting forms are very close to those put together by the Provost's Committee, the Faculty Senate Ad Hoc Committee, and as edited by faculty input. Please remember that the extensive nature of the requirements of the form is due to the mandate from the Board of Regents that there be a "comprehensive post-tenure review." Post-tenure review would have happened with or without a union contract. The Board of Regents was moving quickly in that direction.

We have many other issues to address this year: 1) the revision of Faculty Senate By-laws and Constitution, 2) the effect of TVC and Distance Learning classes on main campus enrollments, etc. Let's hang in there and work together. There are lots of rumors flying (one particular one was the announcement to new faculty that if they were in the union they would have no need of the Faculty Senate).

Let's work together. We have a lot of work to do.

Madeline Schatz

ATTACHMENT 81/2
UAF FACULTY SENATE #81
SEPTEMBER 14, 1998
SUBMITTED BY ADMINISTRATIVE COMMITTEE

The UAF Faculty Senate Administrative Committee passed the following on May 20, 1998:

RESOLUTION OF APPRECIATION
FOR
JOHN P. KEATING

WHEREAS, John P. Keating began his academic career in higher education with a B.A. degree in the Classics and Philosophy (1961) and a M.A. degree in Philosophy (1962) at Gonzaga University; and

WHEREAS, John P. Keating continued with a M.S.Th. degree in Theology (1968) at the University of Santa Clara; and

WHEREAS, John P. Keating continued with a M.S. degree (1971) and a Ph.D. degree (1972) in Social Psychology at Ohio State University; and

WHEREAS, John P. Keating then joined the Academe as an Assistant Professor of Psychology at the University of Washington, Seattle, Washington; and

WHEREAS, John P. Keating further engaged himself in the academic life of the University of Washington by gaining joint appointments as an Adjunct Professor of the Institute of Environmental Studies (1975) and as a Faculty Associate in the Comparative Religion Program (1976); and

WHEREAS, John P. Keating became an Associate Professor of Psychology (1977) and Professor of Psychology (1990); and

WHEREAS, John P. Keating then began his administrative career by becoming the Vice-Provost and Dean of Branch Campuses (1990) for the University of Washington; and

WHEREAS, John P. Keating then became an Alaskan, a tenured faculty member of the UAF Department of Psychology, and Provost of the University of Alaska in 1994; and

WHEREAS, John P. Keating has, throughout his academic career, demonstrated a commitment to academic instruction through the offering of numerous courses at both the undergraduate and graduate level, serving on graduate committees, and giving presentations as guest lecturer; and

WHEREAS, John P. Keating has, throughout his academic career, demonstrated a commitment to academic research through extensive scholarly publications and technical reports in the field of psychology, public presentations, invited speeches, participation in panel discussions, and the receipt of numerous grants and contracts; and

WHEREAS, John P. Keating has, throughout his academic career, demonstrated a commitment to academic service through broad participation in university and community affairs and participation in professional societies; and

WHEREAS, John P. Keating has shared with UAF and all Alaskans his boundless energy, zest for life, and enthusiasm for the academic enterprise; and

WHEREAS, John P. Keating has encouraged his colleagues through his open door policy and genial personality; and

WHEREAS, John P. Keating will now become Chancellor of the University of Wisconsin at Parkside in 1998; and

WHEREAS, The faculty of the University of Alaska Fairbanks, through its Faculty Senate, wishes to acknowledge the outstanding

contributions to higher education and intellectual development of John P. Keating, UAF faculty member and provost; now

THEREFORE BE IT RESOLVED, That the UAF Faculty Senate acknowledges and proclaims to all that John P. Keating has rendered outstanding service to the faculty, staff, students, and administration of UAF and to the citizens of Alaska, and hereby expresses its deep appreciation.

Signed: John D. Craven, 1997-98 UAF Faculty Senate President

Signed: Madeline F. Schatz, 1998-99 UAF Faculty Senate President

May 20, 1998

ATTACHMENT 81/3
UAF FACULTY SENATE #81
SEPTEMBER 14, 1998
SUBMITTED BY ADMINISTRATIVE COMMITTEE

MOTION
=====

The UAF Faculty Senate moves to establish the membership on the Ad Hoc Committee on Unit Criteria consisting of one member from each of the following Senate committees: Curricular Affairs, Faculty & Scholarly Affairs; Graduate & Professional Curricular Affairs; Faculty Development, Assessment, and Improvement; and Service Committee.

EFFECTIVE: Immediately

ATTACHMENT 81/4
UAF FACULTY SENATE #81
SEPTEMBER 14, 1998
SUBMITTED BY ADMINISTRATIVE COMMITTEE

MOTION
=====

The UAF Faculty Senate moves to establish an Ad Hoc Committee on Out-of-Class Learning. Membership will consist of:

EFFECTIVE: Immediately

RATIONALE: UAF's Evaluation Of Educational Effectiveness Policy includes an Evaluation of Out of Class Learning-- "An important element of a student's overall education is learning that occurs outside of classes. Therefore, an evaluation of activities and student support services will be conducted." This evaluation should be faculty driven.

ATTACHMENT 81/5
UAF FACULTY SENATE #81
SEPTEMBER 14, 1998
SUBMITTED BY ADMINISTRATIVE COMMITTEE

MOTION
=====

The UAF Faculty Senate moves to recommend that the proposed Regents' Policy and University Regulation 09.99.01--Recreational and Intercollegiate Athletics as submitted by the Board of Regents to the Faculty Alliance be accepted with attached comments by the Intercollegiate Athletic Committee.

EFFECTIVE: Immediately

RATIONALE: Proposed changes to the original policy are to: 1) clarify the intention of the policy and bring it up to date, particularly with expectations for non-discrimination and gender equity; and 2) stress that expectations for recreational and intercollegiate athletics should be commensurate with the resources available to and controlled by the MAU.

[[]] = Deletion
CAPS = Addition

REGENTS' POLICY 09.99.00

PART IX

STUDENT AFFAIRS

CHAPTER XCIX

Recreational and [[Competitive]] INTERCOLLEGIATE Athletics

GENERAL STATEMENT: RECREATIONAL AND INTERCOLLEGIATE ATHLETICS
[[Preamble]] P09.99.01

THE UNIVERSITY OF ALASKA WILL SUPPORT OPPORTUNITIES FOR STUDENTS TO PARTICIPATE IN RECREATIONAL AND/OR INTERCOLLEGIATE ATHLETICS. EACH MAU WILL DETERMINE THE LEVEL OF SUPPORT FOR SUCH ACTIVITIES WHICH IS CONSISTENT WITH THE MAU'S MISSION AND WITHIN THE LIMITS OF ITS FACILITIES, RESOURCES, AND PERSONNEL. WHILE OPPORTUNITIES MAY BE MADE AVAILABLE TO THE TOTAL CAMPUS COMMUNITY, PRIORITY WILL BE GIVEN TO STUDENT PARTICIPANTS.

[[The University of Alaska supports the development of opportunities for men and women to participate in recreational and competitive athletics ancillary to academic development throughout its system. The university will provide opportunities for student participation in sports experiences through recreational, intramural, and

extramural physical activities, and further will develop selected intercollegiate competitive team programs with which units of the University of Alaska system and their respective communities can identify.

(12-11-81)

Student Participation

P09.99.02

Each campus encourages the participation of each student in at least one sports activity of life time value which may be achieved through spontaneous recreational participation, intramural, extramural, and competitive sports programs.

(12-11-81)]]

ATHLETIC [[Physical]] Activities P09.99.02 [[03]]

A. Recreational Athletics [[P09.99.03(A)]]

The University of Alaska will encourage [[spontaneous]] recreational activities by providing facility use [[time.]], WITHIN THE LIMITS OF FACILITY AVAILABILITY, RESOURCES, AND PERSONNEL. [[Priority in recreational athletics will be given to student participants with opportunities available to the total campus constituency. These opportunities are inclusive of all casual physical activities and limited only by the mind of the user and the appropriateness of the facilities. The University of Alaska will strive to provide the fiscal and physical support that is necessary to create this opportunity. (12-11-81)]]

B. Intramural Athletics [[P09.99.03(B)]]

The University of Alaska WILL encourage[[s]] the development of campus intramural ATHLETICS [[sports]] which allows [[non-varsity]] competition among [[men and women]] students and faculty-staff groups. [[in a wide variety of athletic activities.]] Students should play a primary role in the selection and management of [[the particular]] intramural activities. [[conducted.]]

C. Extramural Athletics [[P09.99.03(C)]]

[[Institutions within]] The University of Alaska [[system]] may establish and sponsor teams in organized competitive programs outside of the CAMPUS [[institution]] SUCH AS WITH [[including but not limited to]] city leagues, church leagues, inter-school competition, and organized tournaments. Preference for participation on these teams [[shall]] WILL be given to [[currently enrolled]] students. [[Rules of competition shall be established by the sponsoring organization. The University of Alaska system shall be encouraged to sponsor such organized competitive tournaments for participating institutions.]] University of Alaska facilities may be USED ON A SPACE AVAILABLE BASIS FOR EXTRAMURAL ATHLETICS. [[made available for such programs.]]

D. Intercollegiate Athletics [[P09.99.03(D)]]

Intercollegiate [[sports]] ATHLETICS ORGANIZED TO provide

[[advance]] competitive opportunities for student athletes
 [[The University of Alaska shall promote, through recruiting and funding, competitive sports appropriate to the Alaska scene.]] WILL BE OPERATED UNDER MAU CONTROL WITH ACADEMIC AND FINANCIAL INTEGRITY, AND IN COMPLIANCE WITH APPLICABLE ATHLETIC ORGANIZATION RULES.

1. Authorized Sports [[P09.99.03(D.1)]]

Sports authorized for intercollegiate competition are:

Basketball
 Cross-country Running
 Gymnastics
 Ice Hockey
 Riflery
 Skiing - Nordic and Alpine
 Swimming
 Volleyball

Amendments to this list must be approved by the Board of Regents. (12-11-81)

2. Levels of Competition [[P09.99.03(D.2)]]

The intercollegiate teams of the University of Alaska shall compete at a national organizational classification level commensurate with available funding, facilities, and skill levels of the athletes. Requests for membership in a particular organization and change in the approved classification level of competition will originate at the [[institution]] MAU, and must be approved by the Board of Regents

3. Participation by Alaskans [[P09.99.03(D.3)]]

Participation by Alaskan athletes will be encouraged through active recruitment of Alaskans who are capable of athletic performance at the designated level of competition.

4. Participation by Alaskans [[P09.99.03(D.4)]]

In order to participate in intercollegiate athletics, a student must:

- a. meet the standards set by the appropriate national athletic organization; and
- b. meet the academic standards as established by the appropriate [[major administrative unit]] MAU.

[[5. Intercollegiate Tournaments Sponsorship
 [[P09.99.03(D.5)]]

[[Institutions within the University of Alaska may sponsor intercollegiate athletic tournaments provided funding for such tournaments has been approved in the intercollegiate athletics budget. In any newly established tournaments, the host Alaskan institution of such tournaments shall include the other Alaskan institutions among tournament participants when the teams are participating at the same division classification level.]]

5[[6.]] Common Opponents

[[P09.99.03(D.6)]]

[[The university endorses]] A "common opponents" philosophy WILL BE UTILIZED WHERE POSSIBLE within the conference structure and scheduling TO ALLOW MORE THAN ONE CAMPUS TO ENGAGE A VISITING TEAM DURING ITS TRAVEL IN THE STATE. [[possibilities.]]

SOURCES OF Funding FOR [[of]] Athletics

P09.99.03[[04]]

[[For the four physical activities programs listed above, specific funds for capital improvements to accommodate increased student participation and for the management and support of the different programs will be identified in the long-range and annual planning and budgeting process at each MAU. The needs of these programs, in addition to the instructional needs of the academic units and programs, will be considered when planning for the development and use of sports facilities. (12-11-81)

Intercollegiate athletics shall not dominate facility use nor funding to the detriment of recreational, extramural or intramural athletic opportunities nor shall one sport exclude the development of other intercollegiate, recreational, intramural, or extramural sports activities. Facilities of the institution may be available for public use as stated in Policy and Regulation 06.02.01.]]

The support of athletic program expenses by local private sources (such as booster clubs or individuals) or supplementary activities MAY BE ENCOURAGED BUT SUCH SUPPORT MUST BE MADE [[will be channeled]] through MAU [[the university]] accounting systemS and WILL be subject to university accounting procedures, review and audit.

NON-DISCRIMINATION AND GENDER EQUITY
[[Equal Opportunity]]

P09.99. 04[[05]]

EACH CHANCELLOR WILL BE RESPONSIBLE FOR COMPLIANCE WITH APPLICABLE NON-DISCRIMINATION AND GENDER EQUITY MANDATES.

[[The University of Alaska affirms its policy of providing equal opportunity for the participation of men and women in all intercollegiate, extramural, intramural, and recreational athletic activities (04.01.15), as well as equivalent institutional services, in compliance with federal and state law and regulation. Each chancellor and campus president is responsible for maintaining equal opportunity for men and women.]]

(12-11-81; revised [[12-17-81]]) DATE

ATTACHMENT 81/6
UAF FACULTY SENATE #81
SEPTEMBER 14, 1998
SUBMITTED BY ADMINISTRATIVE COMMITTEE

MOTION
=====

The UAF Faculty Senate moves to accept the 1999-2000 Academic Calendar as presented by the Registrar prepared in accordance to BOR policies. We note, however, this calendar contravenes Senate policy requiring a study day prior to final exams.

EFFECTIVE: Immediately

RATIONALE: There is no reasonable way to reconcile Senate policy with BOR policy in regards to making up a class day to replace Alaska Civil Rights Day. We also note that residence halls close prior to the end of final exams in the fall semester.

* * * * *

DRAFT DRAFT DRAFT

UNIVERSITY OF ALASKA FAIRBANKS - Fairbanks Campus

ACADEMIC CALENDAR 1999-2000

FALL SEMESTER-1999

Registration for the 1999 fall semester begins 1999	Mon., Apr. 5,
Fee payment begins	Thurs., July 1
Application for admission deadline for fall semester	Mon., Aug. 2
Orientation for new students	Sun.-Wed., Aug. 29-Sept. 1
Residence halls open, 9 am	Sun., Aug. 29
Financial aid disbursement begins	Mon., Aug. 30
First day of instruction	Thurs., Sept 2
Late registration begins	Thurs., Sept 2
Labor Day (no classes)	Mon., Sept. 6
Late registration and fee payment end	Fri., Sept. 10
Last day for 100% refund of tuition and materials fees	Fri., Sept. 10
Last day for student-initiated and faculty-initiated drops (course does not appear on academic record)	Fri., Sept. 17
Last day for 50% refund of tuition (only)	Fri., Sept. 17
Low grade reports for freshmen due not later than	Fri., Oct. 8
Last day to apply for 1999 fall graduation	Fri., Oct. 15
Last day for student-initiated and faculty-initiated withdrawals (W grade given for course)	Fri., Oct. 29
Registration and fee payment for the 2000 spring semester begin	Mon., Nov. 8
Thanksgiving holidays (no classes)	Thurs.-Sun., Nov. 25-28
Last day of instruction	Mon., Dec. 13
Final examinations	Tues.-Fri., Dec. 14-17
Residence halls close, noon	Fri., Dec. 17
Grades due to the Registrar's Office	Tues., Dec. 21
Campus closed 5 p.m., Fri., Dec. 24, 1999 - 8 a.m.,	Mon., Jan 3, 2000

SPRING SEMESTER-2000

Application for admission deadline for spring semester	Wed., Dec. 1, 1999
Orientation for new students	Mon.-Tues., Jan. 10-11, 2000
Residence halls open, 9 a.m.	Sun., Jan. 9
Financial aid disbursement begins	Tues., Jan. 11
First day of instruction	Thurs., Jan. 13
Late registration begins	Thurs., Jan. 13
Alaska Civil Rights Day (no classes<late registration and fee payment continue)	Mon., Jan. 17
Late registration and fee payment end	Fri., Jan. 21
Last day for 100% refund of tuition and material fees	Fri., Jan. 21
Last day for student-initiated and faculty-initiated drops (course does not appear on academic record)	Fri., Jan. 28
Last day for 50% refund of tuition (only)	Fri., Jan. 28

Last day to apply for 2000 spring graduation	Tues., Feb. 15
Low grade reports for freshmen due not later than	Fri., Feb. 18
Last day for student-initiated and faculty-initiated withdrawals (W grade given for course)	Fri., Mar. 10
Spring recess	Mon.-Sun., Mar. 13-19
Registration for the 2000 fall semester begin	Mon., Apr. 3
All Campus Day (no classes)	Fri., Apr. 21
Last day of instruction	Mon., May 1
Final examinations	Tues.-Fri., May 2-5
Residence halls close, noon	Sat., May 6
Commencement	Sun., May 7
Grades due to the Registrar's Office	Wed., May 10
Fee Payment for the 2000 fall semester begins	Mon., July 3

ATTACHMENT 81/7
 UAF FACULTY SENATE #81
 SEPTEMBER 14, 1998
 SUBMITTED BY ADMINISTRATIVE COMMITTEE

MOTION

=====

The UAF Faculty Senate moves to amend Section 3 (Article V: Committees, Permanent) of the Bylaws by deleting E.1. (The University Wide Promotion and Tenure Committee) and renumbering the remaining sections as appropriate.

EFFECTIVE: Immediately

RATIONALE: Procedures for retention, promotion, tenure, and post tenure review will be determined by union contract. The current contracts do require a MAU Peer Review Committee but the Senate's role is only to submit a slate of names for this committee. The MAU Peer Review Committee is not structured as a Senate Committee. The Senate's role in the evaluation process will be delineated in ensuing motions.

ATTACHMENT 81/8
 UAF FACULTY SENATE #81
 SEPTEMBER 14, 1998
 SUBMITTED BY ADMINISTRATIVE COMMITTEE

MOTION

=====

The UAF Faculty Senate moves to amend the title of Section IV of the UAF Faculty Appointment and Evaluation Policies and Regulations for the Evaluation of Faculty as follows:

[[]] = Deletion
 CAPS = Addition

IV. [[Consideration of faculty]] EVALUATION PROCESS for RETENTION, promotion [[and/or]], tenure, AND POST TENURE REVIEW

EFFECTIVE: Immediately

RATIONALE: The above is contract language and is consistent with the intent of this section.

ATTACHMENT 81/9
 UAF FACULTY SENATE #81
 SEPTEMBER 14, 1998
 SUBMITTED BY ADMINISTRATIVE COMMITTEE

MOTION
 =====

The UAF Faculty Senate moves to amend Section IV. B. (Faculty with Academic Rank) of the UAF Faculty Appointment and Evaluation Policies and Regulations for the Evaluation of Faculty as follows:

[[]] = Deletion
 CAPS = Addition

B. Faculty with Academic Rank

1. Criteria and Eligibility. A record of continuing effective performance shall be expected [[with emphasis on the record of achievement since the latest promotion in rank]]. PROCEDURES, [[P]]performance criteria and requirements [[for eligibility for promotion and/or tenure]] are set forth in THE APPLICABLE UNION CONTRACTS, UAF Faculty Policies, [[Chapter IV,]] and in policies of the Board of Regents and the regulations of the University system currently in effect and as they may change.

3. d. [[Constitution and Operation of University-wide Promotion and Tenure Committee. The University-wide Promotion and Tenure Committee will be composed of twelve representatives; three from the College of Liberal Arts (one each from education, humanities, and social sciences); three from the College of Science, Engineering and Mathematics (one from each area); three from the College of Resource Development and Management (one each from the schools of management, agriculture and land resources management, and mineral engineering; and one each from the School of Fisheries and Ocean Sciences, Alaska Cooperative Extension and College of Rural Alaska. (Revised by the Senate and Approved by the Chancellor 3/26/97)

Additionally, the chair of the unit peer review committee for each candidate or another committee member designated by the chair will sit as an ad hoc, non-voting member of the university-wide committee during the review of candidates from that unit. The chair of the unit peer review committee or a designee may

participate in the discussion of the candidate's application for promotion or tenure and will present the file to the university-wide committee. (Revised by Senate and Approved by the Chancellor 10/21/91)

Each college's/school's representative to the university-wide committee will be elected by the faculty of that college/school during the spring semester. One alternate will also be elected. Terms of service on the committee will be three years, with the terms being staggered so that continuity between committees is maintained. All representatives must be tenured and hold the rank of either associate professor or professor.

The committee shall elect a chair from its membership. The committee shall establish operating rules and procedures in a public meeting and file these with the Chancellor's Office.

Voting members of the university-wide committee shall not serve on any committee, or have input at any other level of review, related to promotion or tenure.

The discussion regarding a candidate's file shall be held in executive session, unless the candidate requests an open meeting. The voting process shall be conducted in such a manner that the public may know the vote of each person entitled to vote.]]

CONSTITUTION AND OPERATION OF THE UNIVERSITY-WIDE PEER REVIEW COMMITTEES.

- (1) FOR THE PURPOSE OF EVALUATION FOR TENURE AND/OR PROMOTION OF MEMBERS OF THE UNITED ACADEMICS BARGAINING UNIT, A LIST OF THE NAMES OF SEVEN TENURED UNIT MEMBERS WILL BE PRESENTED TO THE PROVOST WHO WILL SELECT THE COMMITTEE. EACH UNIT PEER REVIEW COMMITTEE MAY NOMINATE ONE OF ITS MEMBERS TO SERVE. THE LIST WILL BE DETERMINED FROM THOSE NOMINEES BY VOTE OF ALL FACULTY WHO SERVE ON UNIT PEER REVIEW COMMITTEES. FACULTY SHALL REMAIN ON THE LIST FOR A TERM OF TWO YEARS WITH THE TERMS BEING STAGGERED. NO SPECIFIC PEER REVIEW COMMITTEE CAN BE REPRESENTED BY MORE THAN ONE PERSON. A FACULTY MEMBER MAY NOT STAND FOR PROMOTION DURING THE TERM OF APPOINTMENT TO THE LIST.
- (2) FOR THE PURPOSE OF PRE OR POST TENURE EVALUATION OF MEMBERS OF THE UNITED ACADEMICS BARGAINING UNIT, A LIST OF THE NAMES OF SEVEN FACULTY MEMBERS WILL BE PRESENTED TO THE PROVOST WHO WILL SELECT THE COMMITTEE. EACH UNIT

PEER REVIEW COMMITTEE MAY NOMINATE ONE OF ITS MEMBERS TO SERVE. THE LIST WILL BE DETERMINED FROM THOSE NOMINEES BY VOTE OF ALL FACULTY WHO SERVE ON UNIT PEER REVIEW COMMITTEES. FACULTY SHALL REMAIN ON THE LIST FOR A TERM OF TWO YEARS WITH THE TERMS BEING STAGGERED. NO MORE THAN ONE FACULTY MEMBER ON THE LIST CAN BE A MEMBER OF ANY SPECIFIC PEER REVIEW COMMITTEE. A FACULTY MEMBER MAY NOT STAND FOR POST TENURE REVIEW DURING THE TERM OF APPOINTMENT TO THE LIST.

- (3) FOR THE PURPOSE OF EVALUATION FOR TENURE AND/OR PROMOTION OF MEMBERS OF THE ACCFT BARGAINING UNIT, A LIST OF THE NAMES OF NINE FACULTY MEMBERS WILL BE PRESENTED TO THE PROVOST WHO WILL SELECT THE COMMITTEE. THE LIST WILL BE SELECTED FROM THE TENURED FACULTY IN THE ACCFT BARGAINING UNIT BY VOTE OF THOSE FACULTY. FACULTY SHALL REMAIN ON THE LIST FOR A TERM OF TWO YEARS WITH THE TERMS BEING STAGGERED. . A FACULTY MEMBER MAY NOT STAND FOR PROMOTION DURING THE TERM OF APPOINTMENT TO THE LIST. THE PROVOST WILL APPOINT TWO MEMBERS FROM THE UNITED ACADEMICS UNIVERSITY-WIDE PROMOTION/TENURE COMMITTEE TO SERVE ON THE ACCFT PROMOTION/TENURE COMMITTEE.

[[e. Candidate Review]]

EFFECTIVE: Immediately

RATIONALE: Procedures for retention, promotion, tenure and post tenure review will be determined by union contract. The current contracts do require a MAU Peer Review Committee but the Senate's role is only to submit a slate of names for this committee. Section B.3.d. specifies the derivation of that slate of names. The MAU Peer Review Committee slate is based on unit peer review committees in the belief that, while there may be modifications to the contract mandated procedures, unit peer review committees in some form will remain in future instantiations. This basis, rather than that of college/school, removes the slate selection from the vagaries of administrative reorganization (over which the Senate has no authority) while retaining a slate that represents a cross section of the University. We recommend that the provost should appoint all seven faculty on the lists (for (1) and (2)) to the respective committees. We also recommend that a faculty member who has taken part in a decision at the unit peer review level abstain from voting at the MAU peer level. It is the intent tradition dictates this practice.

We further realize that other sections of the policy need to be revisited at a later date.

ATTACHMENT 81/10
 UAF FACULTY SENATE #81
 SEPTEMBER 14, 1998
 SUBMITTED BY UNIVERSITY-WIDE PROMOTION & TENURE

UNIVERSITY-WIDE PROMOTION AND TENURE COMMITTEE

Annual Report, 1997-1998 Academic Year

I. Statistical Information

TENURE

The committee reviewed 18 files submitted for tenure. Of these, 8 were in their mandatory year and 17 files were submitted concurrently for promotion. Table 1 presents the statistics across various units on campus.

Table 1

Tenure Files

Units	Total # Mandatory	For Promotion	Files Withdrawn
ACE	1	0	1
CLA	11	4	11
CSEM	3	1	3
SFOS	1	1	1
CNRDM	2	2	1
Overall	18	8	17
	Recommendations in Support		Unanimous at all levels

Units	Head	Peer	Dir/Dean	P/T	
ACE	1	1	1	1	1 out of 1
CLA	11	8	11	10	8 out of 11
CSEM	3	2	3	3	2 out of 3
SFOS	1	1	1	1	1 out of 1
CNRDM	1	2	1	1	1 out of 2
Overall	17	14	17	16	13

One candidate from CNRDM had the following turn of events: Head (No), Unit Peer review (Unanimous Yes), Dean (No), P&T committee (Unanimous No). This candidate was in the mandatory year and eventually received a 'No' from the Provost and the Chancellor.

PROMOTION

The committee reviewed 35 files submitted for promotion. Of these, 17 files were for Associate Professor and 18 files were for Full Professor. Three files were withdrawn prior to the review by the P&T committee. The committee applied the policies set forth on page 11 of the "University of Alaska Fairbanks, Faculty Appointment and Evaluation Policies and Regulations for the Evaluation of Faculty: Initial Appointment, Annual Review, Reappointment, Promotion, Tenure, and Sabbatical Leave." Table 2 presents the statistics across various units on campus.

Table 2

Promotion Files

Units	Total #	Associate	Full	Files Withdrawn
ACE	1	1	0	0
CLA	12	10	2	0
CSEM	9	4	5	2
GI	1	0	1	0
SFOS	5	1	4	0
CNRDM	7	1	6	1
Overall	35	17	18	3

Recommendations
in Support

Unanimous
at all levels

Units	Head	Peer	Dir/Dean	P/T	
ACE	1	1	1	1	1 out of 1
CLA	12	9	12	10	9 out of 12
CSEM	7	3	7	7	3 out of 7
GI	1	1	1	1	1 out of 1
SFOS	5	4	5	4	4 out of 5
CNRDM	4	3	5	3	3 out of 6
Overall	30	21	31	26	21

II. Provost/Chancellor Action

Table 3 presents the statistics for cases where the Provost and the Chancellor reached opposite conclusions compared to the P&T committee recommendations.

Table 3

For Tenure

Units	Candidate	Head Review (Y, N, A)	Peer Dean (Y, N, A)	Dir/ (Y, N, A)	P&T (Y, N, A)	Provost	Chancellor
CLA	#1	Y	10, 3, 1	Y	9, 3	Y	Y

For Promotion

Units	Candidate	Head Review (Y, N, A)	Peer Dean (Y, N, A)	Dir/ (Y, N, A)	P&T (Y, N, A)	Provost	Chancellor
CLA	#2	Y	10, 3, 1	Y	9, 3	Y	Y
	#3	Y	6, 1	Y	7, 5	Y	Y
SFOS	#4	Y	3, 11, 1	Y	1, 11	Y	Y
CNRDM	#5	N	4, 8	N	0, 12	Y	Y
	#6	Y	8, 5	Y	0, 12	Y	N

- a) The P&T committee was split on candidates 1, 2 and 3.
 b) While the P&T committee overwhelmingly recommended a NO in the case of candidates 4, 5, and 6 the Provost recommended a YES for each of these candidates. The Chancellor opposed the P&T committee's recommendations for candidates 4 and 5 but not 6. The P&T committee strongly feels that by opposing a strong vote by the peers, the administration is undermining the professional judgment of the faculty peers.

III. Historical Data

Statistics from the previous seven years, showing the cases in which the Chancellor's decision differed from that of the P/T committee, are given in Table 4.

Table 4

	P & T	Chancellor	No of Cases
1990-91 Split		Y	1
	Unanimous Yes	N	2
	Unanimous No	Y	2
1991-92 Split		N	1
	Unanimous Yes	N	1
	Unanimous No	Y	2
1992-93 Split (N)		Y	1
	Unanimous No	Y	1
1993-94 Split (N)		Y	1
	Split (Y)	N	1
1994-95 Split (N)		Y	1
	Split (Y)	N	2
	Unanimous No	Y	1
1995-96 Split (N)		Y	1
	Split (Y)	N	1
1996-97 Split (N)		Y	3
	Unanimous No	Y	1
1997-98 Split (N)		Y	1
	Unanimous Yes	N	1

IV. Other Results, Comments, and Recommendations

Some of the following recommendations were made by the P&T committee under the chairmanship of Dr. John Keller. I am repeating these here since many files that crossed our committee this year did not seem to benefit from these suggestions.

1. Non-SOI teaching evaluation. During annual reviews, candidates and academic mentors are strongly urged to document candidates' teaching accomplishments with additional tools besides SOI's. This may be in-class evaluations, reviews of teaching materials, videos of teaching activities, or similar items. In each case, a written evaluation should be included in the annual report.

2. Publication information in candidate files. Candidate files are much enhanced by publication lists that include the complete bibliographic information for each publication. Also, it is desirable to include a commentary for each publication that describes the role of the candidate in preparing the manuscript (if it is a multi-author paper), the type and quality of the journal, the editorial review policy of the journal, the citation record for the article, if it is known, and other details that will help reviewers at all levels appreciate the publication.

3. Evaluation of research. The report from the peer committee should include an in-depth analysis that reflects the expertise of the committee members in the discipline or disciplines related to the candidate's discipline, especially regarding evaluation of specific items in the candidate's list of publications. For instance, any available data concerning literature citations to the articles, or data concerning the impact factor of the journal the article is published in, should be included in the report. If such data do not exist within a certain discipline, then anecdotal evidence about the type of publication and its quality should be adduced.

4. The Chair of the peer review committee must explain why some faculty members do not participate in the voting process even though it is their responsibility to do so.

5. A copy of this report should be included in information packets sent out to tenure and promotion candidates.

6. The committee structure for 1997-98 is governed by the ACCFT, UA and Senate policies. Hence, we did not elect a chair for next year. This is deferred until the committee organizes in Fall 1998.