

The following was passed at the May 4, 2009 Faculty Senate Meeting #159:

MOTION:

The UAF Faculty Senate moves to moves to reaffirm the Unit Criteria for the Department of Mathematics and Statistics.

EFFECTIVE: Fall 2009 and/or
 Upon Chancellor's approval.

RATIONALE: The committee assessed the unit criteria submitted for review
 by the Department of Mathematics and Statistics. Following
 some changes agreed to by the department representative, the
 unit criteria were found to be consistent with UAF
 guidelines.

Y. ... 5-4-09

University of Alaska Fairbanks
Regulations for the
Appointment And Evaluation Of Faculty

AND

DEPARTMENT OF MATHEMATICS AND STATISTICS 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 DEPARTMENT OF MATHEMATICS AND
STATISTICS (DMS) FACULTY IN THE COLLEGE OF NATURAL SCIENCES
AND MATHEMATICS. ITEMS IN BOLDFACE ARE THOSE SPECIFICALLY

ADDED OR EMPHASIZED BECAUSE OF THEIR ADDITIONS TO AND
CLARIFICATION OF UAF REGULATIONS. IN ADDITION TO
PROMOTION AND TENURE, THESE CRITERIA APPLY TO PRE-TENURE,

These regulations shall apply to all of the units within the University of Alaska Fairbanks, except in so far as extant collective bargaining agreements apply otherwise.

~~The provost is responsible for coordination and implementation of matters~~

relating to procedures stated herein.

CHAPTER II

INITIAL APPOINTMENT OF FACULTY

A. Criteria for Initial Appointment

~~Minimum degree, experience and performance requirements are set forth~~

F. Letter of Appointment

The initial letter of appointment shall specify the nature of the appointment

the percentage emphasis that is to be placed on each of the parts of the faculty responsibility, mandatory year of tenure review, 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 as specified in the annual workload agreement document. the

CHAPTER III

PERIODIC EVALUATION OF FACULTY

A. General Criteria

Criteria as outlined in "UAF Faculty Appointment and Evaluation Policies," Chapter IV, AND DMS UNIT CRITERIA, STANDARDS AND INDICES

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

RECOGNIZES THE VALUE OF ACADEMIC AND SCHOLASTIC DIVERSITY. AS SUCH, THE UNIT DOES NOT REQUIRE EACH

teaching; 2) achievement in scholarly activity; and 3) effectiveness of service.

1. **TENURE. A CANDIDATE FOR TENURE WILL BE JUDGED ON THE BASIS OF PERFORMANCE AND INDICATIONS OF POTENTIAL IN ALL APPLICABLE AREAS OF RESPONSIBILITY, WITH EMPHASIS PLACED ON THE INTERVAL SINCE THE LAST PROMOTION OR**

DEMONSTRATE EQUAL PERFORMANCE IN ALL THREE AREAS.

THE MATHEMATICAL SCIENCES. THE HONOR IS RESERVED FOR THOSE WHO HAVE DEMONSTRATED OUTSTANDING PERFORMANCE IN THEIR FIELDS, WHICH IS SUSTAINED OVER A SIGNIFICANT INTERVAL OF TIME SPECIFICALLY IN THE YEAR

THE CANDIDATE APPLIES FOR PROMOTION TO PROFESSOR, A VOTE WILL BE TAKEN BY THE PRC. A SUCCESSFUL CANDIDATE MUST ATTAIN AN OVERALL AVERAGE RANKING OF SUPERIOR IN TEACHING, RESEARCH AND SERVICE, WITH NO AREA

RESEARCH OR TEACHING IS RANKED SATISFACTORY, THE OTHER MUST BE OUTSTANDING.

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.

The dean or director of the relevant college/school shall determine which of

GRADUATE RESEARCH. FURTHER, IT INCLUDES PRODUCTION OF TEXTBOOKS THAT ARE PRINCIPALLY INTENDED FOR CLASSROOM USE.

1. Effectiveness in Teaching

Evidence of excellence in teaching may be demonstrated through, but not limited to, evidence of the various characteristics that 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**

a. systematic student ratings, i.e. student opinion of instruction summary forms,

and at least two of the following:

b. narrative self-evaluation,

c. peer/department chair classroom observation(s). THIS IS REQUIRED FOR UNTENURED FACULTY. THEY WILL BE EVALUATED BY THE PRC (THAT INCLUDES THE DEPARTMENT HEAD). THIS COMMITTEE WILL SEND

REPRESENTATIVES TO EVALUATE CLASSROOM PERFORMANCE AS WELL AS SYLLABI AND SAMPLES OF GRADED MATERIAL. REPRESENTATIVES WILL WRITE A REPORT THAT INCLUDES A NARRATIVE PORTION AS WELL AS AN OVERALL RANKING OF TEACHING THAT USES THE

SCALE: OUTSTANDING, SUPERIOR, SATISFACTORY, NEEDS IMPROVEMENT AND UNACCEPTABLE. WHEN A FACULTY MEMBER STANDS FOR TENURE, REPORTS FROM AT LEAST

TWO YEARS SHOULD BE INCLUDED IN THE FILE, PROVIDED THE FACULTY MEMBER HAS BEEN EMPLOYED AT LEAST THREE YEARS AT THE TIME OF APPLICATION FOR TENURE. IF THE CANDIDATE HAS BEEN EMPLOYED FOR AT LEAST ONE YEAR AT THE TIME OF APPLICATION FOR TENURE, THEN AT LEAST ONE REPORT FROM THE PRC SHOULD BE INCLUDED IN THE FILE. IN THE CASE OF DISAGREEMENT BETWEEN PEER OPINIONS AND STUDENT OPINIONS, THE FORMER WILL BE CONSIDERED TO BE MORE ACCURATE.

PAPERS PUBLISHED IN REFERRED JOURNALS AND REFERRED
CONFERENCE PROCEEDINGS PAPERS, LECTURES AND

PRESENTATIONS DELIVERED, OTHER PAPERS AND TECHNICAL
REPORTS, BOOKS, RESEARCH PROPOSALS, SOFTWARE DEVELOPED
AND RESEARCH DONE THROUGH CONSULTING. THE WORK MUST
BE PRESENTED IN A PUBLIC FORUM WHERE ITS CONTRIBUTION CAN
BE JUDGED BY PEERS EXTERNAL TO UAF. AS SUCH, NO
CONSIDERATION WILL BE GIVEN TO RESEARCH THAT APPEARS IN
UNREFERENCED JOURNALS, CONFERENCE PROCEEDINGS, LECTURES AND

PRIVATE CONTRACTING BE CONSIDERED IF IT APPEARS ONLY IN

INTERNAL COMPANY REPORTS. THE RESEARCH CONTRIBUTIONS
FOUND IN A BOOK WILL BE BASED ON THE EXPOSITION OF NEW
IDEAS. BOOKS THAT ONLY GATHER MATERIAL FOUND IN OTHER
LOCATIONS WILL BE CONSIDERED TO BE EXPOSITORY AND NOT
RESEARCH DOCUMENTS.

THESE CRITERIA APPLY TO ALL RESEARCH PAPERS AND LECTURES

MATHEMATICIANS TEND TO PUBLISH AT RATES THAT ARE MODEST COMPARED TO SOME OTHER SCIENCES. THE MAJORITY OF MATHEMATICAL RESEARCH IS PUBLISHED IN REFEREED RESEARCH JOURNALS RATHER THAN CONFERENCE PROCEEDINGS OR BOOKS. THE MATHEMATICAL LITERATURE IS SPREAD AMONG A WIDER COLLECTION OF JOURNALS THAN IN MOST RELATED FIELDS. AND, SINCE AN ARTICLE TYPICALLY REPRESENTS A MATURE TREATISE ON A MATHEMATICAL QUESTION, AND SINCE MATHEMATICS RESEARCH IS NOT CONSIDERED TIME-SENSITIVE, DELAYS IN PUBLICATION ARE COMMON.

EVEN SOME OF THE BEST YOUNG MATHEMATICIANS PUBLISH RELATIVELY FEW PAPERS. A STUDY OF THE 40 MATHEMATICIANS WINNING SLOAN FELLOWSHIPS IN 2005-2006 SHOWS THAT 70% PUBLISH AN AVERAGE OF TWO OR FEWER ARTICLES PER YEAR IN THE FIVE YEARS PRECEDING THEIR AWARD. THESE TWO GROUPS REPRESENT AN EXCEPTIONAL GROUP OF HIGHLY PRODUCTIVE MATHEMATICIANS

OF THE 274 PUBLICATIONS BY THESE GUGGENHEIM FELLOWS, 75% WERE IN REFEREED JOURNALS. ONLY THREE PUBLICATIONS WERE BOOKS. IN FACT, OF ALL ITEMS COVERED BY MATHEMATICAL REVIEWS IN THE YEARS 2001-2005, FULLY 80% WERE FROM REFEREED JOURNALS.

WHEN JUDGING THE WORK OF MOST MATHEMATICIANS, THE KEY

- c. 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~~

2. Components of Research, Scholarly and Creative Activity

~~Evidence of excellence in research, scholarly and creative activity may~~

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.

N. THE DEPARTMENT EXPECTS FACULTY WITH A 30% RESEARCH LOAD TO BE PUBLISHING AT A RATE OF

Q. CERTAIN DISCIPLINES FOUND IN MATHEMATICAL SCIENCES HAVE LITTLE OPPORTUNITY IN THE WAY OF EXTERNAL FUNDING. ACCORDINGLY, THE ABILITY TO FIND FUNDING SPEAKS WELL FOR A CANDIDATE AT ANY LEVEL. HOWEVER, ABSENCE OF FUNDING MAY NOT NECESSARILY SPEAK AGAINST THE CANDIDATE. DMS DOES NOT CONSIDER THE FUNDING OF GRANT PROPOSALS TO BE THE GOAL OF ANY RESEARCH PROJECT. RATHER, WE FOCUS ON WHAT IS ACHIEVED WITH OR WITHOUT RESEARCH

D. Criteria for Public and University Service

Public service is intrinsic to the land grant/sea grant/space grant tradition,

state. In this tradition, faculty providing their professional expertise for

1. Public Service

Public service is the application of teaching, research, and other scholarly and creative activity to constituencies outside the University of Alaska Fairbanks. It includes all activities which extend the faculty member's professional, academic, or leadership competence to these constituencies. It can be instructional, collaborative, or consultative in nature and is related to the faculty member's discipline or other publicly recognized expertise. Public service may be systematic activity

that involves planning with clients and delivery of information and

continuing programmatic basis. It may also be informal individual

h. Leadership of or presentations at workshops, conferences, or public meetings.

i. Training and facilitating.

j. Radio and TV programs, newspaper articles and columns,

teleconferences and other educational media.

k. Judging and similar educational assistance at science fairs, state fairs, and speech, drama, literary, and similar competitions.

2. University Service

University service includes those activities involving faculty members in the governance, administration, and other internal affairs of the university, its colleges, schools, and institutes. It includes non-instructional work with students and their organizations. Examples of such activity include, but are not limited to:

- Service on university, college, school, institute, or departmental

committees or governing bodies.

- Participation in university, college, school, institute, or departmental

and/or appreciation, certificates and awards and other public means of recognition for services rendered.

