

*Institute of Northern Engineering Unit Criteria
Approved xx xx, xxxx at Faculty Senate Meeting #x.*

UAF REGULATIONS FOR THE APPOINTMENT AND EVALUATIONS OF
INSTITUTE OF NORTHERN ENGINEERING (INE) RESEARCH FACULTY
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DEVELOPMENT AND TRANSFER, AND CAPACITY GROWTH WITHIN THE UNIVERSITY OR EXTERNAL ENTITIES. THE TYPE OF CONTRIBUTION IS LESS IMPORTANT THAN ITS IMPACT. FOR EXAMPLE, PUBLICATIONS MAY INCLUDE JOURNAL ARTICLES, BOOKS, CUSTOMER REPORTS, MAPS, INTERPRETIVE MATERIALS, PHYSICAL MODELS, REVIEWS AND MONOGRAPHS.

IMPACT IS THE MEASURE OF THE IMPORTANCE OF A RESEARCH FACULTY MEMBER'S CONTRIBUTIONS TO SCIENCE, ENGINEERING, COMMUNITIES, INDUSTRY, ECONOMICS, AND OTHER FACETS OF SOCIETY AND THE NATURAL WORLD. GIVEN THE INQUIRY NATURE OF A RESEARCH FACULTY MEMBER'S WORK, RESULTS CAN AFFECT MANY AREAS OF SOCIETY. MEASURES OF IMPACT MAY INCLUDE SETTING NEW RESEARCH DIRECTIONS, DEVELOPING NEW TECHNIQUES OR TOOLS TO BE USED BY OTHERS, INCREASING THE CAPACITY OR EFFICIENCY OF PROGRAMS OR ORGANIZATIONS TO PERFORM THEIR MISSION OR CONDUCT BUSINESS, AND INFLUENCING ORGANIZATIONAL POLICY OUTCOMES.

STATURE IS A FUNCTION OF THE RECOGNITION THAT A RESEARCH FACULTY MEMBER RECEIVES FROM THE SCIENTIFIC/ENGINEERING COMMUNITY AND/OR SOCIETY. EXPRESSIONS INDICATIVE OF STATURE MAY INCLUDE REQUESTS FOR EXPERT ADVICE AND CONSULTATION BY OTHER PROFESSIONALS, MANAGERS OR ORGANIZATIONS; REQUESTS TO LEAD RESEARCH TEAMS OR PROJECTS; AND INVITATIONS TO SERVE ON ADVISORY OR REVIEW BOARDS/PANELS. STATURE MAY ALSO BE INDICATED BY REQUESTS TO ORGANIZE OR CHAIR COMMITTEES, WORKSHOP OR SYMPOSIA; INVITATIONS TO ADDRESS SCIENTIFIC OR PROFESSIONAL ORGANIZATIONS; RECOGNITION BY PROFESSIONAL SOCIETIES OR EXTERNAL GROUPS; OR HONORS AND AWARDS.

THE FOLLOWING SECTIONS IN THE INE UNIT CRITERIA DESCRIBE ACTIVITIES RELEVANT TO ACCOMPLISHMENTS AT THE ASSISTANT, ASSOCIATE AND FULL PROFESSOR RANKS. THESE SECTIONS ATTEMPT TO ACCOUNT FOR THE BROAD CATEGORIES OF FOCUSED WORK THAT ENCOMPASS INE RESEARCH FACULTY EFFORTS.

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CHAPTER

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DURING PROMOTION REVIEW IF THE RESEARCH FACULTY MEMBER HAS AN ASSIGNED TEACHING WORKLOAD. THE TRIPARTITE EVALUATION SHOULD BE PART OF THE REVIEW IN THE SAME PROPORTION AS IT IS TO THE WHOLE WORKLOAD FOR THE ENTIRE REVIEW PERIOD.

A central function of the university is instruction of students in formal courses and supervised study. Teaching includes those activities directly related to the formal and informal transmission of appropriate skills and knowledge to students. The nature of instruction will vary for each faculty member, depending upon workload distribution and the particular teaching mission of the unit. Instruction includes actual contact in classroom, correspondence or electronic methods, laboratory or field and preparatory activities, such as preparing for lectures, setting up demonstrations, and preparing for laboratory experiments, as well as individual/independent study, tutorial sessions, evaluations, correcting papers, and determining grades. Other aspects of teaching and instruction extend to undergraduate and graduate academic advising and counseling, training graduate students and serving on their graduate committees, particularly as their major advisor, curriculum development, and academic recruiting and retention activities.

2. Components of Evaluation

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

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),

d. peer/department chair evaluation of course materials.

C. Criteria for Research, Scholarly, and Creative Activity

Inquiry and originality are central functions of a land grant/sea grant/space grant university and all faculty with a research component in their assignment must remain active as scholars. Consequently, faculty are expected to conduct research or engage in other scholarly or creative pursuits that are appropriate to the mission of at

- b. Grants and contracts to fund research, development, creative works and consulting services
- c. Presentation of research papers before learned societies that accept papers only after rigorous review and approval by peers.
- d. Exhibitions of art AND ENGINEERING WORK, SCIENTIFIC VISUALIZATIONS AND COMPUTER ANIMATIONS at galleries CONFERENCES AND MUSEUMS, selection for these exhibitions being based on rigorous review and approval by juries, recognized artists, or critics. VISUALIZATIONS S
- e. Performances in recitals or productions, selection for these performances being based on stringent auditions and approval by appropriate judges. DPNENS
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COLLEAGUES

- o. INVITATION TO PARTICIPATE IN THE DEVELOPMENT OF STANDARDS AND REGULATION BY NATIONALLY AND INTERNATIONALLY RECOGNIZED STANDARDIZATION BODIES AND REGULATORY ENTITIES, AS WELL AS THE CONSULTING ON THE DEVELOPMENT OF STANDARDS, REGULATIONS AND LEGISLATION.
- p. TECHNICAL REPORTS PROVIDED TO AN EXPERT AUDIENCE OR PRIVATE ENTITY.
- q. ACQUISITION, DOCUMENTATION AND TRANSFER TO THE PUBLIC DOMAIN OF SIGNIFICANT DATA SETS.
- r. STRATEGIC PLANNING AND TECHNICAL AND SCIENTIFIC LEADERSHIP OF RESEARCH FACILITIES AND INFRASTRUCTURE TO DEVELOP NEW RESEARCH CAPABILITIES, DEVELOP RESEARCH PARTNERSHIPS, AND THE SUPPORT OF NON-TRADITIONAL BUSINESS VENTURES AND APPLIED RESEARCH AT THE UNIVERSITY, E.G. RECHARGE AND ENTERPRISE CENTERS.
- s. SUCCESSFUL MENTORING/TEACHING OF INTERNS, UNDERGRADUATE AND GRADUATE STUDENTS INCLUDING BUT NOT LIMITED TO; FORMAL AND INFORMAL ADVISING, LABORATORY TRAINING, PARTICIPATION IN FIELD WORK, UNDERGRADUATE COMPLETION OF RESEARCH PROJECTS (E.G. URSA, CAPSTONE PROJECTS ETC., STUDENT/INTERN PUBLICATIONS, CONFERENCE PAPERS, AND POSTERS STEMMING FROM PI/CO-PI RESEARCH, CURRICULUM DEVELOPMENT, GUEST LECTURES AND OTHER COURSE ACTIVITIES, STUDENT RECRUITMENT/RETENTION (INCLUDING FUNDING OPPORTUNITIES FOR GRADUATE AND UNDERGRADUATE STUDENTS)

SPECIFIC INE CRITERIA FOR RESEARCH PERFORMANCE BEFORE PROMOTION/TENURE OR APPOINTMENT TO:

- I. RESEARCH ASSISTANT PROFESSOR: EVIDENCE OF EXPERTISE, ABILITY AND INTENT TO ESTABLISH A SUSTAINED RESEARCH PROGRAM AT INE
- II. RESEARCH ASSOCIATE PROFESSOR: MUST HAVE ESTABLISHED AN APPROPRIATE RESEARCH PROGRAM. THE FACULTY MEMBER SHOULD SHOW INDEPENDENCE AND LEADERSHIP BY THE

FACULTY ROLE AND CONTRIBUTIONS ALSO APPLIES TO COLLABORATIVE PROPOSALS.

- III. RESEARCH PROFESSOR: MUST HAVE SUSTAINED A CONSISTENT, PRODUCTIVE, INDEPENDENT AND/OR COLLABORATIVE RESEARCH PROGRAM(S) SINCE ADVANCEMENT TO RESEARCH ASSOCIATE PROFESSOR. A RESEARCH PROGRAM SHOULD HAVE PRODUCED QUALITY RESEARCH PRODUCTS THAT MAKE SIGNIFICANT IMPACT TO THE FIELD AND TO HAVE EARNED THE FACULTY MEMBER NATIONAL AND/OR INTERNATIONAL STATURE IN THE AREA OF RESEARCH. THIS COULD BE DOCUMENTED THROUGH
- SERVICE IN A LEADERSHIP ROLE IN PROJECT AND PROGRAM EXECUTION, FOR EXAMPLE IN INTERNAL PROJECT TEAMS, COMPLEX MULTIDISCIPLINARY AND/OR MULTI-AGENCY OR MULTI-INSTITUTION PROJECTS
 - QUALITY PUBLICATIONS IN RIGOROUS PEER-REVIEWED JOURNAL ARTICLES, CONFERENCE PUBLICATIONS AND OTHER FORMS OF LITERATURE SUCH AS MONOGRAPHS, BOOKS, REVIEWS, AGENCY AND CUSTOMER REPORTS, MODELS, MAPS, AND NOVEL INTERPRETATIVE MATERIALS FOR EXAMPLE, EVIDENCE OF QUALITY PUBLICATIONS MAY INCLUDE:
 - THE NUMBER OF CITATIONS PAST PUBLICATIONS HAVE RECEIVED
 - THE QUALITY OF THE JOURNALS SUCH AS THEIR "IMPACT FACTOR"
 - EXTERNAL REVIEWS STATING THE PAPERS MADE MAJOR CONTRIBUTIONS
 - INVITED TALKS AND BOOK CHAPTERS
 - PROFESSIONAL AWARDS
 - SERVICE IN A LEADERSHIP ROLE IN PROJECT AND PROGRAM EXECUTION, FOR EXAMPLE IN INTERNAL PROJECT TEAMS, COMPLEX MULTIDISCIPLINARY AND/OR MULTI-AGENCY OR MULTI-INSTITUTION PROJECTS
 - IMPACTS MAY INCLUDE SETTING NEW RESEARCH DIRECTIONS, DEVELOPING NEW TECHNIQUES OR TOOLS TO BE USED BY OTHERS, INCREASING THE CAPACITY OR EFFICIENCY OF PROGRAMS OR ORGANIZATIONS TO PERFORM THEIR MISSION OR CONDUCT BUSINESS, AND INFLUENCING ORGANIZATIONAL POLICY OUTCOMES.
 - THE FACULTY MEMBER SHOULD HAVE ATTAINED A NATIONAL AND/OR INTERNATIONAL REPUTATION WHICH MAY BE DEMONSTRATED BY:
 - A HIGH NUMBER OF PROFESSIONAL ARTICLE EXTERNAL CITATIONS;

- PROFESSIONAL ACTIVITIES WITH EXTERNAL COLLABORATORS
- PRESENTATIONS AT NATIONAL AND INTERNATIONAL MEETINGS;
- INVITATIONS TO ADDRESS SCIENTIFIC OR PROFESSIONAL ORGANIZATIONS;
- INVITATIONS TO WRITE SYNTHESIS PAPERS;
- REQUESTS TO ORGANIZE OR CHAIR COMMITTEES, WORKSHOPS, OR SYMPOSIA
- RECOGNITION BY PROFESSIONAL SOCIETIES AND EXTERNAL GROUPS;
- HONORS AND AWARDS OR
- DOCUMENTED OPINIONS OF OTHER ENGINEERS AND/OR SCIENTISTS IN THE FIELD .

THE PEER REVIEW PANEL SHOULD ENSURE THAT PUBLICATIONS AND MEETINGS ARE SPONSORED BY REPUTABLE ORGANIZATIONS. PAPERS IN PROCEEDINGS OF CONFERENCES KNOWN FOR RIGOROUS PEER-REVIEW AND DOCUMENTED LOW ACCEPTANCE RATES MAY BE CONSIDERED AS SUPPLEMENTAL PUBLICATIONS, WHERE APPLICABLE. PUBLICATION IN CONFERENCE PROCEEDINGS CONSTITUTE SUPPLEMENTARY EVIDENCE THAT THE RESEARCH PROGRAM IS OF HIGH QUALITY. IT IS ESSENTIAL FOR THE FACULTY MEMBER TO CLARIFY IN THEIR NARRATIVE THEIR, AND THEIR CO-AUTHOR'S(S') ROLE AND CREATIVE CONTRIBUTIONS IN MULTIPLE-AUTHORED PUBLICATIONS. THIS PHILOSOPHY OF EXPLAINING THE FACULTY

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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 a 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 basis. Examples include, but are not limited to:

- a. Providing information services to adults or youth.
- b. Service on or to government or public committees.
- c. Service on accrediting bodies.
- d. Active participation in professional organizations.
- e. Active participation in discipline-oriented service organizations.
- f. Consulting.
- g. Prizes and awards for excellence in public service.
- h. Leadership of or presentations at workshops, conferences, or public meetings.
- i. Training and facilitating.
- j. Radio and TV programs, newspaper articles and columns, publications, newsletters, films, computer applications, teleconferences and other educational media.
- k. Judging and similar educational assistance at science fairs, state fairs, and speech, drama, literary, and similar competitions.
- l. HOSTING EVENTS AT RESEARCH FACILITIES, E.G., TOURS, OPEN HOUSES ETC INTENDED FOR PUBLIC OR PROFESSIONAL OUTREACH (MAY ALSO BE COUNTED AS UNIVERSITY OR PROFESSIONAL SERVICE DEPENDING ON THE AUDIENCE).

2. University Service

