

BENEFITS OF CHANGING THE FACULTY HANDBOOK EVALUATION PROVISIONS

(NOTE: THIS ONLY IMPACTS KETCHIKAN & SITKA TENURE-TRACK FACULTY)

What Community Campus Faculty Currently Have

- **Workload** – Department Chairs (in Juneau) and Campus Directors (in Ketchikan & Sitka) approve faculty workloads based on the UAS 6-year course sequence that was preset and designed to meet local and distance program needs. Deans consult with campus directors to ensure that workloads are equitable and designed to lead to faculty promotion and tenure.
- **Evaluation Composers** – The current practice of having campus directors (not the academic deans) prepare all community campus-based faculty evaluations is inconsistent with academic governance. In UAS' 2004 accreditation report it stressed the regional functionality of the academic deans in relation to all faculty in their schools, regardless of a faculty member's physical location. If not remedied, UAS may be open to criticism by the 2009 accrediting team evaluators; perhaps as severely as being placed on probationary status.
- **Evaluation Intervals** – Comprehensive evaluation reviews conducted during faculty's 3rd, 5th, and 7th years of service, and every 5th year post-tenure.
- **Evaluation Committees** – The process includes one faculty evaluation committee that is composed of a mix of both ACCFT and United Academics (UNAC) faculty with bipartite workloads.
- **Dean's Review** – Deans/directors currently have one month to prepare their faculty's milestone evaluations (due by 11/1).
- **Final Evaluation Decision** – The chancellor is the final decision maker on faculty retention, promotions, and tenure.
- **Sabbatical Leave** – Application deadline is 10/1. The evaluation committee makes sabbatical leave recommendations. The chancellor makes sabbatical leave decisions. Notification of sabbatical leave made on 3/14.

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What Community Campus Faculty Could Have

- **Workload** – Deans, in collaboration with campus directors, approve all workloads for faculty in their school, region wide. Faculty workloads flow from the UAS 6-year course sequence that has been preset and designed to meet local and distance program needs. Deans consult with directors and chairs on workload equity and promotion & tenure pathways.
- **Deans review workloads developed by campus directors.** Faculty workloads flow from the UAS 6-year course sequence that has been designed to meet local and distance program needs. Deans consult with directors in Ketchikan and Sitka, and chairs in Juneau to ensure workload equity and promotion and tenure pathways.
- **Evaluation Composers** – Proposed evaluation language would vest the academic deans with the responsibility change to oversight for all faculty evaluations (annual and milestone change to comprehensive) in their school. In preparing evaluations, the deans would consult with the relevant campus director. This operational change would put UAS in compliance with what it reported in 2004 as the institution's governance structure. Therefore, mitigating an obvious concern about the academic integrity of UAS' school structure.
- **The campus director would write the faculty evaluations (annual and comprehensive) for review by the appropriate dean.** The dean would review the document for regional alignment and consistency.
- **Evaluation Intervals** – Comprehensive evaluation reviews
 - conducted during the 4th and 7th years of service, and 6th year post-tenure after the 6th year (plus dean level post-tenure review after the 3rd year).
- **Evaluation Committees** – Two faculty evaluation committees: first, a peer committee (mixed UNAC & ACCFT) and then an ACCFT-only MAU committee.
- **The annual review would be written by the director and forwarded to the Dean.** The comprehensive review would proceed from the Director to the Dean to the ACCFT MAU Committee. This committee would be composed of ACCFT Faculty with a **teaching** assignment. The committee would rotate their annual meetings among the three regional campuses.
- **Dean's Review** – Deans/directors would have seven weeks to conduct their faculty's milestone comprehensive evaluations (due by 1/4).
- **Final Evaluation Decision** – The provost is the final decision on retentions. The chancellor on promotions and tenures.
- **This change will be accepted unless we receive comments to the contrary.**
- **Sabbatical Leave** – Application deadline would be 10/30. The evaluation committee plays no role in sabbatical leave requests. The provost makes sabbatical leave decisions. Notification of sabbatical leave would be on 2/1.

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