

April 24, 2008

To: Faculty Senate

From: Ad hoc committee on ACCFT Faculty Evaluation

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The recommendations regarding the faculty evaluation process for ACCFT members on the Ketchikan, Sitka, and Juneau campuses are based on long discussions and continuous feedback between the committee members and the faculty on their campuses. The recommendations regarding the evaluation process contained in the accreditation report were given careful consideration. In addition, the newly negotiated ACCFT contract was considered since the current wording indicates that the faculty evaluation processes in effect on June 27, 2006 will remain in effect unless the changes are agreed to by both parties.

Regarding workload, the committee decided to leave the current wording in place because the assignment of workload is an ongoing process that continues well into the semester. It is the belief of the committee that the existing wording will allow the deans and directors to work out how they will coordinate the ongoing communication regarding workload.

Regarding evaluation, the committee struggled to find a way to address the role of the deans and directors. As much as possible, the committee attempted to follow the evaluation sequence outlined for faculty in United Academics. According to the wording in their contract, the evaluations are conducted by the Dean, Director or designee. It appears that for the Ketchikan and Sitka campuses the appropriate evaluator is the campus director. In addition, the accreditation report was concerned that the Dean not be overburdened by conducting all of the evaluations. As stated in the report "In practice, these evaluations occur annually for full-time faculty, but apparently sporadically only for adjunct and term faculty. At least part of the problem seems to be the fact that a single individual, the Dean of Faculty, is responsible for all faculty evaluations. Among the many responsibilities of the Dean, this amounts to an exorbitant workload". The committee recommends that Ketchikan and Sitka continue to involve the director in the writing of the annual evaluations. The comprehensive review is a regional review which moves the evaluation to a regional committee (the ACCFT Evaluation committee) and then to the Provost, also a regional administrator.

One point of concern is that the accreditation standards require a post tenure review be conducted every three years. The wording for this review also mirrors that of the wording for United Academics faculty. The committee recommendations can be found on the attachment with changes for the Faculty Handbook.