

The Department of Anthropology within the Division of Social Sciences in the College of Arts and Sciences (CAS) has adopted the following guidelines and definitions for evaluating tenured, tenure-track, and non-tenure-track faculty. The guidelines are applicable to faculty holding academic rank (namely, Assistant Professors, Associate Professors, and Professors) (BOR Policy 04.04.040) with at least 51% appointments directed toward teaching, service, and/or research or creative activity. They apply equally to faculty in this discipline regardless of the UAA campus where the faculty member is

To be considered a refereed publication, manuscripts must undergo a process of detailed review by experts in the field of study. Online publications count equally with print publications if they appear in recognized and professionally refereed online locations. Research products may include vetted reports published in formal association with government agencies, non-government organizations (NGOs), or private corporations, or that have gone through significant review by community stakeholders. Non-

responsibility of the faculty member to provide the evidence required by the college, university, and collective bargaining agreements.

Faculty should reflect on their ongoing efforts to implement the following minimal teaching practices during the review period:

- Developing clear and well-organized syllabi
- Maintaining fidelity to course content guides, including Student Learning Outcomes (SLOs)
- Conforming to University policies related to accreditation (e.g., student contact hours)
- Providing necessary information to departmental and university committees for curricular and program assessment
- Being available to students for meeting and consultation (e.g., holding regular office hours, responding to emails)

Serving as a member of graduate student advisory committee,

- Extramural funding for research or creative projects,
- Refereed reports and/or research/creative projects,
- Research-based products produced for community use and/or ownership (e.g. creating or transferring ownership of data sets, databases, intervention/program materials, or instruments to communities), and
- Research-based products that seek and incorporate review by community members

Tier 2 Research Products

- Intramural funding for research or creative projects,
- Submitted but unfunded grant proposals,
- Non-refereed articles,
- Non-refereed reports,
- Published book, monograph, or article reviews,
- Conference papers or posters,
- Delivering public lectures or talks about research/creative activities,
- Published abstracts,
- Participation in workshops and other professional or community panels or events drawing on disciplinary expertise,
- Developing formal community partnerships for research, and
- Research-capacity building in communities (ex. providing training for community members to act at co-researchers, co-authoring publications with community-members).

Note: Additional forms of scholarly production may be offered in either tier by the candidate for consideration.

Specific indicators or evidence of quality of publications and other works may include:

- The reputation of the journal or book publisher,
- The number, source, and substance of citations,
- Published reviews and reprints,
- Frequency of online downloads from websites or libraries,
- Demonstration of impact, and/or
- Positive assessment from community representatives.

All items produced under the categories listed under Tier 1 or Tier 2 above are considered “scholarly products.” Ideally, academic research or creative activities should result in some combination of both Tier 1 and Tier 2 scholarly products. Collaborative work with other scholars and community members, which is central to anthropological inquiry, is encouraged.

The Department of Anthropology will evaluate academic research and creative activities to the degree appropriate to faculty rank and workload.

Associate Professor: For achieving the rank of Associate Professor of Anthropology, a minimum of 5 scholarly products, of which 3 must come from Tier 1, is required. It is expected that those working toward the rank of Associate Professor are establishing themselves within their chosen field. Thus, they may have more publications in local or specialized journals or may demonstrate developing engagement with communities.

Full Professor: For achieving the rank of Professor of Anthropology, a minimum of 5 scholarly products additional to those products demonstrated for promotion to the Associate Professor level, of which 3

must come from Tier 1, is required. It is expected that those working toward the rank of Full Professor are gaining a significant level of recognition by professional peers on a regional, national, and/or international level, and have sustained and extensive generation and dissemination of significant and high-quality disciplinary knowledge or growing and extensive engagement with communities.

Marked strength in academic research is demonstrated by productivity in research exceeding that required for rank.

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<i>University</i>	<p>Faculty advisor for a student club or organization outside of the department</p> <p>Chairing or co-chairing a university-level committee or task force</p> <p>Chairing or co-chairing a Faculty Senate committee</p> <p>Serving on Faculty Senate or equivalent governance or curriculum review bodies</p> <p>Writing documents, reports, or other materials pertinent to the university's mission or operation</p>	<p>Reviewer for university and college scholarships</p> <p>Contributing to university initiatives (e.g., ePortfolio)</p>
<i>Professional</i>	<p>Officer in a professional society at the local, national, or international level.</p> <p>Editor for a journal</p> <p>Serving on an editorial board</p> <p>Leading organization for a professional conference</p> <p>Chairing a conference session</p> <p>Serving on national or international grant committee or panel</p>	<p>Managing a web site for a professional organization</p> <p>Committee service for a professional organization</p> <p>Member on organizing committee for a professional conference</p> <p>Organizing a conference session or a panel</p> <p>Reviewing journal, grant, book, scholarship, student papers, manuscript as</p>
		<p>a referee</p>

Community

Organizing activities for students and or teachers for a school district (within or outside of Alaska)

Establishing ongoing community partnerships

Planning or leading discipline-related events in the community (Instructor for Olé class, Archaeology day, Anthropology day, Public education participation programs)

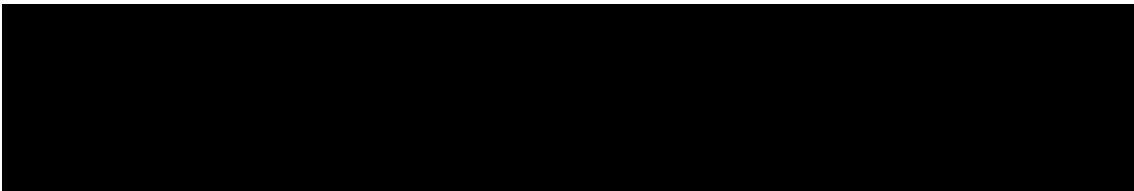
Chairing public boards, task forces or committees

Testifying before legislative bodies or in court based on disciplinary expertise

Consulting on a major or large scale project

Consulting for business and community organizations

Participating in community events (school district, scouts, etc.)



Associate Professor, demonstrate a record of service that emphasizes departmental, professional, and community service areas, but may include activities from the college, and university service areas; and that the faculty member shows a strong promise for expanding service engagement in the future at broader levels in college, university, professional, and community areas.

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