

<b>Teaching</b>	Teaching activities “ <b>create and maintain instructional environments</b> that promote student learning and the attainment of UAA’s Instructional Learning Outcomes.... It is expected that teaching will be demonstrated through some combination of one or more of ...six aspects” (FEPP p. 14). See FEPP p. 14-15 for a detailed list of teaching activities.			
<b>Rank</b>	Assistant Professor	Associate Professor	Professor	Emeritus
<b>Criteria</b>	<p><b>Sustained record of effectiveness in teaching</b> (p24, ¶12)</p> <p>-----</p> <p>May be demonstrated by evidence of:</p> <ul style="list-style-type: none"> <li>• command of subject matter (p14, ¶2)</li> <li>• continuous growth in subject field (p14, ¶2)</li> <li>• maintenance of instructional environment that promotes achievement of student learning outcomes (p14, ¶2)</li> </ul>	<p><b>Sustained record of effectiveness in teaching</b> (p23, ¶4)</p> <p>-----</p> <p>May be demonstrated by evidence of:</p> <ul style="list-style-type: none"> <li>• command of subject matter (p14, ¶2)</li> <li>• <b>continuous growth</b> in subject field (p14, ¶2)</li> <li>• instructional environment that promotes student learning outcomes (p14, ¶2)</li> <li>• involvement in instructional activities such as curriculum development, mentoring, tech. innovation, or high-impact teaching practices (<b>CAS</b>)</li> <li>• increasing involvement in review and assessment of student learning outcomes (<b>CAS</b>)</li> </ul>	<p><b>Sustained record of <b>excellence</b> in teaching</b> (p23, ¶2)</p> <p>-----</p> <p>May be demonstrated by evidence of:</p> <ul style="list-style-type: none"> <li>• command of subject matter (p14, ¶2)</li> <li>• <b>continuous growth</b> in subject field (p14, ¶2)</li> <li>• instructional environment that promotes student learning outcomes (p14, ¶2)</li> <li>• leadership in curriculum development, mentoring, technological innovation, or high-impact teaching practices (<b>CAS</b>)</li> <li>• leadership in definition, review and assessment of student learning outcomes (<b>CAS</b>)</li> </ul>	
<b>Service</b>	“Public, professional, and University service are essential to creating an environment that supports scholarly excellence, enables shared governance, meets the internal operational needs of the University, and enhances the region, state, and world. All faculty members are expected to engage in public, professional, and university service activities, with <b>increasing involvement at higher ranks....</b> ” (FEPP p. 17). See FEPP p. 17-19 for detailed list of service.			
<b>Rank</b>	Assistant Professor	Associate Professor	Professor	Emeritus
<b>Criteria</b>	<p><b>Public, professional &amp; university service activities appropriate to discipline, mission, and rank</b> (p17, ¶1)</p> <p>-----</p> <p>Exemplified by evidence of:</p> <ul style="list-style-type: none"> <li>• <b>definite promise</b> of sustained growth in service to the profession and university (p23, ¶5)</li> <li>• positive impact or outcome (p21, ¶2)</li> </ul>	<p><b>Public, professional &amp; university service activities appropriate to discipline, mission, and rank</b> (p17, ¶1)</p> <p>-----</p> <p>Exemplified by evidence of:</p> <ul style="list-style-type: none"> <li>• <b>increasing involvement</b> (p17, ¶1) in selected areas of service</li> <li>• <b>high-quality contributions</b> through university &amp; professional service (p23, ¶3)</li> <li>• positive impact or outcome (p21, ¶2)</li> </ul>	<p><b>Effective leadership in University affairs and in a range of professional service activities</b> (p23, ¶2)</p> <p>-----</p> <p>Exemplified by evidence of:</p> <ul style="list-style-type: none"> <li>• increasing involvement (p17, ¶1) in selected areas of service</li> <li>• <b>leadership</b> in selected areas of service (p23, ¶2)</li> <li>• positive impact or outcome (p21, ¶2)</li> </ul>	
<b>Research or Creative Activity</b>	“Reviewers will evaluate a faculty member’s work based on <b>the outcomes</b> of that work as evidenced by products, artifacts, or creative works appropriate to the faculty member’s discipline, craft, or professional field.... It is expected that academic research and creative activity will be demonstrated through some combination of one or more of... six categories. However, units may include different examples of work within the categories or place different emphasis and value on certain categories to reflect the particular needs and concerns of their respective discipline, craft, or professional fields” (FEPP p. 15-16). See FEPP p. 16 for a detailed list of research and/or creative activities.			
<b>Rank</b>	Assistant Professor	Associate Professor	Professor	Emeritus
<b>Criteria</b>	<p><b>Generation and dissemination of knowledge within the discipline, craft, or academic field as defined by the appropriate scholarly community</b> (p15 ¶5)</p> <p>-----</p> <p>Exemplified by:</p> <ul style="list-style-type: none"> <li>• high-quality &amp; significant products, artifacts, creative works or performances appropriate to discipline (p19, footnote 14)</li> </ul>	<p><b>Generation and dissemination</b> (p15 ¶5) of high quality and significant scholarly contributions to the profession, craft or academic field (p23, ¶4), and an <b>emerging recognition</b> within the field external to the institution (p23, ¶4)</p> <p>-----</p> <p>Exemplified by:</p> <ul style="list-style-type: none"> <li>• high-quality &amp; significant products, artifacts, creative works or performances (p19, note 14)</li> <li>• <b>evidence of emerging level of recognition</b> by professional peers external to the institution (p23, ¶3)</li> </ul>	<p><b>Extensive</b> (p22, ¶6) generation &amp; dissemination (p15 ¶5) of high quality and significant scholarly contributions to a profession, craft, or academic field (p23, ¶2), and <b>gained recognition</b> peers or constituencies outside the institution (p23, ¶2)</p> <p>-----</p> <p>Exemplified by:</p> <ul style="list-style-type: none"> <li>• high-quality and significant products, artifacts, creative works or performances (p19, footnote 14)</li> <li>• <b>Evidence of recognition</b> by professional peers external to the institution (p23, ¶2)</li> </ul>	