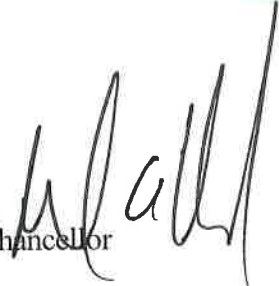




June 6, 2012

To: All Tenured and Tenure-track Faculty  
Full Council of Deans and Directors

From: Michael A. Driscoll, Provost and Executive Vice Chancellor 

Re: Adoption of new Faculty Evaluation Guidelines

---

At its May 4, 2012 meeting, the UAA Faculty Senate endorsed the new Faculty Evaluation Guidelines (FEGs) as presented.<sup>1</sup> On May 11, 2012, Prince William Sound Community College (PWSCC) faculty had a thorough discussion of the FEGs, providing significant input on issues related to reviews at locations with relatively few faculty. They also endorsed the new FEGs. On June 1, 2012, I received a fully executed a Memorandum of Agreement (MOA) between the University and the UNAC accepting the new guidelines.

One issue remains between the University and the UAFT – if and how union service should count in university service when reviewing faculty. The University and the UAFT have not reached agreement at this time, and thus are not ready to enter into an MOA. At their May 4 meeting, the UAA Faculty Senate passed a motion in support of recognizing union service, but also recognizing that this may be a subject of collective bargaining. The PWSCC Faculty also endorsed this concept. I suggest that the University again consider the treatment of union service as it relates to university service at the time a new contract is bargained between the University and the UAFT.

In the meantime, I am taking steps to proceed within my authority under the agreements that have been reached and under current (as opposed to new) university-wide FEGs.<sup>2</sup> The adoption of the new university-wide FEGs essentially replaces the current Chapter III of the Faculty Handbook.

1. All faculty reviews taking place during the 2012-2013 Academic Year will use the pre-existing university-wide and unit-level FEGs.
2. All units must review and resubmit their guidelines during the 2012-2013 academic year to be approved for use in 2013-2014 and beyond.<sup>3</sup> The resubmitted guidelines will need to conform to the June 6, 2012 FEGs.<sup>4</sup> While this may seem onerous, many or most unit-level

---

<sup>1</sup> A copy of the new FEGs is available at <http://www.uaa.alaska.edu/facultyservices/tenure/>

<sup>2</sup> In what follows, the phrase “June 6, 2012 FEGs” will refer to the newly adopted FEGs. Similarly, the phrase “pre-existing FEGs” will refer to university-wide FEGs that appear as Chapter III in the 2011-12 UAA Faculty Handbook.

<sup>3</sup> Provost approval of unit-level guidelines is required both under the pre-existing FEGs and the June 6, 2012 FEGs. I am thus well within my authority in invalidating existing guidelines and requiring their re-review.

guidelines are already closely aligned with the new FEGs. A simple review and minor changes should be enough to resolve any difficulties.

3. For UNAC faculty members being reviewed in Academic Year 2014-2015 and beyond, the June 6, 2012 FEGs will be used, including the “grandfathering” in of existing faculty as described in the new FEGs. If the University and the UAFT do not reach agreement on the new guidelines in time for that year, then the pre-existing FEGs will continue to be used in reviewing UAFT faculty.

The Office of Faculty Services is working with the Governance Office to provide more detailed information about the implementation schedule for the new June 6, 2012 FEGs and is available to answer questions as they arise. The Center for Advancing Faculty Excellence (CAFE) is developing training for faculty who will be reviewed and for the reviewers.

UAA’s current university-wide FEGs were adopted in 1988 shortly after the merger. UAA is a much different institution today and the adoption of the new FEGs is a major step forward. I want to express my deep gratitude to the Promotion and Tenure Task Force, which developed the initial draft of the new FEGs, to the leadership of the UAFT and UNAC, the UAA Faculty Senate, the PWSCC faculty, and all the individual faculty and administrators who made significant and thoughtful comments on the various drafts of the new FEGs.

<sup>4</sup> Under the current university-wide FEGs, the faculty unions have no direct role in approving unit-level guidelines. Under the new June 6, 2012 FEGs, the faculty unions are allowed to comment on unit-level guidelines. In the current circumstances, UNAC will have the opportunity to comment on the unit-level guidelines, while UAFT, still operating under the pre-existing university-wide FEGs, will not.