

REGENTS' POLICY
PART IV – HUMAN RESOURCES
Chapter 04.04 -Faculty

P04.04.010. Academic Freedom.

P04.04.040. Appointment Categories.

The following categories of appointment shall be used to fully specify the type of appointment and associated rights:

A. Type of Position

1. Tenure track position. Faculty appointed to tenure track positions either hold

D. Continuing and fixed term appointments

1. Continuing appointment. A continuing appointment is one that is expected to continue unless a faculty member is terminated in accordance with P04.04.047. Continuing appointments shall be given with appointment to academic rank and tenure track positions, with or without tenure. A continuing appointment may be appropriate for an appointment to special academic rank. Continuing appointments may be made for up to three years in duration. Appointment may be renewed subject to limitations imposed by P04.045.
2. Fixed term appointment. A fixed term appointment is one that is expected to expire at the end of a specified period of up to three years unless renewed or terminated early in accordance with P04.04.047. Such appointments may not be made for periods longer than three years, but may be renewed. Fixed term appointments may be given to a faculty member appointed to special academic rank.
3. Terminal appointment. A terminal appointment is a non-tenure track fixed term appointment used when a decision has been made to terminate a faculty member at the end of the next appointment.

E. Appointments of distinction for faculty

1. Distinguished Professors. A tenured appointment as distinguished professor may be made by the president, subject to a process of review and recommendation established by the chancellor of the MAU in which the faculty member holds tenure.
2. Distinguished Visiting Professors. Appointment as distinguished visiting professor shall be made by the chancellor, following consideration of recommendations of the faculty. Such appointment shall be reported to the president and shall be a non-tenure track appointment for a period of time not to exceed three years. These appointments are renewable indefinitely.
3. Professor Emeritus or Emerita. Appointment as professor emeritus or emerita is an honor conferred by the chancellor, following consideration of recommendations by the faculty, upon an outstanding retiree of the university as described in Policy and Regulation 04.04.070 Emeritus Status

(09-19-14)

P04.04.041. Appointment Year and Appointment Obligation.

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2. Academic year obligation. An obligation of service for the academic year as set by each university or community college;
3. Institutional year obligation. An obligation of service for any period less than a full year, other than the academic year.

B. Academic year and institutional year faculty may be required to serve at dates necessitated by a unit's operating requirements.

(04-15-04)

P04.04.042 Faculty Obligation.

A. Faculty obligation may include teaching, research or scholarly and creative activity, public service, university service and other duties and responsibilities required of a faculty member during the appointment year, and shall be consistent with academic rank and professional or disciplinary field.

B. A faculty member shall not engage in outside activities that interfere with or are inconsistent with the performance of faculty obligation or are determined to run counter to the provisions of the AS 39.52 (Alaska Executive Branch Ethics Act) or P04.10.030 or R04.10.030 governing conflict of interest.

(04-15-04)

P04.04.043 Method of Appointment.

All appointments shall be made by the chancellor or the chancellor's designee in accordance with this chapter, university regulation and procedures approved by the university.

(04-15-04)

P04.04.045. Tenure.

A. Tenure is established to assure the academic community an environment that will nurture academic freedom by providing employment security.

B. The responsibilities rights and privileges of tenure are

1. Performance: A tenured faculty member has a responsibility to maintain high standards of professional performance and conduct.
2. Appointment: An appointment with tenure shall be an appointment to academic rank which shall not be affected by changes such rank and shall be continued until resignation, retirement, or termination. The award of tenure guarantees continuing appointment for at least nine months per year. Any change in fraction of full-time appointment as a tenured faculty member must be by mutual consent of the university and the faculty member. The award of tenure does not exempt a faculty member from changes in policies and procedures approved for each university.

3. Locus of tenure: Faculty are tenured within an academic unit of a university of the University of Alaska system.
- C. Tenure is not received automatically. It is awarded only following careful consideration of an applicant faculty member in accordance with the methods described in this chapter and the policies and procedures approved for each university. Following consideration of the recommendations of the faculty, the chancellor may grant tenure to faculty who are qualified.
- D. Eligibility for consideration for award of tenure:
1. Criteria. Tenure may be awarded to faculty appointed to a tenure track position and any academic rank. Tenure is not awarded to faculty members holding special academic rank.
 2. Conditions. A faculty member may request an evaluation for award of tenure during any year of service. However, a faculty member must be reviewed for tenure in accordance with the following:
 - a. Initial appointment to full or associate professor. An initial appointment to the rank of professor may be made with or without tenure. However, faculty receiving such appointments without tenure must be reviewed for tenure no later than the second consecutive year of service. Appointments to full professor may continue beyond the third year only with tenure. Initial appointment to the rank of associate professor also may be made with or without tenure. Likewise, faculty receiving such appointments without tenure must be reviewed for tenure no later than the fourth consecutive year of service. Appointments to associate professor may continue beyond the fifth year only with tenure.
 - b. Promotion to associate professor. Non-tenured faculty undergoing review for promotion to associate professor must also be reviewed for tenure. Promotion to associate professor cannot be made without prior or simultaneous award of tenure.
 - c. Review of assistant professor. All tenured faculty appointed at the rank of assistant professor must be reviewed for tenure no later than the seventh consecutive year of service in this rank. Service in this rank or in a combination of this rank and a tenure track appointment as instructor may continue beyond the eighth year only with tenure.
 - d. Review of instructor. Faculty with the title of instructor may be reviewed for tenure only if the title is one of academic rank according to policies and procedures of an individual.

3. Years of Service

- a. Toward mandatory review. In computing total consecutive years of service for determining the time of mandatory tenure review, periods of leave at full salary and sabbatical leave will be included. Periods of leave of absence at partial or no salary shall not be included unless requested by

2. six months prior to the end of an appointment expiring after the completion of one, but not more than two, years of service within the university system, but not later than December 15 for appointments ending in May, June, July or August;
3. twelve months prior to the expiration of an appointment after two or more years of uninterrupted servi

G. Reduction in program When a decision is made to reduce a program following program review under R10.06.010 a good faith effort must be made to retain tenured faculty in preference to non-tenured faculty, or to place tenured faculty in another program where appropriate. The chancellor or chancellor's designee shall notify each faculty member of the decision to terminate employment in writing not less than:

1. Three months prior to the end of the academic or fiscal year of a faculty member's first year of uninterrupted service within the university system, but later than March 1 for appointments ending in May, June, July or August.
2. Six months prior to the end of the academic or fiscal year after the completion by a faculty member of one, but not more than two, years of service within the university system, but not later than December 15 for appointments ending in May, June, July or August.
3. Twelve months prior to the end of the academic or fiscal year after two or more years of uninterrupted service within the university system.
4. Should the program be expanded within two years, tenured faculty members shall be invited to return to the program faculty. The faculty member must notify the

successful design and implementation of technology transfer programs to external constituencies; application of directed research to the needs of constituencies; recognition, awards, and honors from constituent groups; and reputation among peer deliverers of public service;

5. effectiveness of university service, demonstrated by such things as: work on university committees and task forces; participation in faculty governance; colleague assistance; administrative work; and work with students beyond formal teacher

- B. All non-tenured faculty holding academic rank or special academic rank are eligible for evaluation for reappointment and must be evaluated in accordance with the terms and conditions of their appointment and ~~with~~ the provisions of P04.04.050 and the policies and procedures approved for each university.
- C. Policies and procedures approved for each university shall delineate the exclusive process by which a faculty member denied reappointment may seek reconsideration of the decision.

(07-01-89)

P04.04.056. Evaluation of Faculty for Promotion.

- A. Evaluation of faculty for promotion shall be in accordance with this chapter ~~and~~ the policies and procedures approved for each university. Following the recommendations of the faculty, the chancellor may promote faculty for whom promotion would be consistent

includes at least one semester of ~~full~~ faculty service may be included as a full year of service for the ~~pur~~poses of eligibility for sabbatical leave if also counted as time towards mandatory tenure review. The faculty member must apply for such inclusion in writing. Periods of leaves of absences, other than vacation and sick leave with salary, and periods of ~~part~~time service shall not be included but shall not be deemed an interruption of otherwise consecutive service.

- D. Sabbatical leaves may be granted for one academic year or an equivalent period at rates not to exceed six months salary or for one ~~semester~~ an equivalent period at rates not to

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D. Privileges available to emeritus employees may include the following:

1. Listing in the appropriate university directory and catalog.
2. Invitations to major university functions.
3. Notice of campus functions and social gatherings.
4. Use of library, gymnasium and food facilities on the same basis as active employees in their category.
5. Access to electronic mail, office space, laboratories and/or research facilities (where such access is available at no charge to the university and does not