

Non-represented Faculty

Non-represented faculty are permitted to stand for promotion in rank if they retain a faculty appointment of at least 49%. Please review the policy on non-represented promotion, which was passed by the Faculty Senate on April 5, 2010, and is copied on the following page.

If, after reviewing the policy, you wish to stand for promotion in AY11-12, **you must notify your dean/director of your intent to do so on or before the last day of the current academic year, which is May 21, 2011.** At this time, you must also submit to your dean/director a current CV and a list of two external reviewers. Please be advised that notification of your intent to colleagues or to department heads/chairs is not sufficient. Your dean/director must receive notification from you no later than May 21, 2011. Please note that late requests will not be received. Files submitted without prior notification of intent to stand will not be considered for promotion in AY11-12.

More information about the promotion and tenure process is available on the Provost's website at <http://www.uaf.edu/provost/promotion-tenure/>.

The provost's office will hold its annual Promotion File Preparation Workshop after faculty come back on contract, after August 21, 2011.

The following was passed at the April 5, 2010, Faculty Senate Meeting #166:

MOTION:

The UAF Faculty Senate moves to amend the UAF *Policies and Regulations for the Appointment and Evaluation of Faculty* by addition of a process for the promotion of non-represented faculty (e-class of FN or FR). The new process will be posted online; and then later incorporated into the printed document upon its upcoming revision.

EFFECTIVE: Immediately

RATIONALE: Because the vast majority of faculty are represented by a bargaining unit, the faculty promotion process is typically governed by the collective bargaining agreements between the University and the two bargaining units. However, promotion is granted by and at the discretion of the University therefore, the University is able to offer the opportunity for promotion to faculty who are not members of a bargaining unit due to an administrative assignment (who are in an e-class of FN or FR, versus F9 or A9). As of July 2009, non-represented faculty promotion is not disallowed by Board of Regents Policy or Regulation, nor by the UAF *Policies and Regulations for the Appointment and Evaluation of Faculty* (the “Blue Book”). However, because it is not expressly addressed in those documents, UAF did not have an established process for non-represented faculty promotion prior to AY09-10.

This promotion process is not intended to apply to executives, even though they may have a faculty title and may carry out some faculty duties. Executives are not eligible to stand for promotion via the faculty process.

There are several factors that should be considered before non-represented faculty are encouraged to stand for promotion:

- As within the represented promotion process, the candidate must demonstrate, via the application file, that the criteria for the proposed rank are met or exceeded, as they are defined in UAF’s *Policies and Regulations for the Appointment and Evaluation of Faculty*.
- Non-represented faculty may be reviewed for promotion under this policy if the faculty workload is not less than 49% of their assignment.
- Non-represented faculty will be evaluated strictly on the faculty portion of the workload (teaching, research, and service); the administrative portion of the appointment and its accomplishments will not be considered.
- Non-represented faculty are not entitled to the grievance or appeals processes identified in the collective bargaining agreements. Instead, they are subject only to the ad-hoc appeals process that is described in this document.