! " # $ % & # ' % ( ) * + ,) - % ' " , %) . ' $) / , + 0 + - # + ')
$ % / . , - 0 % ' -) + *) 1 2 % 0 # (- , 3) . ' $) / 2 3 (# 1 ( )
! " " # $ % & ' ( ) & * # + , # - (. / 0 (1 2 1 3 (

45&6&(7+8'&98:&6(,#&("+#6+,:;(;$(<&=;8$:(1>?(8:(;5&(*UNA Faculty Handbook*('&6=#8*8:7(;5&(
#&@+8#&A&:;6(B$#(;&:+#&(,:'("#$A$;8$:(B$#(;5&(+:8%D-(,6(C&99(,6(;5$6&(B$#(;5&(D$99&7&($B(
!#;60(<=8&:=&60(,:'(E:78:&&#8:70(B$+:'($:(;5&(!=,'&A8=(!BB,8#6(",7&($B(;5&(FG!(C&*68;&>(

P ea b e

45&(H&",#;A&:;($B(D5&A86;#-(,:'(I5-68=6(6&&J6(;$("#$%8'&(,:(+:'&#7#,'+,;&(&'+=,;8$:(($B(
6+"&#8$#(@+,98;->(4$("#A;&(;5&(,=58&%&A&:;($B(;586(7$,90(;5&(;&:+#&'(B,=+9;-(A&A*&#(65$+9'(
*&(,(;&,=5&#K6=5$9,#(C5$(&:7,7&6(6;+'&:;6(8:(;5&(9&,#:8:7("#$=&66(*-(6+"&#8$#(8:6;#+=;8$:(8:(
;5&(=9,66#$$A(,6(C&99(,6(;5#$+75(A&,:8:7B+9(8:%$9%&A&:;(8:(+:'&#7#,'+,;&(#&6&,#=5(,:'($;5&#(
6=5$9,#9-(,=;8%8;8&6>(L:(,''8;8$:0(;5&(;&:+#&'(B,=+9;-(A&A*&#(86(,:(,=;8%&("",#;8=",:;(8:(;5&(
'&",#;A&:;M6(&BB$#;6(8:(,'%86 8:7(,:'("9,=8:7(6;+'&:;60(8:("#A;8:7(=+###8=+9+A('&%&9$"A&:;0(8:(
A,8:;,8:8:7(585 75(6;,:',#'6(B$#(&%,9+,;8:7(,=,'&A8=(,=5&%&A&:;0(,:'(8:("#$%8'8:7(6&#%8=&(;$(
;5&(+:8%D-(,:'(;5&(:$#;5C&6;(#&78$:($B(!9,*,A,>(

P e

45&("+#"$6&($B(,=,'&A8=(;&:+#&(,:'("#A;8$:('&=868$:6(86(;$(,66+#&(;5&(=,A"+6(=$AA+:8;-(
$B(6$+:'(;&,=58:7(,:'(9&,#:8:7("#,=;8=&6(*-("#$%8'8:7(;5&(A$6;(=$A"&;&:;("#$B&668$:,96>(45&(
;&:+#&(,:'("#A;8$:("$98=8&6(65$+9'("#$%8'&(,('&%&9$"A&:;,9("&#8$'(8:(C58=5(,(:&C(B,=+9;-(
A&A*&#(#&=&8%&6(#&7+9,#(,:'('8#&=;("#$B&668$:,9(B&&'*,=J(B$#(;5&("+#"$6&($B(8A"#$%8:7(586($#(
5&#("&#B$#A,:=&>(L:(,''8;8$:0(;5&("$98=8&6(65$+9'("#$%8'&(,(;&:+#&'(B,=+9;-(A&A*&#(C8;5(
#&7+9,#(,:'('8#&=;(B&&'*,=J(,6(5&($#(65&(

.> !(*minimum rating of satisfactory (1 point)*(8 6(#&@+8#&'(8:(&,=5($B(;5&(;5#&&(=,;&7$#8&6>(

1>)$#(;&:+#&(,:'W$#("#A;8$:(;$(;5&(#,:J($B(*Associate Professor*0(,(B,=+9;-(A&A*&#(
65$+9'(5,%&(,(;$;,9($B(,;(9&,6;(?("$8:;6>(

[>)$#("#$A$;8$:(;$(;5&(#,:J($B(*Professor*(R,:'(;&:+#&(8B(,""98=,*9&T0(,(B,=+9;-(A&A*&#(
65$+9'(5,%&(,(;$;,9($B(,;(9&,6;(]("$8:;6>(

3> !(B,=+9;-(A&A*&#(6&&J8:7(,(*Professor Merit*(#,86&(65$+9'(5,%&(,(;$;,9($B(,;(9&,6;(]("$8:;6>(

(

!=;8%&(",#;8=8",;8$:(8:(C$#J65$"60(6&A8:,#60("#$7#,A6($#($;5&#(#&9&%,:;(8:6;#+=;8$:,9(
866+&6(
U&=$#'6($B("#$B&668$:,9(=$AA+:8=,;8$:(C8;5(6;+'&:;6(

Student Review

E%,9+,;8$:6(*-(6;+'&:;6(%8,(B$#A,9(8:6;#+A&:;6(,:'(8:=9+'8:7(,==$A",:-8:7(
=$AA&:;6(
!=58&%&A&:;6($B(",6;(6;+'&:;6('8#&=;9-(#&9,;&'(;$(;5&(B,=+9;-(A&A*&#M6(8:B9+&:=&(,6(,(
;&,=5&#(
^#8;;&:(;&6;8A$:-(B#$A(B$#A&#(6;+'&:;6(

Peer Review

U&=$7:8;8$:(*-("&&#6(B$#(;&,=58:7(,=58&%&A&:;6(
`$=,90(#&78$:,9($#(:,;8$:,9(;&,=58:7(,C,#'6(
^#8;;&:(&%,9+,;8$:6(*-(=$99&,7+&6(*,6&'($:("&#6$:,9($*6&#%,;8$:6(8:(;5&(F9,66#$$A($#(
A$#&(8:B$#A,9(68;+,;8$:6(
I#&6&:;,;8$:6(,:'(",&#6(#&9,;&'(;$(;&,=58:7(8:($:&M6(B8&9'(

)

,676@?=EF)(=E<B@?7E:DF)@>9)+8E6?)1?6@8:G6).=8:G:8:67)

(

<=5$9,#658"(86(;5&('$=+A&:;&'(,:'('&A$:6;#,;&'('866&A8:,;8$:($B(8:B$#A,;8$:(7#$+:'&'(8:(
#&6&,#=5($#(=#&,;8%&(,=;8%8;->(

(6?G:=6)

(

45&('&",#;A&:;(&N"&=;6(,99(A&A*&#6($B(8;6(B,=+9;-(;$('&A$:6;#,;&(7$$'(=8;8O&:658"(;5#$+75(