

CHAPTER II

Initial Appointment of Faculty

A. Criteria for Initial Appointment

Minimum degree, experience and performance requirements are set forth in “UAF Faculty Appointment and Evaluation Policies,” Chapter IV. Exceptions to these requirements for initial placement in academic rank or special academic rank positions shall be submitted to the chancellor or chancellor’s designee for approval prior to a final selection decision.

B. Academic Titles

Academic titles must reflect the discipline in which the faculty are appointed.

C. Process for Appointment of Faculty with Academic Rank

Deans of schools and colleges, and directors when appropriate, in conjunction with the faculty in a unit, shall observe procedures for advertisement, review, and selection of candidates to fill any vacant faculty position. These procedures are set by UAF Human Resources and the Campus Diversity and Compliance (AA/EEO) office and shall provide for participation in hiring by faculty and administrators as a unit.

D. Process for Appointment of Faculty with Special Academic Rank

Deans and/or directors, in conjunction with the faculty in a unit, shall establish procedures for advertisement, review, and selection of candidates to fill any faculty positions as they become available. Such procedures shall be consistent with the university’s stated AA/EEO policies and shall provide for participation in hiring by faculty and administrators in the unit.

E. Following the Selection Process

The dean or director shall appoint the new faculty member and advise him/her of the conditions, benefits, and obligations of the position. If the appointment is to be at the professor level, the dean/director must first obtain the concurrence of the chancellor or chancellor’s designee.

F. Letter of Appointment

The initial letter of appointment shall specify the nature of the assignment, the percentage emphasis that is to be placed on each of the parts of the faculty responsibility, mandatory year of tenure review, and any special conditions relating to the appointment.

This letter of appointment establishes the nature of the position and, while the percentage of emphasis for each part may vary with each workload distribution as specified in the annual workload agreement document, the part(s) defining the position may not.

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CANDIDATES FOR PROMOTION ARE EXPECTED TO HAVE A RECORD OF RECENT PROFESSIONAL ACTIVITIES BEYOND THE PROFESSIONAL RECORD USED TO ACHIEVE PROMOTION TO PREVIOUS RANK.

Bipartite Faculty

Bipartite faculty are regular academic rank faculty who fill positions that are designated as performing two of the three parts of the university's tripartite responsibility.

The dean or director of the relevant college/school shall determine which of the criteria defined above apply to these faculty.

Bipartite faculty may voluntarily engage in a tripartite function, but they will not be required to do so as a condition for evaluation, promotion, or tenure.

STATEMENT OF PURPOSE

THE STANDARDS PRESENTED IN BOLD CAPITALS AS ADDED OR EMPHASIZED FOR THE DEPARTMENT OF MUSIC HEREAFTER IN THIS DOCUMENT ARE DRAWN FROM THE PEER UNIT CRITERIA (REV. 1996), WHICH STATES IN PART:

THESE UNIT CRITERIA ARE TO SUPPLEMENT THE UNIVERSITY OF ALASKA FAIRBANKS POLICIES AND REGULATIONS FOR THE EVALUATION OF FACULTY FOR PROMOTION AND TENURE (HEREAFTER REFERRED TO AS THE "UNIVERSITY POLICIES AND REGULATIONS") AND TO CLARIFY THEIR APPLICATION TO FACULTY OF THE UAF DEPARTMENT OF MUSIC. THESE UNIT CRITERIA ARE AN ADDENDUM TO THE UNIVERSITY POLICIES AND REGULATIONS.

THESE CRITERIA DEFINE FOR THE UNIVERSITY PROMOTION/TENURE REVIEW COMMITTEE THE KINDS OF MUSIC PERFORMANCE AND CONDUCTING EVENTS THAT ARE MOST APPROPRIATELY ASSIGNED TO THE CATEGORIES OF TEACHING, RESEARCH AND SERVICE.

WITH RESPECT TO PERFORMANCE OR CONDUCTING ACTIVITIES DONE UNDER THE CATEGORY OF RESEARCH, THE PROFESSIONAL PRESTIGE OF ANY PERFORMANCE OR CONDUCTING EVENT IS DETERMINED BY THE VISIBILITY OF THE PERFORMANCE FORUM AND THE LIKELIHOOD THAT A PRINTED REVIEW COULD RESULT. ALSO AFFECTING VISIBILITY OF THE EVENT IS THE LEVEL OF SOPHISTICATION OF THE AUDIENCE, AND THE REPUTATION OF THE FORUM IN THE EYES OF THE MUSIC PROFESSIONALS IN THE SAME PERFORMANCE DISCIPLINE.

A REVIEW CAN BE A SIGNIFICANT PART OF A PERFORMER'S PROFESSIONAL RECORD; HOWEVER, THE LACK OF A PRINTED REVIEW

FOR ANY ONE CONCERT SHOULD NOT BE CONSTRUED AS A NEGATIVE ASSESSMENT OF THE WORK OF THE ARTIST. THE ARTIST HAS NO CONTROL WHETHER A REVIEWER IS PRESENT OR WHETHER A REVIEW IS ULTIMATELY PRINTED.

EACH LIVE PERFORMANCE IS ITSELF A SEPARATE CREATIVE ACT WHERE THE PROFESSIONAL RISK IS NOT REDUCED BY THE FACT THAT THE SAME PROGRAM MAY HAVE BEEN DONE PREVIOUSLY IN ANOTHER LOCATION.

PERFORMERS ARE EVALUATED AND CHOSEN FOR PROFESSIONAL MANAGEMENT SPONSORSHIP AFTER A SCREENING PROCESS THAT PARALLELS THE REVIEW PROCESS USED FOR PRINTED FORUMS. VITAE

counseling, training graduate students and serving on their graduate committees, particularly as their major advisor, curriculum development, and academic recruiting and retention activities.

ADDITIONAL TEACHING ACTIVITIES IN THE DEPARTMENT OF MUSIC MAY INCLUDE; 1) EVALUATION OF STUDENTS IN MUSICAL PERFORMANCES GIVEN IN THE COURSE OF THEIR DEGREE PROGRAM, SUCH AS JURIES, RECITAL PRE-HEARINGS AND RECITALS; 2) MUSIC PERFORMANCE OR CONDUCTING ACTIVITIES BY FACULTY DONE AS AN EXTENSION OF FORMAL INSTRUCTION IN A UNIVERSITY COURSE FOR CREDIT. THIS MAY INCLUDE ACTIVITIES SUCH AS MASTER CLASSES, STUDIO TEACHING AS PART OF SOLO-ENSEMBLE EVENTS, AND NON-SOLO PARTICIPATION IN PERFORMANCES BY UNIVERSITY ENSEMBLES OFFERED AS COURSES FOR CREDIT. THESE ACTIVITIES MAY OCCUR AT LOCAL, STATE OR NATIONAL/INTERNATIONAL LEVELS.

1. Effectiveness in Teaching

Evidence of excellence in teaching may be demonstrated through, but not limited to, evidence of the various characteristics that define effective teachers. Effective teachers

- a. are highly organized, plan carefully, use class time efficiently, have clear objectives, have high expectations for students;
- b. express positive regard for students, develop good rapport with students, show interest/enthusiasm for the subject;
- c. emphasize and encourage student participation, ask questions, frequently monitor student participation for student learning and teacher effectiveness, are sensitive to student diversity;
- d. emphasize regular feedback to students and reward student learning success;
- e. demonstrate content mastery, discuss current information and divergent points of view, relate topics to other disciplines, deliver material at the appropriate level;
- f. regularly develop new courses, workshops and seminars and use a variety of methods of instructional delivery and instructional design;
- g. may receive prizes and awards for excellence in teaching.

2. Components of Evaluation

Effectiveness in teaching will be evaluated through information on formal and informal teaching, course and curriculum material, recruiting and advising, training/guiding graduate students, etc., provided by:

a. systematic student ratings, i.e. student opinion of instruction summary forms,

and at least two of the following:

b. narrative self-evaluation,

c. peer/department chair classroom observation(s),

d. peer/department chair evaluation of course materials.

e. FOR MUSIC PERFORMANCE OR CONDUCTING ACTIVITIES BY FACULTY DONE AS AN EXTENSION OF FORMAL INSTRUCTION IN A UNIVERSITY COURSE FOR CREDIT, METHODS FOR EVALUATION AT THE STATE AND NATIONAL/INTERNATIONAL LEVELS MAY BE IN THE FORM OF OPINIONS GIVEN BY PROFESSIONAL PEERS ON SITE, AND MAY ALSO BE MEASURED BY WHATEVER METHODS FOR EVALUATION ARE IN PLACE FOR A PARTICULAR EVENT.

C. Criteria for Research, Scholarly, and Creative Activity

Inquiry and originality are central functions of a land grant/sea grant/space grant university and all faculty with a research component in their assignment must remain active as scholars. Consequently, faculty are e

**MUSIC FACULTY, OR BY MEMBERS OF THE PERFORMING/FINE
ARTS/JB PROMOTION & TENURE REVIEW COMMITTEE.**

**STATEWIDE: SIMILAR EVENTS WHERE THE VISIBILITY OF THE
EVENTS EXTENDS BEYOND THE COMMUNITY BUT APPEARS
LIMITED TO THE CONFINES OF THE STATE**

**METHOD FOR EVALUATION: FACULTY WHO DO MUCH
PERFORMING SHOULD BE EXPECTED TO HAVE RECEIVED SOME
PRINTED PRESS REVIEWS FOR SOME OF THE CONCERTS. UNSOLICITED
WRITTEN COMMENTS MAY ALSO BE USED TO SUBSTANTIATE THE
IMPACT AND SUCCESS OF THE PERFORMANCE.**

**NATIONAL/INTERNATIONAL: SIMILAR EVENTS GIVEN MOSTLY AT
NATIONALLY OR INTERNATIONALLY RECOGNIZED FORUMS. A
*FORUM LOCATED IN THE STATE SUCH AS THE FAIRBANKS SUMMER
ARTS FESTIVAL, THE ANCHORAGE FESTIVAL, OR THE SITKA FESTIVAL
MAY BE INCLUDED IN THIS CATEGORY IF THE PROFESSIONAL
VISIBILITY OF THE INDIVIDUAL IS JUDGED TO GO BEYOND THE
STATE.* ALSO INCLUDES FACULTY PARTICIPATION AT AN
INTERNATIONALLY KNOWN MUSIC ENSEMBLE OR AT A
NATIONALLY VISIBLE PROFESSIONAL FORUM. INCLUDES SOUND
RECORDINGS COMMERCIALY AND DISTRIBUTED BEYOND THE
STATE.**

**METHOD FOR EVALUATION: FACULTY ENGAGED IN SUCH
ACTIVITIES ARE EXPECTED TO HAVE ACCUMULATED REVIEWS FOR
SOME OF THE EVENTS, IF THEY APPEARED AS A SOLOIST. FOR
EVALUATION OF NATIONALLY RELEASED SOUND RECORDINGS, THE
EXISTENCE OF PRINTED REVIEWS WOULD REFLECT SIGNIFICANCE OF
THE PRODUCT IN THE PROFESSIONAL WORLD.**

**MUSIC CONDUCTING ACTIVITIES DEFINED AS PART OF
RESEARCH/SCHOLARLY ACTIVITY**

**DEFINITION: FORMAL CONCERTS GIVEN INDEPENDENTLY OF FORMAL
INSTRUCTION AND INDEPENDENT OF SERVICE ACTIVITIES, EXCEPT**

FACULTY CHAMBER RECITALS GIVEN LOCALLY WOULD BE CONSIDERED PART OF THIS CATEGORY.

METHOD FOR EVALUATION: BASED PRIMARILY UPON OPINIONS BY MUSIC UNIT FACULTY WHO ATTENDED THE PERFORMANCE. PRINTED REVIEWS WOULD NOT NORMALLY BE EXPECTED. THE PROVISION TO ALLOW OCCASIONAL CREDIT-PRODUCING EVENTS INTO THE CATEGORY IS *NOT* TO BE MISUNDERSTOOD TO MEAN THAT ANY SUCCESSFUL COURSE RELATED PERFORMANCE MAY BE AUTOMATICALLY INCLUDED IN THIS CATEGORY. THE ASSERTION BY THE CANDIDATE THAT THE "EXCEPTIONALLY FAVORABLE" TEST WAS MET WOULD NEED TO BE SUPPORTED BY DEPARTMENTAL PEER REVIEW AND CHAIR EVALUATIONS.

STATEWIDE: SIMILAR EVENTS WHERE THE VISIBILITY EXTENDS BEYOND THE COMMUNITY (E.G., IF TELEVISED TO THE GENERAL PUBLIC, OR IF NOTED IN OUT-OF-TOWN PRESS).

METHOD FOR EVALUATION: FACULTY DO MUCH CONDUCTING WOULD BE EXPECTED TO HAVE RECEIVED SOME PRINTED REVIEWS FOR SOME OF THE CONCERTS. LETTERS OF APPRECIATION, OR OTHER UNSOLICITED WRITTEN COMMENTS RECOGNIZING THE MERIT OF THE PERFORMANCES, COULD ALSO BE USED TO SUBSTANTIATE THE IMPACT AND SUCCESS OF THE PERFORMANCE.

NATIONAL: SIMILAR EVENTS GIVEN MOSTLY AT NATIONALLY OR INTERNATIONALLY RECOGNIZED FORUMS. *MAY INCLUDE LOCAL PERFORMANCE IF VISIBILITY IS JUDGED TO EXTEND TO BEYOND THE STATE.* ALSO INCLUDES FACULTY CONDUCTING APPEARANCES WITH A NATIONAL, OR INTERNATIONALLY, KNOWN MUSIC ENSEMBLE OR AT NATIONALLY, OR INTERNATIONALLY, VISIBLE CONCERT FORUMS. SOUND RECORDINGS COMMERCIALY MARKETED AND DISTRIBUTED BEYOND THE STATE WOULD ALSO BE INCLUDED IN THIS CATEGORY.

METHOD FOR EVALUATION: THE SIGNIFICANCE OF SUCH PARTICIPATION WOULD DERIVE FROM THE VISIBILITY OR PRESTIGE OF THE ENSEMBLE. FOR EVALUATION OF NATIONALLY RELEASED SOUND RECORDINGS, THE EXISTENCE

**SPECIAL RECOGNITION SHOULD BE GIVEN TO THOSE PERFORMANCES
WHICH**

- 1) EXPOSED THE CONDUCTOR TO**

- d. They must be judged to make a contribution.

2. Components of Research, Scholarly and Creative Activity

Evidence of excellence in research, scholarly, and creative activity may be demonstrated through, but not limited to:

- a. Books, reviews, monographs, bulletins, articles, proceedings and other scholarly works published by reputable journals, scholarly presses, and publishing houses that accept works only after rigorous review and approval by peers in the discipline.
- b. Competitive grants and contracts to finance the development of ideas, these grants and contracts being subject to rigorous peer review and approval.
- c. Presentation of research papers before learned societies that accept papers only after rigorous review and approval by peers.
- d. Exhibitions of art work at galleries, selection for these exhibitions being based on rigorous review and approval by juries, recognized artists, or critics.
- e. Performances in recitals or productions, selection for these performances being based on stringent auditions and approval by appropriate judges.

**THE PRINCIPAL DETERMINANT FOR MEASURING THE IMPACT
PLACEMENT OF AN EVENT IS THE SCOPE OF PROFESSIONAL
VISIBILITY ACHIEVED. SPECIAL RECOGNITION WILL BE GIVEN
TO THOSE PERFORMANCES WHICH**
**1) EXPOSE THE PERFORMER TO CRITICAL PUBLIC EVALUATION
BY PROFESSIONAL PEERS, OR**
**2) MAJOR STATEWIDE EVENTS IN WHICH THE PERFORMER WAS
SELECTED FROM A NATIONAL OR INTERNATIONAL POOL OF
PERFORMERS,**
OR
**3) WHERE THE PERFORMER PLACED WELL IN A FORMAL
COMPETITION, OR IN A SIMILAR JURIED EVALUATION PROCESS.**

- f. Scholarly reviews of publications, art works and performance of the candidate.
- g. Citations of research in scholarly publications.
- h. Published abstracts of research papers.

- i. Reprints or quotations of publications, reproductions of art works, and descriptions of interpretations in the performing arts, these materials appearing in reputable works of the discipline.
- j. Prizes and awards for excellence of scholarship.
- k. Awards of special fellowships for research or artistic activities or selection of tours of duty at special institutes for advanced study.
- l. Development of processes or instruments useful in solving problems, such as computer programs and systems for the processing of data, genetic plant and animal material, and where appropriate obtaining patents and/or copyrights for said development.

D. Criteria for Public and University Service

Public service is intrinsic to the land grant/sea grant/space grant tradition, and is a fundamental part of the university's obligation to the people of its state. In this tradition, faculty providing their professional expertise for the benefit of the

- e. Active participation in discipline-oriented service organizations.
- f. Consulting.
- g. Prizes and awards for excellence in public service.
- h. Leadership of or presentations at workshops, conferences, or public meetings.
- i. Training and facilitating.
- j. Radio and TV programs, newspaper articles and columns, publications, newsletters, films, computer applications, teleconferences and other educational media.
- k. Judging and similar educational assistance at science fairs, state fairs, and speech, drama, literary, and similar competitions.

2. University Service

University service includes those activities involving faculty members in the governance, administration, and other internal affairs of the university, its colleges, schools, and institutes. It includes non-instructional work with students and their organizations. Examples of such activity include, but are not limited to:

- a. Service on university, college, school, institute, or departmental committees or governing bodies.
- b. Consultative work in support of university functions, such as expert assistance for specific projects.
- c. Service as department chair or term-limited and part-time assignment as assistant/associate dean in a college/school.
- d. Participation in accreditation reviews.
- e. Service on collective bargaining unit committees or elected office.
- f. Service in support of student organizations and activities.
- g. Academic support services such as library and museum programs.
- h. Assisting other faculty or units with curriculum planning and delivery of instruction, such as serving as guest lecturer.
- i. Mentoring.
- j. Prizes and awards for excellence in university service.

3. Professional Service

- a. Editing or refereeing articles or proposals for professional journals or organizations.
- b. Active participation in professional organizations.
- c. Active participation in discipline-oriented service organizations.
- d. Committee chair or officer of professional organizations.
- e. Organizer, session organizer, or moderator for professional meetings.
- f. Service on a national or international review panel or committee.

4. Evaluation of Service

Each individual faculty member's proportionate responsibility in service shall be reflected in annual workload agreements. In formulating criteria, standards and indices for evaluation, promotion, and tenure, individual units should include examples of service activities and measures for evaluation appropriate for that unit. Excellence in public and university service may be demonstrated through, e.g., appropriate letters of commendation, recommendation, and/or appreciation, certificates and awards and other public means of recognition for services rendered.

MUSIC PERFORMING ACTIVITIES DEFINED AS PART OF PUBLIC AND UNIVERSITY SERVICE DEFINITION: DEFINED AS THAT DONE IN A NON-SOLO CAPACITY TO SUPPORT DEPARTMENTAL ENSEMBLES, OR DONE AS PART OF UNIVERSITY PUBLIC RELATIONS EVENTS. PERFORMANCE DONE TO BENEFIT AN EXTRA- UNIVERSITY HOST OR SPONSOR, ESPECIALLY WHERE THE HOST OR SPONSOR IS PRINCIPALLY INVOLVED WITH ACTIVITIES OTHER THAN SPONSORSHIP OF THE PERFORMANCE ARTS.

LOCAL: PERFORMANCES GIVEN AT A MUNICIPAL EVENT, GIVEN TO BENEFIT OF A HOST OR SPONSOR SUCH AS SERVICE ORGANIZATION, CHURCH, PUBLIC SCHOOL OR PRIVATE BUSINESS. ALSO INCLUDES PERFORMANCES WITH MUNICIPAL NON-PROFIT PERFORMANCE GROUPS (E.G. MUNICIPAL BAND, LIGHT OPERA THEATRE, YOUTH ORCHESTRA) OR OTHER ACTIVITIES DONE AS PART OF PUBLIC RELATIONS EVENTS HELD LOCALLY.

METHOD FOR EVALUATION: SINCE SUCH ACTIVITIES ARE DONE TO BENEFIT THE SPONSOR OR HOST DIRECTLY, NO PRINTED REVIEW

NO FORMALIZED TOOL TO MEASURE QUALITY FOR SUCH EVENTS. THE INVITATION TO PARTICIPATE SHOULD BE JUDGED AS SIGNIFICANT IN AND OF ITSELF.

STATEWIDE: SIMILAR PERFORMANCES GIVEN OUT OF TOWN. ALSO INCLUDES PERFORMANCES WITH DEPARTMENTAL-SPONSORED MUSIC ENSEMBLES ON TOUR IN THE STATE; PERFORMING AT MUSIC CLINICS AT STATE REGIONAL MUSIC FESTIVALS BY INVITATION, OR PERFORMING DONE AT PUBLIC SCHOOLS, FOR PURPOSES OF RECRUITMENT. LOCAL EVENTS MAY BE INCLUDED IN THIS CATEGORY IF THE EVENT DREW AN AUDIENCE WHICH IS STATEWIDE.

METHOD FOR EVALUATION: OPINION OF PROFESSIONAL PEERS ON SITE, IF SUCH OPINIONS ARE AVAILABLE. THE IMPORTANCE OF THE EVENT COULD BE ASSESSED ACCORDING TO THE PROFESSIONAL PRESTIGE OF THE SPONSOR OR THE HOST. THERE IS NO FORMALIZED TOOL TO MEASURE QUALITY FOR SUCH EVENTS. THE INVITATION TO PARTICIPATE SHOULD BE JUDGED AS SIGNIFICANT IN AND OF ITSELF. NATIONAL OR INTERNATIONAL: SIMILAR EVENTS DONE OUTSIDE OF THE STATE. A LOCAL OR STATEWIDE EVENT MAY BE INCLUDED IN THIS CATEGORY IF THE EVENT DREW AN AUDIENCE WHICH WAS NATIONAL OR INTERNATIONAL IN SCOPE.

METHOD FOR EVALUATION: THERE IS NO FORMALIZED TOOL TO MEASURE QUALITY FOR SUCH EVENTS. THE INVITATION TO PARTICIPATE SHOULD BE JUDGED AS SIGNIFICANT IN AND OF ITSELF. THE IMPORTANCE OF THE EVENT COULD BE ASSESSED ACCORDING TO THE PROFESSIONAL PRESTIGE OF THE SPONSOR OR THE HOST.

MUSIC CONDUCTING ACTIVITIES DEFINED AS PART OF UNIVERSITY AND PUBLIC SERVICE

DEFINITION: TO BENEFIT AN EXTRA-UNIVERSITY HOST OR SPONSOR, ESPECIALLY WHERE THE HOST OR SPONSOR IS PRINCIPALLY INVOLVED WITH ACTIVITIES OTHER THAN SPONSORSHIP OF THE PERFORMING ARTS.

LOCAL: PERFORMANCES GIVEN AT A MUNICIPAL EVENT SPONSORED BY A SERVICE ORGANIZATION, CHURCH, PUBLIC SCHOOL, OR PRIVATE BUSINESS. ALSO INCLUDES CONDUCTING MUNICIPAL BAND, LIGHT OPERA THEATER, YOUTH ORCHESTRA, CONDUCTING OF DEPARTMENTAL ENSEMBLES FOR PUBLIC SCHOOL MUSIC ENSEMBLES (INCLUDING THOSE OUT-OF-TOWN GROUPS WHICH WERE HOSTED LOCALLY).

METHOD FOR EVALUATION: THERE IS NO FORMALIZED TOOL TO MEASURE QUALITY FOR SUCH EVENTS. THE INVITATION TO PARTICIPATE SHOULD BE JUDGED AS SIGNIFICANT IN AND OF ITSELF. STATEWIDE FORUM: SIMILAR PERFORMANCES GIVEN OUT-OF-TOWN. ALSO INCLUDES CONDUCTING OF DEPARTMENT-SPONSORED MUSIC ENSEMBLE ON TOUR OF THE STATE. ALSO INCLUDES CONDUCTING OF MUSIC CLINICS AT STATE REGION FESTIVALS BY INVITATION AND OTHER CLINICS DONE AROUND THE STATE.

METHOD FOR EVALUATION: THERE IS NO FORMALIZED TOOL TO MEASURE QUALITY FOR SUCH EVENTS. THE INVITATION TO PARTICIPATE SHOULD BE JUDGED AS SIGNIFICANT IN AND OF ITSELF. NATIONAL OR INTERNATIONAL: SIMILAR EVENTS DONE WHERE PROFESSIONAL VISIBILITY OF THE CONDUCTOR EXTENDS BEYOND THE CONFINES OF THE STATE OR LOCAL REGION. MAY INCLUDE BEING A CLINICIAN AT A NATIONALLY RECOGNIZED EVENT HELD LOCALLY, IF SPONSORS OF THE EVENT HAVE A PREVIOUSLY ESTABLISHED RECORD OF SELECTING CLINICIANS FROM A NATIONAL POOL.

METHOD FOR EVALUATION: THE IMPORTANCE OF THE EVENT COULD BE ASSESSED ACCORDING TO THE PROFESSIONAL PRESTIGE OF THE SPONSOR OR THE HOST. THERE IS NO FORMALIZED TOOL TO MEASURE QUALITY FOR SUCH EVENTS. THE INVITATION TO PARTICIPATE SHOULD BE JUDGED AS SIGNIFICANT IN AND OF ITSELF.