

Agenda

Faculty Standards Committee

Wednesday, December 4, 2019

2:30 – 4:30pm | Room B133

Abbotsford Campus

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DIVISON	SENATE APPROVED	5-YEAR REVIEW DEADLINE
Principles for Establishment of Criteria for Faculty Standards	Jan 7, 2015	January 2020
Arts	June 5, 2015	June 2020
Professional Studies	Dec 11, 2015	December 2020
Kinesiology	Jan 15, 2016	January 2021
Chemistry	Feb 12, 2016	February 2021
Biology	Mar 11, 2016	March 2021
Access & Cont. Education	Mar 11, 2016	March 2021
Applied & Tech Studies	Mar 11, 2016	March 2021
Health Studies	Mar 11, 2016	March 2021
Math and Stats	May 2016	May 2021

FACULTY STANDARDS COMMITTEE

Draft Minutes

Wednesday, June 19, 2019

2:00 – 4:30 pm - Room A203b Abbotsford Campus

Present: Peter Geller (Chair), Sharon Gilles, John Pitcher, Greg St. Hilaire, Jon Thomas, Maureen Wideman, Janice Nagtegaal (recorder)

Regrets: Garry Fehr, Alastair Hodges, Kate McCulloch, Sylvie Murray,

1. WELCOME

2. ITEMS for ADOPTION

2.1. Agenda – June 19, 2019

MOTION:

THAT the agenda for June 19, 2019 be approved as presented.
M Wideman/2nd J Thomas, CARRIED

2.2. Minutes – May 6, 2019

MOTION:

THAT the minutes for May 6, 2019 be approved as presented.
G St. Hilaire/2nd S Gillies, CARRIED

3. DISCUSSION ITEMS

3.1. Faculty/Academic Unit Faculty Standards and Criteria for Tenure & Promotion

The Faculty Standards for the Kinesiology Department and the Faculty of Applied and Technical Studies were discussed.

3.2. Physics Faculty Standards

The committee reviewed the memo from the Faculty of Applied and Technical Studies noting that the Physics department has requested to adopt the Faculty of Applied and Technical Studies Rank and Tenure Criteria. The committee had a few concerns on how the Faculty of Applied and Technical Studies criteria would relate to the Physics faculty.

ACTION: P Geller will connect with the Dean of the Faculty of Applied and Technical Studies noting the concerns raised.



3.3. Standards for the School of Agriculture, Geography, and the Environment

With the move of Geography and the Environment to the Faculty of Science and the creation of a new School to house them, the committee discussed the need for the new School to sort out the criteria that will be used for Tenure and Promotion.

ACTION: P Geller will connect with the Dean of the Faculty of Science asking that the School of Agriculture, Geography, and the Environment discuss what criteria the School will use for the purpose of Tenure and Promotion.

4. INFORMATION ITEMS

- 4.1. UFV's Principles for the Establishment of Faculty Standards and Criteria for Tenure and Promotion
- 4.2. Terms of Reference
- 4.3. Meeting Schedule for 2019-2020

5. ADJOURNMENT – 4:30 pm

MEMO

To: John English, Dean, Faculty of Applied and Technical Studies
From: Peter Geller, Chair, Faculty Standards Committee
CC: James Mandigo, Provost and VP, Academic
Date: October 30, 2019
Re: Physics Department and Applied and Technical Studies Faculty Standards

As per the memo of June 11, 2019, the Faculty Standards Committee (FSC) considered the motion at the May 9, 2019 Applied and Technical Studies Faculty Council, that the Physics Department follow the Faculty Standards of the Faculty of Applied and Technical Studies (FATS), as the Physics Department is now part of the FATS.

In discussing the motion, the FSC had some questions and considerations to share with you as Dean and Chair of the Applied and Technical Studies Faculty Council, and with the Physics Department. The FSC is interested in receiving a response prior to making a decision regarding whether to recommend or not to Senate that the Physics Department adopt the FATS Rank and Tenure Criteria (as approved at Senate on March 11, 2016).

1. Scholarship Criteria, first paragraph states: "In keeping with the mandate of the institution and respecting the diversity of faculty departments, a variety of scholarly, research and creative activities will be recognized as appropriate whether *a trade or a technology* [emphasis added]." The second paragraph states: "Scholarly activity in the Faculty of Applied and Technical Studies shall be assessed with reference to both the quality and quantity of scholarly output, and according to *trades and technology industry standards* [emphasis added]."

Is Physics considered a trade or a technology? If not, then how will the scholarly activity of members of the Physics Department fit within this definition?

2. Academic and Professional Qualifications, Combined with Industry Experience section states: "Qualifications, both professional and experiential, play a role in the evaluation of a candidate for promotion. These qualifications are discipline specific in the Faculty of Applied and Technical Studies and can be as varied as a BC Certificate of Qualification, Interprovincial Red Seal, certified Journeyman or a terminal degree or professional qualification such as a Professional Engineer or Masters of Education; all of which must be married with extensive on the job experience, defined by the discipline or professional area." As well, in the General Standards for each Rank, Assistant Professor section, the first bullet under Teaching notes: "a Red Seal or terminal degree/designation appropriate for the discipline and industry experience."

The FSC wishes to clarify its understanding that within Physics the terminal degree would be a doctorate.

3. General Standards for each Rank, Assistant Professor section, second bullet under Service notes: "engagement in the wider community with industry colleagues."

Is this a requirement of all Physics faculty members? If not, then how will these service requirements be met?

4. General Standards for each Rank, Associate Professor, Teaching section, first bullet sets out "A Master's degree or where applicable professional registration in the discipline or complement of PDIP" and the fifth bullet sets out "Demonstrates professional and pedagogical skills development through completion of Instructional Diploma program...". The Indicators of Success section, second bullet states: "Successful completion of PIDP."

Will members of the Physics Department be required to complete the PIDP? It is noted that this is a particular requirement in the Faculty of Applied and Technical Studies based on the educational experiences of faculty members in this area. Does this fit with the profile of a Physics professor?

5. General Standards for each Rank, Associate Professor, section on Scholarship states: "Actively engaged in advancing the state of applied practice through an improved process..."

Is this a typical requirement for Physics faculty members?

6. General Standards for each Rank, Full Professor, Scholarship section, bullet 2 states: "Recognized application of research towards advancing the state of practice."

The FSC is seeking clarity on whether this fits with the disciplinary standards of the discipline.

MEMO

To: Lucy Lee, Dean, Faculty of Science
From: Peter Geller, Chair, Faculty Standards Committee
CC: Greg Schlitt, Director, School of Agriculture, Geography and the Environment
James Mandigo, Provost and VP, Academic
Date: September 3, 2019
Re: School of Agriculture, Geography and the Environment Faculty Standards

With the School of Agriculture, Geography and the Environment now part of the Faculty of Science, I am writing regarding which Faculty Standards will apply to the School. As you are aware, Geography and the Environment currently fall under the College of Arts Criteria for Rank, Tenure and Promotion (as approved by Senate on June 5, 2015).

With the move of Geography and the Environment to the Faculty of Science this raises the question of whether it is the intent of the Academic Unit that this will continue. Another option could be for the academic unit(s) within the new School to develop standards (as per the Departments in the Faculty of Science).

With the process approved by Senate, Academic Units will develop Criteria in accordance to existing University-Wide Principles and, when appropriate, Faculty/College Standards. These Criteria will then be submitted to the Faculty Council for review and approval, with the next step being review by the Faculty Standards Committee of Senate with a recommendation and final review by Senate.

Here is the link to the Senate document which outlines the process as well as the Principles for Criteria for Faculty Standards (see pages 8 and 9): ufv.ca/media/assets/senate/faculty-standards-committee-of-senate/FSC-Principles-approved-at-Senate-January-7,-2015.pdf.

Thanks, and I look forward to hearing back from you regarding the intent of the new School.

5-Year Review dates - Criteria for Tenure and Promotion

DIVISION	SENATE APPROVED	5-YEAR REVIEW DEADLINE
Arts	June 5, 2015	June 2020
Professional Studies	December 11, 2015	December 2020
Kinesiology	Jan 15, 2016	January 2021
Chemistry	February 12, 2016	February 2021
Biology	March 11, 2016	March 2021
Access & Cont. Education	March 11, 2016	March 2021
Applied & Tech Studies	March 11, 2016	March 2021
Health Studies	March 11, 2016	March 2021
Math and Stats	May 2016	May 2021

Section (3): Review university-wide principles and the criteria of individual Faculties/College at least every five years. - *Faculty Standards Committee Terms of Reference*

Faculty Standards Committee members eligible for the 2020 Faculty Service Excellence Award (FSEA) Selection Committee

Excerpt from FSEA Procedures:

September/October

The Senate Faculty Standards Committee (FSC) will call, from its membership, volunteers for the Faculty Service Excellence Award selection committee. The selection committee may also solicit volunteers from other areas of the university if there are insufficient volunteers from the standing committee, or if the committee wishes to bring in external expertise to assist the process. Normally, these external additions would have past experience serving on the adjudication committee, or would bring recognized expertise relevant to the award.

Composition - 7 members

- Chair of the Senate Faculty Standards Committee, who acts as chair
- Four voting faculty members, including at least three from the Senate Faculty Standards Committee
- One staff member
- One student

The chair of the award committee seeks to ensure the committee is fully filled, but should proceed with the adjudication process even if there are vacancies. A representative from the Secretariat office will provide support to the chair and selection committee for all administrative aspects of the award.

Terms of office

Committee members will serve for two years, with half the committee appointed on alternate years to ensure continuity.

2019 FSEA Selection Committee Members:

- Peter Geller
- Amanda McCormick - term ending June 2019
- Mallory Manley - term ending June 2019
- Jon Thomas - term ending June 2020
- Greg St. Hilaire - term ending June 2020
- Kate McCulloch - term ending June 2020

ITEM 4.1 – Nov 6, 2019 FSC Meeting

Membership – Faculty Service Excellence Award Selection Committee (FSEA)

Online voting conducted between Oct 11-22, 2019

MOTION: That the Faculty Standards Committee approve Amanda McCormick and Alison Reeves as members of the Faculty Service Excellence Award Selection Committee, terms ending June 30, 2021.

7 votes received. Carried. No abstentions.

2019 FSEA Selection Committee Members:

- Peter Geller (Chair, FSC)
- Jon Thomas (FSC Member) term ending June 2020
- Greg St. Hilaire (FSC Member) term ending June 2020
- Kate McCulloch (FSC Member) term ending June 2020
- Amanda McCormick (Non-FSC Member) term ending June 2021
- Alison Reeves (staff) term ending June 2021
- Student pending*



Senate Awards and Honours Committee Terms of Reference

RESPONSIBILITIES

1. The Senate Honours and Awards Committee advises Senate on the criteria for award application, adjudication, and decision, ensuring that the criteria used to decide on awards and honours is clear, demonstrable, and measurable.
2. The central responsibilities of the SAHC are to advise Senate on the criteria and procedures for:
 - a. Academic awards, honorary recognition, and other awards as directed by Senate;
 - b. Awards stipulated in the Board policy on Academic Excellence Awards (BRP 235.03).

The Senate Awards and Honours Committee will:

3. Oversee the procedures for academic awards, including academic excellence awards, honorary recognition, and other awards, as directed by Senate.
4. Consult with relevant Senate committees and/or other groups as needed and appropriate for any given award, including the UFV Student Awards Committee.
5. Ensure the appropriate expertise and/or representation is in place for the award administration and decision-making process.
6. From time to time, review the UFV forms of recognition and make recommendations to Senate and to the Board for changes regarding awards.
7. Provide an annual written report to Senate.
8. Perform other duties, as defined by Senate.
9. Meet as needed, with a minimum of three meetings per year.
10. Conduct an annual review of its terms of reference and composition for approval by Senate.

COMPOSITION

Chair

To be elected annually from the membership for a one-year term, unless directed otherwise by Senate

Vice Chair

A voting member to be elected annually from the membership for a one-year term

Voting Members

- Provost & Vice-President, Academic (or designate) (ex officio)
- Five faculty members, approved by Senate, at least one of whom shall be a member of Senate*

* Normally, there shall be at least one member from each of the faculties, selected to ensure that the composition of the committee reflects the diversity of disciplines at the university.

- One dean or associate dean approved by Senate
- One staff approved by Senate
- Two students, one of whom shall be a senator
- Vice President, Students (or designate) (ex officio)

Non-Voting Member

- University Secretary (ex officio)

Administrative Support

- Secretariat Office

FACULTY STANDARDS COMMITTEE OF SENATE MEMBERSHIP 2019-20

AREA REPRESENTED	TERMS OF OFFICE	MEMBER
Ex-Officio Voting Member		
Provost & Vice President, Academic (or designate) (Chair)	Ongoing	Peter Geller
Voting Members		
<i>7 faculty members, one from each faculty, at least one from Senate</i>		
Faculty of Access and Continuing Education (senator)	08-01-2019 to 07-31-2022	Greg St. Hilaire
Faculty of Health Sciences	08-01-2018 to 07-31-2020	Kate McCulloch
Faculty of Humanities	08-01-2018 to 07-31-2020	John Pitcher
Faculty of Professional Studies	08-01-2018 to 07-31-2020	Jon Thomas
Faculty of Science	08-01-2018 to 07-31-2020	Sharon Gillies
Faculty of Social Sciences	08-01-2019 to 07-31-2021	Michael Corman
Faculty of Applied & Technical Studies	08-01-2019 to 07-31-2021	Vacant
<i>2 Deans or Associate Deans</i>		
Dean or Associate Dean	08-01-2018 to 07-31-2021	Sylvie Murray, Associate Dean (Faculty), Arts
Dean or Associate Dean	08-01-2018 to 07-31-2021	Alastair Hodges, Dean, Health Sciences
Associate Vice-President, Research, Engagement & Graduate Studies	Ongoing	Garry Fehr
Associate Vice-President, Teaching and Learning	Ongoing	Maureen Wideman
Administrative Support		
Office of the Provost and Vice President, Academic	Ongoing	Melinda Saretzky

CURRENT MEMBERSHIP: 11 voting members**Quorum: Fifty percent (50%) of voting membership** (not including vacancies)

Current as of November 18, 2019

**UFV Faculty Standards Committee of Senate
2019-20 Meeting Information**

***Meetings will be held in B133 room 2:30 to 4:30 pm
On Wednesdays in Week 2 of the UFV Meeting Schedule***

September 11, 2019

October 9, 2019

November 6, 2019

December 4, 2019

January 15, 2020

February 12, 2020

March 11, 2020

April 8, 2020

May 6, 2020

June 3, 2020

Note: *The committee will meet regularly on the dates indicated in **bold** above, however we ask that you please hold the remaining dates in the event that the committee must meet more often.*



Recommendations on University-Wide Principles
for the Establishment of Criteria for Faculty Standards
Faculty Standards Committee of Senate

PREAMBLE

The following document is intended to guide each academic unit in the development of standards and criteria for tenure and promotion according to the specified academic ranks (Assistant Professor, Associate Professor, and Full Professor). Academic Units will develop standards and criteria that reflect the principles for tenure and promotion in each area of teaching, scholarly activities, and service for each academic rank.

The Principles outlined here will be used by the Faculty Standards Committee of Senate in reviewing these standards. First, definitions are provided for the terms used in the Principles. As well, guidelines and minimum requirements for the academic ranks of Assistant Professor, Associate Professor and Full Professor are provided. Finally, procedures for the review of faculty standards and criteria established by the academic units at UFV are outlined.

DEFINITIONS

Academic Freedom and Academic Responsibility: UFV recognizes the primacy of academic freedom, as defined in policy (BRP 201-01) and the UFV Collective Agreement. This expectation in turn entails ethical practice and academic responsibilities to one's students, peers, institution, academic community, and the communities the institution serves.

Academic Unit: Program, department, school, faculty, college or interdisciplinary unit whose mission is to advance teaching and learning and/or research at the university.

Profile: The combination of teaching and learning, scholarly activities, and service that an individual faculty member will be assessed upon.

Promotion: A change in rank from Assistant Professor to Associate Professor, or Associate Professor to Full Professor.

Rank: The University of the Fraser Valley (UFV) awards the following academic ranks to its tenure-track and tenured faculty: Assistant Professor, Associate Professor, and Full Professor. The rank of Associate Professor is awarded upon successful achievement of tenure.

Scholarly activities: include research activities, scholarship, and creative activities that contribute to a distinctive body of knowledge within the discipline and/or field of study, including the scholarship of teaching and learning. Scholarly activities involve discovery, integration or synthesis, application of knowledge in ways that connect it to understanding and solving pressing social, civic and ethical problems.

Service: includes productive contributions meeting the needs of the one's department, faculty, and the institution, and to academic and regional communities. Faculty members may serve the university, their departments or programs, and their disciplines in a variety of ways, guided by the overall aim of directing, organizing, and/or enhancing the life and work of the university, their fields of study and practice, and/or the communities of the Fraser Valley.

Teaching and learning: includes engagement in classroom, laboratory, field, and community settings. It also involves student mentorship, supervision of individualized learning experiences, curriculum development, and related activities identified as significant within particular academic units (e.g. graduate instruction).

ACADEMIC RANKS

The following are provided as guidelines and minimum requirements for academic units in developing specific standards and criteria for the ranks of Assistant Professor, Associate Professor, and Full Professor. In developing these standards, academic units are required to clearly describe the specific expectations for progression through the ranks, along with the evidence that is to be provided to assess the candidate's performance.

1. Assistant Professor

Faculty members at this rank are usually within the beginning stages of their academic career. They have demonstrated competency in instruction and the ability to improve on practices and strategies for engaging undergraduate students in teaching and learning.

They will have demonstrated, at minimum, a commitment to fulfilling the basic academic responsibilities in teaching and learning, scholarly activities, and service, as follows:

- a) Level of education appropriate to the field; academic units may specify a suitable combination of education, professional credential and related professional experience where this is a generally accepted standard in the field;
- b) Evidence of teaching effectiveness and a commitment to excellence in teaching and learning;
- c) Evidence of potential and commitment to engage in scholarly activities; and
- d) Evidence of potential and commitment of service to the University, the academic community, and/or the community at large.

2. Associate Professor

For tenure and promotion to the rank of Associate Professor, the University places particular emphasis on the quality of work accomplished and meaningful contribution made to the areas of teaching, scholarly activities, and service.

Criteria for Associate Professor should stipulate the expectancy of a high level of sustained proficiency in undergraduate teaching at the time of application for promotion. A faculty member applying for Associate Professor will provide evidence of effectiveness, innovation, creativity, understanding, and meaningful reflection in teaching and working with students.

An Associate Professor has matured into a mentor for students, and is facilitating the students' own process of discovery and application of what they learn. If applicable, graduate student supervision will also be considered. An Associate Professor will have shown potential as a mentor to peers within and

outside the university, and will have begun the study and sharing of effective practices in teaching, scholarly activities, and service.

While it is not yet expected that applicants for Associate Professor will have begun engaging with learning communities outside of the university, they are to be encouraged, as they move forward, to consider how best to disseminate knowledge and ideas to the public, external organizations, and other institutions, and through a variety of information sharing strategies. An Associate Professor sets an example of ethical practice for students in the pursuit, construction, and application of knowledge.

An Associate Professor will have established a record of productivity and achievement within an established program of scholarly activities. This will include dissemination of scholarly and creative work in forums of academic or equivalent review, and including appropriate forms of peer-review or equivalent assessment; and reflection on the impact of scholarship on teaching practice.

The faculty member will have established a record of sustained and meaningful contributions in service, including capacity building and leadership.

The faculty member has to provide evidence of fulfilling all criteria for the rank of Associate Professor as approved by Senate for that academic unit and demonstrate commitment to exceed the basic requirements as stated for Assistant Professor in the areas of teaching and learning, scholarly activities, and service, as follows:

- a) A record of effectiveness, innovation, creativity, understanding, and meaningful reflection in teaching and curriculum development;
- b) A record of sustained and productive scholarly activities; and
- c) A record of sustained and meaningful service to the University, and to the academic community and/or the community at large.

3. Full Professor

For promotion to the rank of Full Professor, the University places particular emphasis on the quality of work accomplished and meaningful contribution to the areas of teaching, scholarly activities and service distinctly beyond the rank of Associate Professor. A faculty member applying for Full Professor will provide evidence of sustained quality in effectiveness, innovation, creativity, understanding, and meaningful reflection in teaching and working with students.

Full Professors are respected by students and peers alike for substantial and distinguished teaching abilities, scholarly activities, service contributions, and ethical practice on regional, national and

international levels. Full Professors work in both individual and group settings to mentor students and guide their development as mature learners, critical thinkers, and leaders in their communities. Where applicable, graduate student supervision will also be considered.

The faculty member will have established a record of substantial and distinguished achievement in scholarly activities, as evidenced by substantial and distinguished achievement in the discipline; dissemination of scholarly and creative work in forums of primarily peer-reviewed or equivalent assessment; and sustained reflection on the impact of scholarship on teaching practice; and demonstration of distinction by colleagues from outside the university.

The faculty member will have established a record of substantial and meaningful contributions in service, including capacity building and leadership.

The faculty member will provide evidence of fulfilling all criteria for the rank of Full Professor as approved by Senate for that academic unit and demonstrate commitment to distinctly exceed the requirements as stated in this document for Associate Professor in the areas of teaching and learning, scholarly activities, and service, as follows:

- a) Demonstrated and documented distinction in teaching and learning;
- b) A record of sustained and productive scholarly activities that is recognized nationally and internationally; and
- c) A record of outstanding and significant service to the University, the academic community, and the community at large.

PRINCIPLES FOR THE ESTABLISHMENT OF FACULTY STANDARDS AND CRITERIA FOR TENURE AND PROMOTION

The following principles will guide the development of standards and criteria for tenure and promotion at the University of the Fraser Valley:

1. **A Commitment to Academic Freedom**
 - a. Academic freedom is fundamental to teaching and learning, scholarly activities, and service.
 - b. All criteria established by academic units must respect the institutional commitment to academic freedom and responsibilities, and they may not establish criteria that represent an impediment to the exercise of academic freedom.

2. **Primacy of Teaching and Learning**
 - a. Criteria for assessing rank and tenure for faculty must recognize the University of the Fraser Valley's commitment to the primacy of teaching and learning informed by scholarly activities.
 - b. Criteria established by academic units must clearly demonstrate that promotion requires increasing competency in teaching and learning.

3. **Respecting Disciplinary Diversity while Ensuring Fair Comparison Among Faculties**
 - a. Tenure and promotion criteria must consider the differences in the nature and purpose of different academic units.
 - b. Recognition must be given to multiple forms of teaching and learning, scholarly activities, and service.
 - c. The degree of accomplishment necessary for achieving promotion at each rank should be equivalent across academic units.

4. **Alignment with the Mandate and Mission of the University**
 - a. Criteria developed for teaching, scholarly activities, and service should be consistent with the mandate and mission of the university.
 - b. Criteria should be aligned with the goals of the Department/School and Faculty/College.

5. **Standards and Criteria Must be Defined within National and International Contexts**
 - a. Criteria must reflect the high quality and expectations of their disciplines, as informed by, when possible, best practices utilized nationally and internationally at comparable institutions.
 - b. Criteria must require a diverse body of evidence that reflects a high quality and meaningfulness of contribution for:
 - teaching and learning;
 - scholarly activities; and
 - service.

6. Criteria Must be Fair, Transparent, and Non-Discriminatory

- a. Criteria must be fair and equitable, and assessable based on merit and the evidence presented.
- b. Criteria used by different academic units in assessing tenure and promotion must be transparent and be accompanied by clear guidelines and expectations of faculty.
- c. Criteria for tenure and promotion must ensure that there are no inherent forms of discrimination.
- d. Criteria will be developed to measure overall performance for the entire period under consideration.

7. Criteria Demonstrate Flexibility and Multiple Pathways for Tenure and Promotion

- a. Criteria for tenure and promotion must establish minimum requirements in each category of teaching and learning, scholarly activities and service.
- b. Criteria must be sufficiently flexible and adaptable so as to accommodate different teaching and learning, scholarly activities, and service profiles.

8. Criteria Must Include Peer Review

Criteria established by academic units for each rank must require evidence of peer review of teaching and learning and scholarly activities, and confirmation of performance in service roles.

9. Standards and Criteria are to be Subject to Periodic Review

- a. Standards and criteria for rank and tenure are subject to internal review by academic units every five years, or at a higher frequency established by the academic unit.
- b. The Senate Faculty Standards Committee will review institutional principles and the standards and criteria for each academic unit every five years.

Process for Development and Review of Faculty Standards and Criteria for Tenure and Promotion for an Academic Unit

Definitions

Academic Unit: Program, department, school, faculty, college or interdisciplinary unit whose mission is to advance teaching and learning and/or research at the university.

Criteria: Faculty Standards and Criteria for Tenure and Promotion.

FSC: Senate Faculty Standards Committee.

Faculty/College Standards: Faculty/College-wide Standards and Criteria for Tenure and Promotion.

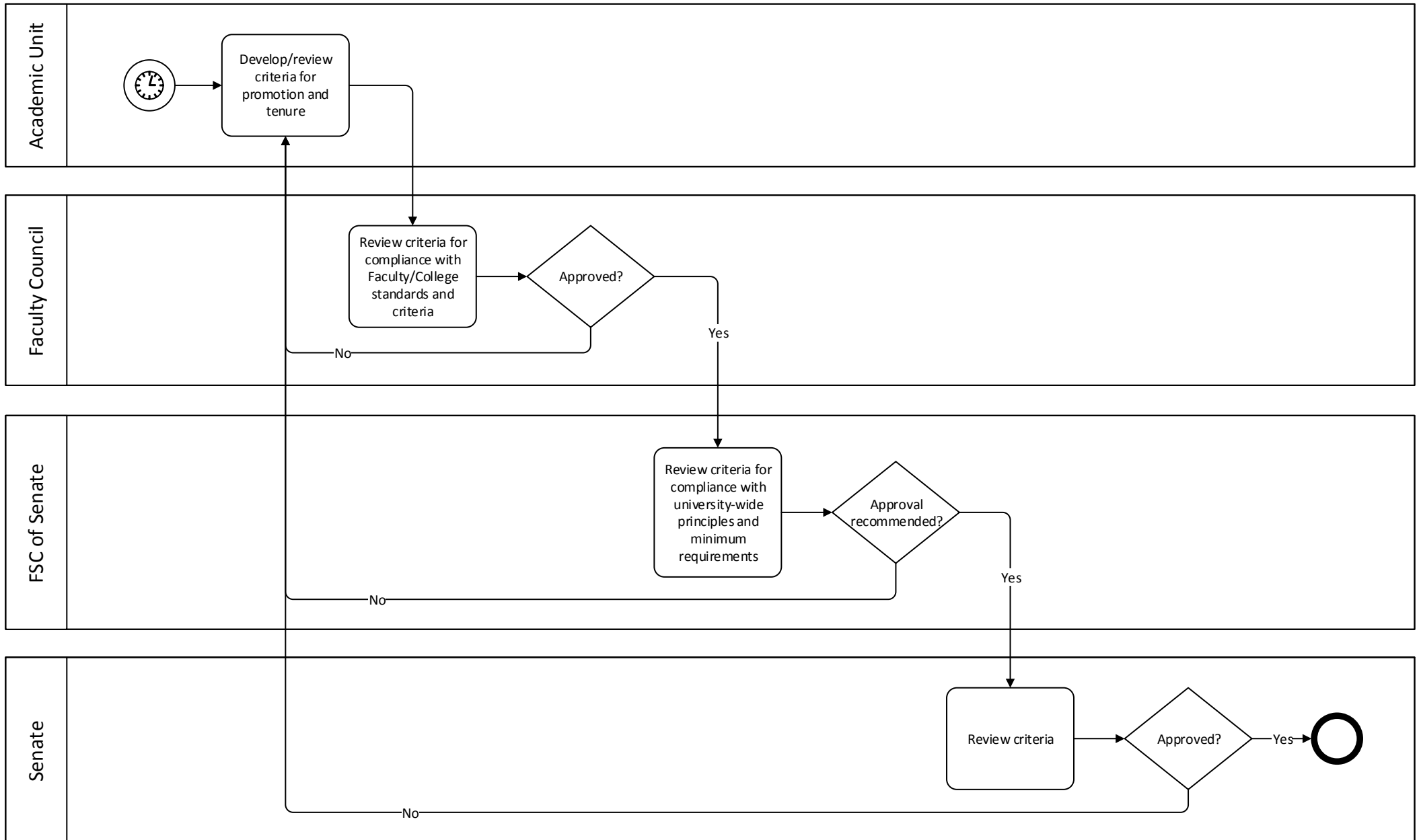
University-Wide Principles: University-wide Principles for the Establishment of Faculty Standards and Criteria for Tenure and Promotion approved by the Senate.

Process

1. Academic Unit will develop and periodically review its Criteria in accordance to existing University-Wide Principles and, when appropriate, Faculty/College Standards.
2. These Criteria will be submitted to the Faculty Council for review and approval.
3. If not approved by the Faculty, the draft Criteria will be returned for revision and re-submission.
4. Once approved by the Faculty Council, the draft Criteria will be submitted to the FSC for approval.
5. If not approved by the FSC, the draft Criteria will be returned for revision and resubmission.
6. Once approved by the FSC, the Criteria will be submitted to the Senate for approval.

Criteria approved by the Senate will be used by the Division Review Committee (DRC) and the University Review Committee (URC) in their review of faculty applications, as described in the Collective Agreement Tenure and Promotion Procedure.

Process for Review of Criteria Developed by Academic Units





Faculty Standards Committee of Senate Terms of Reference

MANDATE

The Faculty Standards Committee advises Senate on matters related to standards for faculty promotion through rank and tenure. The work of the Committee is in accordance with the Collective Agreement.

RESPONSIBILITIES

1. Recommend university-wide principles for the establishment of criteria for faculty standards.
2. Review criteria recommended by Faculties/College and make a recommendation to Senate to ensure consistency with university-wide principles.
3. Review university-wide principles and the criteria of individual Faculties/College at least every five years.
4. Advise Senate on policies and other matters related to faculty standards.
5. To ensure membership of the Faculty Service Excellence award committee as required by the terms of reference set out by the Senate Awards and Honours committee.
6. Other duties as assigned by Senate.
7. Provide annual written reports to Senate.
8. Review its terms of reference and membership composition annually and make any recommendations for revisions to Senate

COMPOSITION

Chair

- Provost or designate as Chair

Vice Chair

- A voting member of the committee, nominated and approved by the committee.

Voting Members

The committee should have a majority of faculty members, approved by Senate, at least one of whom shall be a member of Senate.

- Seven faculty members, one from each Faculty, at least one of whom is a senator
- Two Deans or Associate Deans, approved by Senate
- Associate Vice-President, Research, Engagement and Graduate Studies
- Associate Vice-President, Teaching and Learning