AGENDA
Faculty Standards Committee

Wednesday, September 13, 2023 - 2:30 AM
Abbotsford campus, Room A225

Page

1. CALL TO ORDER and TERRITORIAL ACKNOWLEDGEMENT

2. APPROVALS

2.1. Agenda

MOTION: That the FSC approve the agenda as presented.

2.2. Minutes

MOTION: That the FSC approve the May 31, 2023 minutes as presented.

3. BUSINESS ITEMS

3.1. Vice-Chair election

MOTION:
THAT FSC approve _____ as Vice-Chair of FSC for the 2023-2024 academic year.

3.2. Faculty Service Excellence Awards Selection Committee

The committee composition includes the FSC Chair, 4 faculty members (at least 3 from the FSC), 1 staff, and 1 student.

Current composition:

Chair	Tracy Ryder Glass	ongoing
Faculty #1	Corina Rochon	2 yr term ending July 2024
Faculty #2		2 yr term ending July 2025
Faculty #3		2 yr term ending July 2025
Faculty #4	Jon Thomas (Non-FSC Member)	2 yr term ending July 2024
Staff	Madison Soriano	2 yr term ending July 2024
Student	*(Secretariat office will send call for nominations)*	1 yr term ending July 2024

MOTION:
That the Faculty Standards Committee approve the following as members of the Faculty Service Excellence Award Selection Committee

           Next Meeting: October 11, 2023 at 2:30pm in Room A225

UNIVERSITY OF THE FRASER VALLEY

Draft Minutes
Faculty Standards Committee
Wednesday, May 31, 2023 - 2:30 PM
Abbotsford campus, Room A225

Present: Peter Geller (Chair), Afia Raja, Carl Janzen, Garry Fehr, Tetsuomi Anzai, Melinda Saretzky (recorder)

Regrets: Awneet Sivia, Corina Rochon, Hannah Celinski, Ian Rocksborough Smith, Sheryl MacMath

1. **CALL TO ORDER and TERRITORIAL ACKNOWLEDGEMENT**

   Quorum was achieved and a territorial acknowledgment was given.

2. **APPROVALS**

   2.1. **Agenda**

   MOTION: That the FSC approve the agenda as presented.
   C. Janzen/2nd T. Anzai. Carried.

   2.2. **Minutes**

   MOTION: That the FSC approve the May 3, 2023 minutes as presented.
   G. Fehr/2nd T. Anzai. Carried.

3. **BUSINESS ITEMS**

   3.1. **Terms of Reference review**

   The FSC initially reviewed the terms at the May 3, 2023 meeting and the document was shared with the committee to review and make suggested changes in preparation for today's meeting.

   The FSC made some revisions after reviewing their terms of reference against EDI and Indigenization lenses. Changes included revisions to the Mandate to be more inclusive and to provide a commitment to UFV's Mandate, Vision, Mission, and Values. The FSC recognized gaps in the committee composition and recommends the inclusion of one additional voting member and two ex-officio, non-voting members, these additional positions are:
   - one student (voting)

Faculty Standards Committee
May 31, 2023

Ex-Officio, Non-Voting

- AVP, Indigenous (or designate)
- Director, Equity, Diversity, and Inclusion (or designate)

MOTION: That FSC recommend to Senate Governance Committee approval of the Terms of Reference pending approval from the two ex-officio members.
G. Fehr/2nd C. Janzen. Carried.

Post meeting addition: Both ex-officio's were consulted and were happy to be included,

3.2. Review of University-Wide Principles for the Establishment and Review of Standards for Tenure and Promotion

The revised ToR shows the iterative and cyclical nature of the committee, and so the Principles will be reviewed with this in mind.

Tabled to future meeting.

4. INFORMATION ITEMS

4.1. 2023-2024 Meeting Schedule

4.2. Principles and Standards Review Schedule

4.3. Announcements

5. ADJOURNMENT
Motion to adjourn: A. Raja

Next Meeting: September 13, 2023 at 2:30pm in Room TBA

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.

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

Review Schedule for Principles and Standards for Tenure and Promotion

Division	Last Senate Approval	Next 5 year review
University Wide Principles	Feb-21	2026-02
School of Health Studies	Mar-21	2026-03
College of Arts	May-21	2026-05
Department of Chemistry	Jan-22	2027-01
Department of Biology	Feb-22	2027-02
School of Kinesiology	Apr-22	2027-04
Department of Mathematics and Statistics	Jun-22	2027-06
School of Land Use and Environmental Change	Jun-22	2027-06
Faculty of Applied & Technical Studies	Feb-23	2028-02
Faculty of Professional Studies	Jan-22	See Note 2
Faculty of Access and Continuing Education	Mar-16	See note 3
Department of Agriculture[1]		
Faculty of Business and Computing[2]		
Faculty of Education, Community, and Human Development[3]		
Dept of Geosciences[4]		
Dept of Planning, Geography, and Environmental Studies[4]		

Notes:
1 – Agriculture moved from ATS to Science, expecting new standards
2 – Business and Computing was previously Professional Studies, expecting revised version
3 – FACE restructured to FECHD, expecting revised version
4 - Two Geog departments were split from SLUEC

Agriculture Technology Department Standards for Tenure and Promotion

Preamble

UFV has adopted a visual metaphor of a tangram to represent the institution's vision, mission, and values. "Like the building blocks of a UFV education, tangram shapes can be assembled into thousands of unique configurations and results, reflecting how a single institutional vision can embody many experiences, perspectives, and outcomes". Similarly, individual faculty members efforts in areas of teaching, research and service can be assembled into many unique combinations that represent what it means to be an Assistant, Associate or Full Professor in an institution that was founded on a principle of access and strives to implement Equity, Diversity, Inclusion, and Decolonization (EDID).

In accordance with Article 12.7 of the UFV Collective Agreement… "*a minimum of 60% on the teaching, a minimum of 20% on one of service or scholarship, and a minimum of 10% on the remaining componen*t". The flexible assessment for multiple pathways for tenure and promotion assists faculty in the efforts to achieve their desired rank.

Teaching and Learning Criteria

Successful teaching embodies a number of characteristics, achieved at the individual, classroom, and community level. Success in teaching in the Agriculture Technology Department includes, but not limited to:

a) Cultivation of a high degree of professional and ethical practice
b) Demonstration of academic currency and expertise in a faculty member's subject area(s)
c) Development of students' capacity for critical thinking
d) Creating inclusive classroom environments for diverse students, in particular those of equity seeking populations that have been historically marginalized due to their race, ethnicity, sexual orientation, gender, ability, and socio-economic status
e) Utilization of, and reflection on, effective methods and professional practices
f) Demonstration of responsiveness to changing and diverse student learning needs
g) Demonstrable environment in which students develop and use their powers of discovery and innovation
h) Development of learning materials and teaching methods that can be more broadly adopted outside of the university
i) Implementation of Indigenous ways of knowing and being into course content and/or activities

Scholarship Criteria

Scholarly activity in the Agriculture Technology Department shall be recognized in areas of applied research. Scholarship of Teaching and Learning (SOTL) is also recognized as an area of scholarship that professors in our department may choose to engage. Successful scholarship in Agriculture Technology includes, but not limited to:

a) Work that has been disseminated via industry-based newsletters, fact sheets, guides, or Ministry of Agriculture publications
b) Peer-reviewed journal articles
c) Supervision of students for directed studies, summer work placements, or in-course research activities
d) Community engaged research, including on-farm field trials, surveys of commodity groups, industry-funded research
e) Collaboration with industry for student benefit
f) Creation of scholarly products such as training manuals and book chapters
g) Implementation of Indigenous ways of knowing and being into professional practice

Every attempt should be made to involve students in applied research.

Service Criteria

Successful service in the Agriculture Technology department may include, but not limited to:

a) Participation on or leadership of a committee (UFV internal or external committee related to Agriculture Technology)
b) Student recruiting, and mentoring
c) Active participation and/or contribution to the academic unit *(including organization and operations of barn, greenhouse, outdoor classroom, and teaching lab)*
d) Faculty and Staff Association service
e) Support and participation in the work of industry associations
f) Organizing conferences and other venues of intellectual exchange
g) Representing department/institution at provincial or national organizations

General Standards for each Rank

Assistant Professor:

An Assistant Professor in the Agriculture Technology Department is building a portfolio of experience intended to advance to Associate Professor. This portfolio includes a documented record of successful undergraduate teaching by the end of the probationary period (5 years). Faculty at this rank are building skills and strategies for teaching undergraduate students. Faculty at this rank are also building their applied and/or research portfolio addressing needs of agriculture commodity groups. Research in the Scholarship of Teaching and Learning (SOTL) that addresses the learning gaps for non-traditional students entering Agriculture programs is also relevant to the department.

Rank	Teaching	Scholarship	Service
Assistant Professor *Minimum Requirements*	Holds a Ph.D. or equivalent (including DVM) in a discipline that is foundational to agricultural production (includes (but not limited to) Animal Science, Plant Science, Pest Management, Soil Science, Botany, Entomology, Agrology, Ecology, Agricultural Economics, Agribusiness) • On-farm production experience • Prior experience teaching in either formal or informal setting (including grower outreach) • Demonstrated commitment to, and development of learning activities and assessments that foster an atmosphere of discovery and academic growth • Demonstration of academic or professional currency in one's teaching • Sets an example of ethical practice for students in the pursuit, construction, and application of knowledge • Begins to make contributions towards curriculum development • Begins to incorporate Indigenous content into coursework	• Makes progress towards advancing applied research relevant to an agricultural sector • Identifies and makes progress in expanding opportunities for Agricultural education to non-traditional students (SOTL) • Includes activities that incorporates Indigenous ways of knowing	• Meaningful contribution to institutional service, especially at the department level Engagement in the wider community, with at least one agricultural sector
Indicators of Success	• Student evaluations • Quality assignments, course materials, training manuals, exams • Indigenization of course content, assessment and/or delivery	• Successful completion of courses or workshops • Public media articles (e.g., a grower newsletter) • Peer reviewed journal article or government publications • Peer reviewed research funding awards	• Member at the Board level (including ex-officio) in a sector association or other agriculture related organization (e.g., Fraser Valley Invasive Species Society) • Membership in related associations • Presentations at grower meetings (e.g., Pacific Agriculture Show) • Operations of either greenhouse, barn, outdoor classroom, or teaching lab – training and supervision of Program Technician in one of these specific areas

pg. 3

AGENDA ITEM # 3.4.

Associate Professor:

An Associate Professor in the Agriculture Technology Department has demonstrated and documented a high level of proficiency in their undergraduate teaching career as an Assistant Professor 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 and engaging with agriculture sector.

Rank	Teaching	Scholarship	Service
Associate Professor *Minimum Requirements*	• Makes significant contributions towards curriculum development • A record of effectiveness in, and ongoing reflection on teaching practices, evaluation, and ability to meet course and institutional learning outcomes • Demonstrates professional and pedagogical skills development through attending conferences, teaching and learning workshops or other PD opportunities • Actively involved in student mentorship, facilitating students process of discovery and application of learning • Sharing knowledge, ideas and best practices with external stakeholders and communities • Incorporates Indigenous content and/or Indigenous ways of knowing into course work	• Demonstrable achievement in applied research supporting agriculture • Actively engaged in research relevant to an agricultural sector on a local/provincial/national scale • Engages in activities that includes Indigenization approaches ○ Example: Connects with local Indigenous nations	• Development, organization, and delivery of student support and outreach activities • Significant contributions in the service activities of the university community such as meaningful participation in university-wide committees; faculty committees; participating in the creation, development and/or revision of university/faculty programs or policies; Faculty and Staff Association service, student advising • Significant involvement in professional activities and/or associations related to their fields of study or creative/industry practice • Significant involvement in community engaged outreach activities that enhance the public service role of their departments and the university
Indicators of Success	• Sharing teaching practices with colleagues at departmental meeting, faculty sharing opportunities (e.g., Science Curriculum Indigenization Gathering or UFV-wide PD-day). • Completion of New Faculty KickStart • Revision of Official Course Outlines • Samples of improvement to existing curriculum • Mentoring to support agriculture capstone projects (Agri 210, Agri 390 or Agri 490)	• Publications in the form of grower fact sheets, or updates to production guides • Public media articles or newsletters • Peer reviewed journal articles or government publications. • Integration of scholarly material into courses. • Research project completion (e.g., student research posters, project reports to funding agencies). • Research or Sector conference presentations (LMHIA, PRSSS) • Collaboration with researchers, industry specialists or growers provincially or nationally	• Effective student recruitment strategies/activities • Member at the Board level (including ex-officio) in a commodity association or other agriculture related organization • Membership in related associations • Participating committee member at the faculty level in university committees (e.g., Animal Care Committee, Biosafety Committee, Advisory Committees (TLAC or REGS) or Senate committees • Operations of either greenhouse, barn, outdoor classroom, or teaching lab – training and supervision of Program Technician in one of these specific areas

AGENDA ITEM # 3.4.

AGENDA ITEM # 3.4.

Full Professor:

Full Professors will have demonstrated and documented distinction in undergraduate teaching at the time of review for promotion. A Full Professor sets an example of ethical practice for students and colleagues alike in the pursuit, construction, and application of knowledge.

The minimum requirements for promotion to Full Professor include the same criteria as for an Associate Professor, as well as:

Rank	Teaching	Scholarship	Service
Full Professor *Minimum Requirements*	• A distinguished record of excellence in teaching and learning both formal and informal • Engagement in productive collaboration with peers both inside and outside the University • Active engagement with learning communities, public audiences, and external organizations regionally, nationally, and internationally • Involvement in program creation/development • Provides mentorship in efforts for decolonization and Indigenization of course work.	• Substantial and sustained contributions to the body of knowledge in one's field recognized by industry or peers regionally, nationally, and internationally • Research or scholarship that incorporates decolonizing and Indigenizing efforts appropriate to the field	• Organizing conferences, workshops, or other professional meetings • Chair of a University wide committee, Chair of a professional organization or association • Demonstrable leadership at the department, faculty, and university level • A mentor to students and faculty • Achievement of a recognized distinction through contributions to professional activities and associations related to the candidate's field of study or creative practice. • Significant achievement in community-engaged outreach • Acting as mentors for their peers within the institution and fields of practice
Indicators of Success	• Teaching awards indicating a distinguished record of excellence in teaching and learning • Evidence that shows a sustained quality in effective teaching and learning such as novel programs, significant contributions towards Indigenization of agricultural program, innovative methods of delivery using the latest technologies, meaningful reflection in teaching and working with students • Successful completion of student led projects	• Internationally recognized bodies of work within one's discipline such as contribution to international conferences and or publications • Demonstration of distinction by professional colleagues outside of the university advancing the state of professional practice • Peer reviewed training manuals, grant applications resulting in funding • Presentations at regional, national, or international conferences	• Chair of significant university committee\Participation in professional standards or governing bodies • Expert advice to Government bodies or industry leaders in the development of best practices • Entrepreneurial actions resulting in funding, resource development and programming • Operations of either greenhouse, barn, outdoor classroom, or teaching lab – training and supervision of Program Technician in one of these specific areas

pg. 5

**University-Wide Principles
for the Establishment and Review of
Standards for Tenure and Promotion**
Faculty Standards Committee of Senate

University of the Fraser Valley (UFV), located in S'olh Temexw, the traditional territory of the Halq'eméylem speaking Stó:lō Peoples, is committed to promoting knowledge of and respect for Indigenous history, language, culture, values and Indigenous ways of knowing. The Standards must reflect the university's commitment to Indigenization, including recognition of Indigenous ways of knowing and being in teaching and learning, scholarly activities, and service.

INTRODUCTION

The following document is intended to guide each academic unit in the development of standards for tenure and promotion according to the specified academic ranks (Assistant Professor, Associate Professor, and Full Professor). Academic Units will develop and revise standards 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 established by the academic units at UFV are outlined.

Descriptors of activities expected of Assistant Professor are included in this document to provide a baseline of what is expected of Assistant Professors across the university; it provides greater clarity about the distinction between Assistant and Associate Professor, and the progression that is expected between Assistant and Associate.

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. As per the Tenure and Promotion Procedures, a minimum of 60% of the assessment will be based on teaching, a minimum of 20% on one of the scholarship or service, and a minimum of 10% on the remaining component.

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, scholarship, and creative activities that contribute to a distinctive body of knowledge. Scholarly activities may take the form of discovery or creation of new knowledge; integration or synthesis; application of knowledge; and scholarship of teaching and learning.

Service: includes productive contributions that meet the needs of a department, a faculty, the university, a professional body, or an external community.

Teaching and learning: includes engagement in and outside of the classroom at the undergraduate or graduate level, and may take the form of student mentorship, supervision of individualized learning experiences, and curriculum development.

Tenure: as per the Tenure and Promotion Procedures, the right to a permanent appointment which may be terminated only through resignation, retirement, dismissal for cause, or other reasons specified in Article 12.7(d) of the Collective Agreement.

Tenure-track: as per the Tenure and Promotion Procedures, an appointment that may lead to tenure.

ACADEMIC RANKS

The following are provided as guidelines and minimum requirements for academic units in developing specific standards 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.

Educational Requirement

A level of education appropriate to the field is required normally at the time of hire and in all cases for promotion to tenured Associate Professor. 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.

1. **Assistant Professor**

The rank of Assistant Professor denotes a minimum baseline that is recognized at the time of appointment. Faculty members with this rank are usually at the beginning stages of their academic career.

An Assistant Professor

   a) demonstrates competency in teaching, and an ability to improve on practices and strategies for engaging students in their learning;
   b) demonstrates potential to engage in scholarly activities; and
   c) potential for 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. Standards for the rank of Associate Professor should stipulate the expectancy of progression from the baseline stipulated for the Assistant level.

An Associate Professor

   a) demonstrates proficiency in teaching and provides evidence of effectiveness, creativity, and meaningful reflection on teaching and the support of student learning. They will have facilitated the students' own process of discovery and application of what they learn both within and outside the classroom. They set an example of ethical practice for students in the pursuit, construction, and application of knowledge

   b) has established a record of achievement within an established program of scholarly activities. This will include critical review by peers and dissemination of one's research, scholarship or creative work through professional networks appropriate to the field of practice.

   c) has established a record of sustained and meaningful contributions of service to the University, the academic community, and/or the community at large.

UFV University-Wide Principles for the Establishment and Review of Standards for Tenure and Promotion   Page 3 of 7
Approved at Senate February 26, 2021

Review of University-Wide Principles for the Establishment and Review of...   Page 19 of 31

3. Full Professor

Promotion to Full Professor recognizes the exceptional contributions of faculty members in teaching, scholarly activities and service. Standards for the rank of Full Professor should stipulate the expectancy of progression from the requirements stipulated for the Associate level.

A Full Professor

a) is recognized by students and peers for distinguished and innovative teaching. They contribute to enriching UFV's pedagogical practices through curriculum development and mentorship of peers in relation to teaching.

b) has attained distinction and wide recognition in their scholarly activities.

c) has established a record of substantial and meaningful contributions in service, including capacity building and leadership.

PRINCIPLES FOR THE ESTABLISHMENT OF STANDARDS FOR TENURE AND PROMOTION

The following principles will guide the development of standards 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 standards established by academic units must respect the institutional commitment to academic freedom and responsibilities, and they may not establish standards that represent an impediment to the exercise of academic freedom.

2. Primacy of Teaching and Learning
   Standards for assessing tenure and promotion for faculty must recognize the University of the Fraser Valley's commitment to the primacy of teaching and learning informed by scholarly activities.

3. Respecting Disciplinary Diversity while Ensuring Fair Comparison Among Faculties
   a) Tenure and promotion standards 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 requirement for achieving promotion at each rank should be equitable across academic units.

4. **Alignment with the Mandate and Mission of the University**

   Standards developed for teaching, scholarly activities, and service should be consistent with the mandate and mission of the university.

5. **Standards Must Be Defined within National and International Contexts**

   a) Standards 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) Standards 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. **Standards Must Be Fair, Transparent, and Non-Discriminatory**

   a) Standards must be fair and equitable, and assessable based on merit and the evidence presented.

   b) Standards used by different academic units in assessing tenure and promotion must be transparent and be accompanied by clear guidelines and expectations of faculty.

   c) Standards for tenure and promotion must ensure that there are no forms of discrimination and prejudice.

   d) Standards will be developed to assess overall performance for the entire period under consideration.

7. **Standards Demonstrate Flexibility and Multiple Pathways for Tenure and Promotion**

   a) Standards for tenure and promotion must establish minimum requirements in each category of teaching and learning, scholarly activities and service. Academic Units are encouraged to specify how the differing individual profiles are to be assessed in their area.

   b) Standards must be sufficiently flexible and adaptable so as to accommodate different teaching and learning, scholarly activities, and service profiles.

8. **Standards Must Include Peer Review**

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

9. **Standards are to be Subject to Periodic Review**

   a) Standards for tenure and promotion 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 for each academic unit every five years.

PROCESS FOR DEVELOPMENT AND REVIEW OF STANDARDS 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.

Standards: Standards for Tenure and Promotion.

FSC: Faculty Standards Committee of Senate

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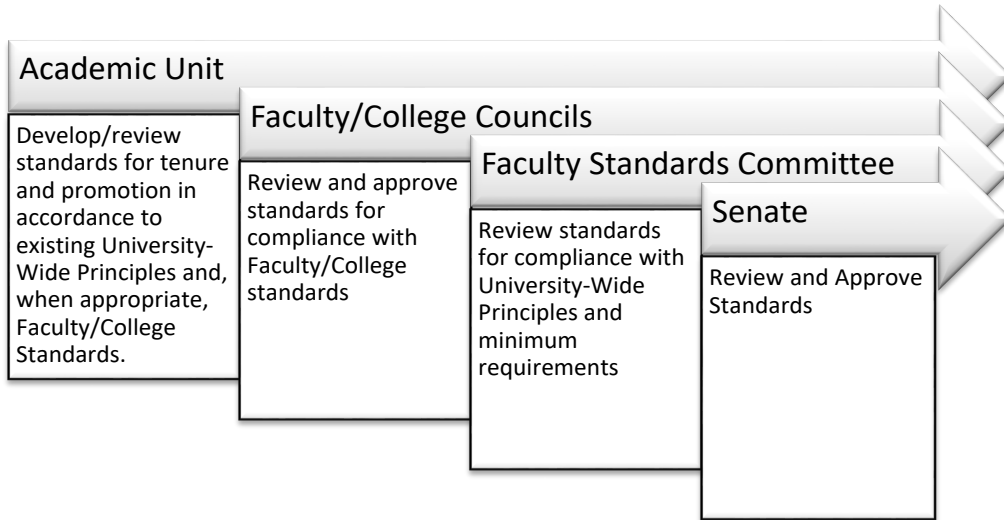
University-Wide Principles: University-Wide Principles for the Establishment and Review of Standards for Tenure and Promotion approved by the Senate.

PROCESS

1. Academic Unit will develop and periodically review its Standards every 5 years or as needed in accordance to existing University-Wide Principles and, when appropriate, Faculty/College Standards.

2. These Standards will be submitted to the Faculty or College Council for review and approval.

3. Once approved by the Faculty or College Council, the draft Standards will be submitted to the FSC for approval.

4. Once approved by the FSC, the Standards will be submitted to the Senate for approval.

Standards 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.

UFV University-Wide Principles for the Establishment and Review of Standards for Tenure and Promotion   Page 6 of 7
Approved at Senate February 26, 2021

Review of University-Wide Principles for the Establishment and Review of...   Page 22 of 31

PROCESS FOR REVIEW OF STANDARDS DEVELOPED BY ACADEMIC UNITS

Academic Unit

Develop/review standards for tenure and promotion in accordance to existing University-Wide Principles and, when appropriate, Faculty/College Standards.

Faculty/College Councils

Review and approve standards for compliance with Faculty/College standards

Faculty Standards Committee

Review standards for compliance with University-Wide Principles and minimum requirements

Senate

Review and Approve Standards

UFV University-Wide Principles for the Establishment and Review of Standards for Tenure and Promotion   Page 7 of 7
Approved at Senate February 26, 2021

UNIVERSITY OF THE FRASER VALLEY

MEMORANDUM
Faculty Standards Committee of Senate

TO: Dr. James Mandigo, Chair, Senate

FROM: Dr. Peter Geller, Chair, Faculty Standards Committee

DATE: May 3, 2023

RE: Annual Report to Senate – 2022-2023

The Faculty Standards Committee (FSC) of Senate has the responsibility to advise Senate on matters related to standards for faculty promotion through rank and tenure.

Standards for Tenure and Promotion

The five-year reviews of all the divisional standards for tenure and promotion are almost complete.

Division	Status
College of Arts	Five-year review complete - Senate approved
Department of Agriculture Technology	New Standards in Review
Department of Biology	Five-year review complete - Senate approved
Department of Chemistry	Five-year review complete - Senate approved
Department of Mathematics and Statistics	Five-year review complete – Senate approved
Faculty of Applied and Technical Studies	Five-year review complete – Senate approved
Faculty of Education, Community, and Human Development [1]	Five-year review Pending
Faculty of Professional Studies [2]	Five-year review complete - Senate approved
School of Health Studies	Five-year review complete - Senate approved
School of Kinesiology	Five-year review complete - Senate approved
School of Land Use and Environmental Change	New Standards - Senate approved

Note 1: The Faculty of Education, Community, and Human Development (formerly Faculty of Access and Continuing Education) underwent a faculty restructuring on April 1, 2022 and will submit revisions to their Standards at a future date.

Note 2: The Faculty of Professional Studies is now called the Faculty of Business and Computing

Faculty Service Excellence Award Adjudication

The FSC is responsible for ensuring membership on the Faculty Service Excellence Award (FSEA) Selection Committee. The FSEA Committee met and reviewed the adjudication requirements, applications, and procedures and provided a recommendation for the award.

Terms of Reference Review

The Faculty Standards Committee (FSC) is currently reviewing their terms of reference against the EDI and Indigenization lenses and will provide a recommendation on May 31, 2023 for submission to Senate Governance Committee.

University Wide Principles for the Establishment and Review of Standards for Tenure and Promotion

The FSC has committed to reviewing the University Wide Principles against the EDI Lens.

Faculty Standards Committee of Senate
2023-2024 Meeting Schedule

Meetings will be held from 2:30 to 4:30 pm
on Wednesdays in Week 2 of the UFV Meeting Schedule

Meeting Date	Agenda Deadline	Room
September 13, 2023	Sept 5	A225
October 11, 2023	Oct 3	A225
November 8, 2023	Oct 31	A225
December 6, 2023	Nov 28	A225
January 10, 2024	Dec 20	A225
February 7, 2024	Jan 30	A225
March 6, 2024	Feb 27	A225
April 3, 2024	Mar 26	A225
May 1, 2024	Apr 23	A225
May 29, 2024	May 21	A225

Faculty Standards Committee of Senate
Terms of Reference

MANDATE

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

RESPONSIBILITIES

1. Recommend university-wide principles for the establishment and review of standards for tenure and promotion.

2. Review standards recommended by Faculties/College and make a recommendation to Senate to ensure consistency with university-wide principles.

3. Review university-wide principles and the standards of individual Academic Units 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

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

FACULTY STANDARDS COMMITTEE OF SENATE MEMBERSHIP 2023-24

AREA REPRESENTED	TERMS OF OFFICE	MEMBER
Ex-Officio Voting Member		
Provost & Vice-President, Academic (or designate)	Ongoing	Tracy Ryder-Glass
Voting Members		
7 faculty members, one from each faculty, at least one from Senate		
Faculty of Education, Community, and Human Dev (senator)	08-01-2022 to 07-31-2025	Sheryl MacMath
Faculty of Health Sciences	08-01-2023 to 07-31-2025	Lisa Almos
Faculty of Humanities	08-01-2023 to 07-31-2025	Ian Rocksborough-Smith
Faculty of Business & Computing	08-01-2022 to 07-31-2024	Carl Janzen
Faculty of Science	08-01-2023 to 07-31-2025	
Faculty of Social Sciences (senator)	08-01-2021 to 07-31-2024	Hannah Celinski
Faculty of Applied & Technical Studies	08-01-2023 to 07-31-2025	
2 Deans or Associate Deans		
Dean or Associate Dean	08-01-2021 to 07-31-2024	Tetsuomi Anzai, Associate Dean, College of Arts
Dean or Associate Dean	08-01-2023 to 07-31-2026	Mary Saudelli, Associate Dean, Faculty of Education, Community, and Human Development
Associate Vice-President, Research, & Graduate Studies	Ongoing	Garry Fehr
Associate Vice-President, Teaching and Learning	Ongoing	Awneet Sivia
Administrative Support (non-member)		
Office of the Provost and Vice-President, Academic		Melinda Saretzky

CURRENT MEMBERSHIP: 10 voting members

Quorum: Fifty percent (50%) of voting membership (not including vacancies)

Current as of Aug 30, 2023