

AGENDA
Faculty Standards Committee
Wednesday, March 6, 2024 - 2:30 PM
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 - 3

2.2. Minutes

MOTION: That the FSC approve the Nov 8, 2023 minutes as presented.

3. BUSINESS ITEMS

4

3.1. Terms of Reference Review

MOTION: That FSC recommend to Senate Governance Committee approval of the Terms of Reference as presented.

5 - 11

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

4. INFORMATION ITEMS

4.1. Senate – Nov. 17, 2023

- Agriculture Technology Department Standards for Tenure and Promotion

4.2. Senate – January 19, 2024

- Faculty of Education, Community, and Human Development Standards for Tenure and Promotion

12

4.3. FSC Vacancies

4.4. Announcements

- Faculty Service Excellence Award update

5. ADJOURNMENT

Next Meeting: May 1, 2024 at 2:30pm in Room A225



Draft Minutes
Faculty Standards Committee
Wednesday, November 8, 2023 - 2:30 PM
Abbotsford campus, Room A225

Present: Tracy Ryder Glass (Chair), Awneet Sivia, Cindy Loten, Ian Rocksborough Smith, Sheryl MacMath, Tetsuomi Anzai, Melinda Saretzky (recorder)

Regrets: Carl Janzen, Garry Fehr, Hannah Celinski, Lisa Almos, Mary Saudelli, Shirley Hardman, Sundeep Hans

1. CALL TO ORDER and TERRITORIAL ACKNOWLEDGEMENT

Quorum confirmed and territorial acknowledgment was given.
Welcome to new member Cindy Loten, Shirley Hardman, AVP, Xwexwilmexawt, and Sundeep Hans, Director, EDI.

2. APPROVALS

2.1. Agenda

MOTION: That the FSC approve the agenda as presented.
S. MacMath/2nd A. Sivia
Carried.

2.2. Minutes

MOTION: That the FSC approve the Sept 13, 2023 minutes as presented.
S. MacMath /2nd T. Anzai.
Carried. 1 abstention.

Follow up: Agriculture Standards were delayed due to the question of the Department name. It was determined that it was Agriculture Technology and that Senate would review the Standards at their November 17, 2023 meeting.

3. BUSINESS ITEMS

3.1. Faculty of Education, Community, and Human Development Standards for Tenure and Promotion

An overview of the creation of these Standards were given, noting that these are brand new Standards.

MOTION: That FSC recommend to Senate approval of the Faculty of

Faculty Standards Committee
November 8, 2023

Education, Community, and Human Development Standards for Tenure and Promotion as presented.

Sheryl/2nd Awneet.

Discussion: The FSC had a robust conversation and expressed appreciation to the faculty for their extreme attention to detail. The FSC noted that the Standards were very inclusive and appreciated the use of powerful language surrounding Indigenization and EDID, the Collective Agreement, and UFV's mission and vision. The use of charts and clear progression through the ranks and dossier suggestions will be very useful for faculty and the review committees. The FSC also noted that these Standards will be a great example for use by other areas. Some minor edits and suggested changes were noted which will be sent back to ECHD Faculty Council for final review and decision.

Carried.

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

Discussion tabled to a future meeting.

4. INFORMATION ITEMS

4.1. Memos from FSC

- Business and Computing Standards for Tenure and Promotion Update received from the Dean: They will wait for an updated Collective Agreement before making revisions.
- Standards for Tenure and Promotion for Department of Geoscience; and Department of Planning, Geography, and Environmental Studies

4.2. Senate – October 20, 2023

- Terms of Reference

4.3. Senate Governance Committee Items – Sept 26, 2023

- Terms of Reference

4.4. Membership 2023-2024

4.5. Announcements

5. ADJOURNMENT – 3:30pm

Next Meeting: December 6, 2023 at 2:30pm in Room 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. The Committee ensures that the Mandate, Vision, Mission, and Values of the University are integrated into the Standards for Tenure and Promotion. As such, the Committee values diverse teaching, scholarship, and service; community engagement; inclusive and equitable practices; and decolonization and Indigenization.

RESPONSIBILITIES

1. Review university-wide principles for the establishment and review of standards for tenure and promotion at least once every five years.
2. Review standards recommended by Faculties/College, provide feedback to Faculties/College, and make a recommendation to Senate to ensure consistency with university-wide principles.
3. Initiate the review of the standards of individual Academic Units at least once 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 related 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 and Graduate Studies
- Associate Vice-President, Teaching and Learning
- One student, approved by Senate

Ex-Officio non-voting members

- Associate Vice-President, Xwexwilmexwawt (or designate)
- Director, Equity, Diversity, and Inclusion (or designate)

Approved by Senate ????

Page 1 of 1



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.

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.

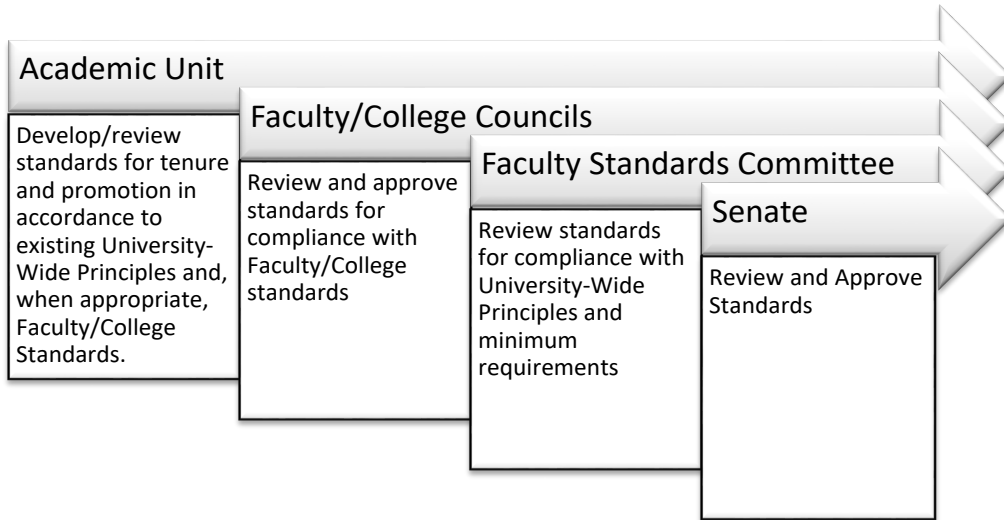
University-Wide Principles: University-Wide Principles for the Establishment and Review of Standards for Tenure and Promotion approved by the Senate.

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.

PROCESS FOR REVIEW OF STANDARDS DEVELOPED BY ACADEMIC UNITS





MEMO

To: Tracy Ryder-Glass, Chair, Faculty Standards Committee

From: Secretariat office

Date: January 11, 2024

Re: Vacant Positions on FSC as of July 31, 2024

Terms of office will be ending on July 31, 2024, for the following members on FSC:

- Carl Janzen, Faculty of Business and Computing – Faculty
- Jassu Parmar, Student Senator
- Vacancy – Faculty of Social Sciences – Faculty

The Secretariat office will make a call to senators in February to fill positions on FSC and other standing committees, followed by call to non-senators, from late February to mid-March 2024. An Expression of Interest form will be made available at that time.