

## The Professoriate Stream: Criteria for Tenure and Promotion

Based on excerpts from the *Part 4 Agreement on Conditions of Appointment for Faculty – Articles 3 and 4*

Criteria*	Appointment to Acting Assistant Professor	Appointment or Promotion to Assistant Professor	Tenure	Appointment or Promotion to Associate Professor	Appointment or Promotion to Professor
<b>Teaching**</b>	"judged principally on performance in...teaching" <b>4.01 (a)</b> ; "requires ...evidence of potential ability in teaching..." <b>3.06</b>	"judged principally on performance in...teaching" <b>4.01 (a)</b> ; "evidence of ability in teaching"; "successful teacher, and is capable of providing instruction at the various levels in their discipline, but it is sufficient to show potential to meet these criteria" <b>3.08</b>	"have maintained a high standard of performance in meeting the criteria [of	"evidence of successful teaching... beyond that expected of an Assistant Professor"; "teaching as defined in Article 4.02"; "ability to supervise and mentor graduate students as applicable, with consideration to the norms of the unit" <b>3.09</b>	"contributions judged by the criteria set out in Article 4 are considered outstanding"; "appropriate standards of excellence"; "high quality in teaching" <b>3.10(a)(b)</b>
<b>Scholarly Activity**</b> <small>(i.e., research of quality and significance, or, in appropriate fields, distinguished, creative or professional work of a scholarly nature; and the dissemination of the results of that scholarly activity)</small>	judged principally on performance in...scholarly activity <b>4.01 (a)</b> ; "requires ...evidence of potential ability in research" <b>3.06</b>	"judged principally on performance in...scholarly activity" <b>4.01 (a)</b> ; "normally requires completion of academic qualifications, and evidence of ability in...scholarly activity"; "involved in scholarly activity..., but it is sufficient to show potential to meet these criteria" <b>3.08</b>	teaching, scholarly activity and service] ... and show promise of continuing to do so" <b>4.01(a)</b> ; "the decision to grant a tenured appointment shall take into account the interests of the Department and the University in maintaining academic strength and balance" <b>4.01(d)</b>	"evidence of...scholarly activity beyond that expected of an Assistant Professor"; "a growing body of productive scholarly activity" <b>3.09</b>	"contributions judged by the criteria set out in Article 4 are considered outstanding"; "appropriate standards of excellence"; "have wide recognition in the field of their interest"; "growing body of productive scholarly activity, have attained distinction in their discipline" <b>3.10(a)(b)</b>
<b>Service to the University and the Community</b>	"Service to the academic profession, to the University, and to the community will be taken into account...but...it cannot compensate for deficiencies in teaching and scholarly activity" <b>4.01 (a)</b>	"Service to the academic profession, to the University, and to the community will be taken into account...but...it cannot compensate for deficiencies in teaching and scholarly activity" <b>4.01 (a)</b>		"willingness to participate, and participation in the affairs of the Department and the University"; "promotion to this rank is not automatic or based on years of service" <b>3.09</b>	"contributions judged by the criteria set out in Article 4 are considered outstanding"; "appropriate standards of excellence"; "participated significantly in academic and professional affairs"; "promotion to this rank is not automatic nor based on years of service" <b>3.10(a)(b)</b>

**Notes:**

\*Criteria are outlined in Articles 4.01, 4.02, 4.03, and 4.04

\*\*Candidates for tenure or promotion are judged principally on performance in both teaching and in scholarly activity