DEPARTMENTAL CRITERIA AND STANDARDS FOR TENURE AND/OR PROMOTION OF
THE SCHOOL OF RESOURCE & ENVIRONMENTAL MANAGEMENT

Background:

According to the SFU Faculty Association (SFUFA) Collective Agreement, Article 28 and SFU Policy A11.05, each department, school and non-departmentalized faculty or area within a non-departmentalized Faculty is required to draw up, and have adopted by the tenure-track faculty, sets of criteria, standards and methods of assessment for tenure and for promotion to Professor that need to be reviewed and either reaffirmed or revised no less than every three years. These departmental criteria must be approved by the Dean, copied to the Vice President, Academic and must be consistent with the general university requirements for tenure and promotion contained in this policy.

This document lays out the Departmental criteria as ratified by the School of Resource & Environmental management in a departmental committee meeting held on January 16, 2017.

The University Criteria for Tenure are:

SFUFA Collective Agreement, Article 28 and SFU Policy A11.05

All candidates for tenure and promotion from Assistant to Associate Professor will be expected to demonstrate that, since the commencement of the tenure-track appointment,

(a) There has been continued growth as an established scholar, as evidenced by the development of a significant program of research and scholarship

(b) That there has been a sustained commitment to undergraduate and/or graduate teaching and supervision and

(c) That he/she has become a responsible and contributing member of the University/Academic community.

SFUFA Collective Agreement, Article 28.9 – 28.10 also notes the following criteria for Assistant Professors:

Article 28.9
A candidate for tenure who is an Assistant Professor must be considered for promotion to Associate Professor at the same time. Therefore, they must meet the requirements for promotion to Associate Professor set out in Requirements for Associate Professor below.

Article 28.10
All candidates for tenure will be expected to demonstrate that, since the commencement of the tenure-track appointment:

Article 28.10.1
there has been continued growth as an established scholar, as evidenced by the development of a
significant program of research and scholarship;

Article 28.10.2
there has been a sustained commitment to undergraduate and/or graduate teaching and supervision;

**The Departmental Criteria for Tenure are:**

In applying the general criteria presented in SFUFA Collective Agreement, Article 28.9 – 28.10 and SFU Policy A11.05, REM will evaluate satisfactory performance in the three areas, i.e. teaching, scholarship, and service using the specific criteria set out below. These criteria are designed to take into account the nature of research, teaching and service in the field of resource and environmental management. To facilitate this evaluation, candidates are required to provide concise statements of their philosophies of teaching, research strategies and contributions to service. Candidates are encouraged to demonstrate how their achievements contribute to implementing their philosophies of teaching and research strategies. The TPC will take these statements into account as a context for evaluating the candidate's achievements.

The candidate’s performance in **Teaching** will be assessed through a number of avenues. These include:

- A statement by the candidate of their teaching philosophy and the contribution of their work to implementing this philosophy
- Fully completed student evaluations of courses
- Contribution to the development of course curricula
- The quality of supervision (both as a senior supervisor and a supervisory committee member) of graduate students
- Involvement and participation in student examinations
- Contributions to improving the learning environment within the School and SFU
- Other information as the candidate may provide in explaining their approach to teaching

The candidate’s performance in **Research and scholarly activities** is assessed by various measures. These include:

- A statement by the candidate of their research strategy and the contribution of their work to implementing that strategy
- The quality and significance of the candidate’s research program
- The candidate’s scholarly contributions to applied research in resource & environmental management
- The quality and quantity of refereed and non-refereed publications
- The nature of the referee process to which the publications were subjected
- The quality and quantity of theses produced under the candidate’s supervision
- The candidate’s role and record of attracting funds to support a research program, including specification of the type of funding (Eg. competitive grant, non-competitive grant, contract, other) and personal amounts
- Other information as the candidate may provide in explaining their approach to research
The candidate’s performance in providing Service to REM, SFU and the wider community is assessed by various measures. These include:

- Membership and activity on departmental and university committees
- Active involvement in editorial boards, scientific committees and/or panels, granting councils and other academic bodies
- Active involvement in the community in relation to resource and environmental management

**The University Criteria for Promotion from Senior Lecturer to University Lecturer are:**

**SFUFA Collective Agreement, Article 35.15**

A University Lecturer will have responsibilities that encompass the normal requirements of classroom teaching plus activities in the areas of educational leadership, teaching mentorship, and curriculum development. University Lecturers will focus on accomplishments in teaching and educational innovation and the impact on student learning.

Promotion to University Lecturer will require demonstration of:

- Outstanding achievement in teaching;
- Distinction in the field of teaching and learning including demonstrated innovation resulting in a positive impact on student learning;
- Outstanding achievement in educational leadership;
- Sustained and innovative contributions to curriculum development, course design, and other initiatives that advance the University’s ability to excel in its teaching and learning mandate;
- An appropriate level of involvement in service to the academic profession, to the University, or to the community.

At least four letters supporting promotion to this rank are required from internal or external referees of high academic stature.

**The University Criteria for Promotion to Associate Professor are:**

**SFUFA Collective Agreement, Article 28.11 and SFU Policy A11.05 Requirements for Associate Professors**

Appointment or promotion to the rank of Associate Professor is based on a record of successful teaching, scholarly achievement, and participation in service to the University and the community as defined above under the Departmental Criteria for Tenure. An important criterion is the demonstration of continued professional growth of the individual in their field(s), including recognition as an established scholar. External referees of high academic stature must assess the individual's research contributions.

**The University Criteria for Promotion to Full Professor are:**

**SFUFA Collective Agreement, Article 28.12 and SFU Policy A11.05 Requirements for Professors**
The total overall career contributions of the faculty member in areas of teaching, research and service to the University and the community shall be taken into consideration. The rank of Professor is designed for those who have excelled in teaching and research. Appointment or promotion to this rank requires evidence of national or international reputation in their area of expertise, supported by letters from external referees of high academic stature.

According to SFUFA Collective Agreement, Article 28.13, a University Lecturer who has established, over a period of years, a national or international reputation in the scholarship of teaching and learning in addition to being an outstanding teacher, may seek promotion to Professor following the Requirements for Professor outlined above.

**The Departmental Criteria for Promotion to Full Professor are:**

In addition to those criteria presented in SFUFA Collective Agreement, Article 28.12 and SFU Policy A11.05, REM requires that a satisfactory performance is established in 3 areas, i.e. scholarship, teaching and administration/service at SFU.

The candidate’s performance in **Teaching** will be assessed through a number of avenues. These include:

- A statement by the candidate of their teaching philosophy and the contribution of their work to implementing this philosophy
- Fully completed student evaluations of courses,
- Contribution to the development of course curricula
- The quality of supervision (both as a senior supervisor and a supervisory committee member) of graduate students
- Involvement and participation in student examinations
- Contributions to improving the learning environment within the School and SFU
- Other information as the candidate may provide in explaining their approach to teaching

To candidate’s performance in **Research and scholarly activities** is assessed by various measures. These include:

- A statement by the candidate of their research strategy and the contribution of their work to implementing that strategy
- The quality and significance of the candidate’s research program
- The candidate’s scholarly contributions to applied research in resource & environmental management
- The quality and quantity of refereed and non-refereed publications.
- The nature of referee process to which the publications were subjected
- The quality and quantity of theses produced under the candidate’s supervision
- The candidate’s productivity in attracting funds to support a research program
- Other information as the candidate may provide in explanation of their approach to research

The candidate’s performance in providing **Service** to REM, SFU and the wider community is assessed by various measures. These include:

- Membership and activity on departmental and university committees
• Active involvement in editorial boards, scientific committees and/or panels, granting councils and other academic bodies
• Active involvement in the community in relation to resource and environmental management.

**Criteria for Assessing Non-Traditional Scholarship**

**SFUFA Collective Agreement, Article 28.18-19**

Without diminishing the requirement of faculty to demonstrate a record of achievement consistent with the relevant provisions above, REM recognizes that certain faculty members may engage in non-traditional forms of scholarship. The following examples may be considered in all REM tenure and promotion cases:

- Indigenous or other non-Western forms of scholarship and teaching;
- Public dissemination of scholarly work through engagement with government and/or community organizations;
- Technology transfer of discoveries, innovations, and inventions (including patents and licensing);
- Work that bridges traditionally academic and traditionally artistic forms of knowledge production;
- Products of community-engaged scholarship that bridge the boundaries of teaching, research, and service.

Faculty members expecting to include non-traditional forms of scholarship should consult with the REM TPC Chair prior to deadlines for submitting their tenure and/or promotion application. In accordance with Articles 28.21 (1-3), consideration of non-traditional forms of scholarship will collectively include:

- The complexity or time taken to produce the work;
- The nature and standards of peer or public review, and the view/usage rate of the product;
- The impact made by the work.