Tenure and Promotion Criteria for Economics

February 5, 2004
Reaffirmed: November 16, 2006 and September 29, 2011
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1. In accordance with Article 28.4 of the Collective Agreement, research faculty under consideration for tenure or promotion to professor must be evaluated in three key areas: teaching effectiveness; scholarly activity; and service to the university, the economics profession, and/or the broader community. In accordance with Articles 35.13 and 35.15 of the Collective Agreement, teaching faculty under consideration for promotion to Senior Lecturer or University Lecturer must be evaluated on teaching effectiveness, educational leadership and service.

2. Evaluation criteria for teaching effectiveness must include mastery of the subject. The committee may also consider the responses of students, maintenance of appropriate academic standards, graduate supervision, course and program design, versatility, and currency within the candidate’s field(s). Evidence of currency could include preparation of textbooks, pedagogical innovation, or revision of courses to reflect recent developments in the literature. The evaluation must make use of qualitative and quantitative measures for these criteria, such as student questionnaires on teaching effectiveness, teaching dossiers, statements demonstrating the impact of the teaching, and the number and caliber of supervised dissertations and theses. The candidate may request that observation of classroom performance be included as part of the record used in the review of teaching.

The teaching dossier provided by the candidate should include:

a) A 2-4 page personal statement from the candidate that provides a general description of teaching philosophy, a description of the main teaching methods used with a brief rationale, comments on past student evaluations if the candidate is so inclined, and descriptions of new course preparations, other innovations in teaching, or efforts made to enhance teaching skills. Candidates for promotion to Senior Lecturer or University Lecturer should also include examples of mentoring, curriculum development, or other forms of educational leadership.

b) Supporting documentation including outlines, sample exams, sample problem sets or written assignments, and web materials for courses taught in the last five years; summary information about graduate and undergraduate supervision; and copies of any textbooks authored or co-authored within the last five years.

If a candidate has written a textbook, either in print or on-line form, reviews of the book, status of the publisher, and any supporting testimonials will be used by the committee in assessing the significance of the book to the teaching mission of the profession.

3. When evaluating teaching effectiveness, the committee and chair must take the factors listed in section 2 into account in the final recommendation to the Dean.

4. For all faculty, satisfactory performance must be demonstrated in the area of teaching in order to qualify for a positive recommendation.
5. Scholarly achievement is an essential factor in a review of scholarly activity. Research faculty are expected to establish a sustained program of research that results in peer-reviewed publications. In our department the TPC uses multiple quantitative and qualitative measures to assess scholarly activity. For both tenure cases and cases of promotion to full professor, these measures include:

(i) **Refereed publications.** Candidates for tenure and promotion are expected to demonstrate evidence of both quality and quantity of publications in well-regarded refereed journals. Relevant factors include the number of publications, the prestige of the publication outlets, and the contributions of co-authors. The TPC uses quality-adjusted article counts as one tool in assessing refereed publications. Adjustments for journal quality and co-authorship are normally made in relation to a benchmark of a single-authored article of standard length in a journal that has been consistently ranked in the range of 30th to 50th in recent published rankings of economics journals. Normally, no single article will by itself provide a sufficient overall quality-adjusted article count, even if single-authored and published in a top-ranked journal. At the same time, no number of published articles will by itself be sufficient in the absence of publications in well-known refereed journals. The TPC may also consider other refereed research output, including books and book chapters.

(ii) **External visibility.** Relevant factors include the quantity and quality of conference presentations, the quantity and quality of invited departmental seminars, and attraction of external research funding. The TPC will also consider reviews and citations of the faculty member's work; participation in research centres, programs, or institutes; and research prizes or other forms of scholarly recognition.

(iii) **Referee letters.** Letters from external scholars will be used to assess the quality and impact of a candidate's research program. In using external letters of reference, the committee will weigh the professional reputation of the referee and any professional or personal associations between the referee and the candidate in arriving at a final recommendation. Other things being equal, letters that review the candidate's research in detail and provide well-argued justifications for their conclusions will receive greater weight than those that do not.

(iv) **Individual research materials.** The TPC will review the published work, forthcoming work, and unpublished research materials submitted by the faculty member. In accordance with Articles 28.18-28.22 of the Collective Agreement, work reviewed may include non-refereed contributions, including but not limited to public dissemination of original work, contributions to public policy, scholarly reviews, and other scholarly work in non-traditional forms. The TPC’s review will consider the quality and impact of each item of research, apart from the prestige of the publication outlet in which it may have appeared. Relevant factors may include the TPC's assessment of research quality, the views of referees, and citations. As with scholarship in traditional forms, scholarship in non-traditional
forms will be evaluated on the basis of intellectual rigor and original contribution to knowledge that is relevant to economics.

(v) **Expected future productivity.** The TPC will formulate a view about the candidate’s expected future productivity. There should be no significant doubts pertaining to the candidate’s ability to produce high quality research over the course of their career. Relevant factors may include the number and quality of all unpublished working papers, the number of current paper submissions, and the views of referees.

An evaluation is based on a synthesis of these five criteria. Strong performance on any individual criterion is neither necessary nor sufficient for a positive result.

a) **Tenure and promotion to associate professor.** In such cases, criterion (i) is interpreted to mean that at the time of review the candidate will normally have published, or have accepted for publication, a significant number of substantive refereed works relevant to the economics profession. The publication record of a tenure candidate will be evaluated as a flow of output relative to the number of years since the candidate was hired at SFU, whether as an assistant professor or instructor.

b) **Promotion from associate to full professor.** In such cases, criterion (i) is interpreted to require evidence of continuing research activity since promotion to associate. This evidence must include articles in refereed journals that have strong national or international recognition, or refereed books from reputable publishers. The TPC will examine the published reviews of books when assessing their scholarly significance. The TPC may also consider other publications of the type described in criterion (iv). The remaining four criteria will be interpreted as requiring evidence of international recognition of the candidate’s cumulative research contributions.

6. When evaluating scholarly activity by research faculty, the TPC and chair must take the factors listed in section 5 into account in the final recommendation to the Dean.

7. For research faculty, satisfactory performance must be demonstrated in the area of research in order to qualify for a positive recommendation.

8. Each faculty member should be an active participant in the collegial governance of the university at the departmental, faculty, and/or university level. Faculty members are expected to serve on departmental committees in the course of their career. The TPC will consider the member’s service contribution to the department, both in terms of the number of committees and types of committee work. They should also contribute to the quality of intellectual life in the department through participation in seminars and workshops, and interaction with students and colleagues. The TPC may also consider the member’s service contributions to the discipline of economics, or public service in general.

9. For all faculty, satisfactory performance must be demonstrated in the area of service in order to qualify for a positive recommendation.

10. In accordance with Article 28.12 of the Collective Agreement, the rank of Professor is designed for those who have excelled in teaching and research.
11. In accordance with Articles 35.13 and 35.15 of the Collective Agreement, the rank of Senior Lecturer is designed for those who have excelled in teaching and the rank of University Lecturer is designed for those who have demonstrated outstanding achievement in teaching.