Political Science TPC Criteria

In accordance with the new SFUFA Collective Agreement, the Political Science Tenure and Promotion Committee will consider the following in cases of tenure and promotion.

General Categories of Evaluation (See SFUFA CA Article 28.4)

A faculty member who is being considered for contract renewal, tenure and/or promotion and for salary review will be evaluated on the basis of their performance in three key areas of activity: teaching effectiveness, scholarly activity and service to the University, their academic discipline or the broader community. At a minimum, satisfactory performance in both teaching effectiveness and scholarly activity must be demonstrated. Less than satisfactory performance in either will not meet the expectations of the Department. In addition, there must be evidence of meaningful service contributions.

Teaching Effectiveness (See SFUFA CA Article 28.5)

Success as a teacher is considered very important in Political Science. Teaching effectiveness is assessed in terms of undergraduate teaching, graduate teaching and research training, and graduate supervision. Teaching evaluation scores, numbers of students taught, and teaching at various levels of instruction will be considered. Contributions to teaching and academic program development will also be considered. Graduate supervision is measured by thesis/project supervision at PhD and MA level and is divided along senior and committee member roles performed by the faculty member.

Scholarly Activity (See SFUFA CA Article 28.6)

Research achievement is of fundamental importance in the evaluation of the performance of a faculty member. Consideration will be given to evidence of scholarship reflected in the ability of the faculty member to have their research published or otherwise subjected to appropriate peer evaluation. In judging research, emphasis will be placed on quality as well as quantity. The following products will be given high consideration: peer reviewed books, monographs and journal articles, and chapters in peer reviewed books. Obtaining research funding from national and international sources will be recognized as significant in terms of research. Significant external funding grants that are based on peer review will be viewed as important research accomplishments. Major publications in other sources, including non-peer reviewed presses, government agency, international organization, NGO and think tank reports will also be considered, but normally ranked below peer-reviewed publications. Community-engaged research and knowledge-mobilization research, including internal and external funding for such engaged research, are also considered. Consideration will also be given to recognition by national and international professional societies, and special recognition by such societies, agencies or other universities should be noted.

General Contributions to the University and to Society (See SFUFA CA Article 28.7)

It is expected that each faculty member will be an active participant in the collegial governance of the department and participation in its committees. The faculty member’s contributions to all levels of the
administration of the University will be considered. Account will also be taken of the faculty member’s contributions in initiating and participating in seminars, public lectures or similar activities on and off campus, and help afforded to other faculty members of the University. Information and service relevant to the field of Political Science and its various professional organizations, to expert advice at all levels of national and international governance, and to the public at large will also be considered as service contributions.

Requirement for Tenure (See SFUFA CA Article 28.10)

All candidates for tenure will be expected to demonstrate that, since the commencement of the tenure-track appointment there has been continued growth as an established scholar, as evidenced by the development of a significant program of research and scholarship characterized by peer-reviewed publications and other publications; there has been a sustained commitment to undergraduate and/or graduate teaching and supervision; they have become a responsible and contributing member of the University/academic community.

Requirements for Promotion

Requirements for Senior Lecturer (See SFUFA CA Article 35)

Promotion to Senior Lecturer will require demonstration of: excellence in teaching; examples of educational leadership; involvement in curriculum development and innovation and other teaching and learning initiatives; continuing pedagogical/professional development; an appropriate level of involvement in service to the academic profession, to the University, or to the community.

Promotion to University Lecturer (See SFUFA CA Article 35)

- 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;
- extensive service to the academic profession, the University, and/or the community, including but not restricted to Outreach and Engagement activities identified by the Department.

Requirements for Associate Professor (See SFUFA CA Article 28.11)

Appointment or promotion to the rank of Associate Professor (with tenure) is based on a record of successful teaching, scholarly achievement, and participation in service to the University and the community. An important criterion is the demonstration of continued professional growth of the individual in their field(s), including national recognition as an established scholar. We normally view consideration of promotion to Associate Professor to be premature if a candidate has published fewer
than 6 refereed articles, or comparable publications such as an authored book and several articles. External referees of high academic stature must assess the individual's research contributions.

Requirements for Professor (See SFUFA CA Article 28.12)

The total overall career contributions of the faculty member in areas of teaching, research and service to the University and the community will 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.

Preparation of Application for Tenure and/or Promotion

Faculty who intend to apply for tenure and/or promotion should submit sufficient materials to the TPC to allow the TPC and external referees to assess their suitability for tenure and/or promotion. An application would normally include a Teaching Dossier and a summary of their research and service contributions. A Curriculum Vitae should also be provided which includes all details of degrees earned, relevant academic, governmental, professional, NGO, or community association positions held in their career. The faculty member should submit copies of a sample of publications sufficient to convey the breadth and quality of their research. All available student evaluations for classes taught as part of their normal work load in the Department should be included for the period since their appointment or previous promotion. Any other relevant information the candidate believes will help inform the TPC and external referees may be submitted.

Criteria for Assessing Non-Traditional Scholarship (See SFUFA CA Article 28.18 through 28.22)

When a candidate requests such consideration, the TPC intends to follow the SFUFA criteria set out in the Collective Agreement sections 28.18-22, including the request to seek input from an external referee with expertise consistent with the non-traditional nature of the work to be reviewed.

We anticipate that non-traditional political science scholarship will most likely occur in relation to sections 28.19.2 and 28.19.5 in the Collective Agreement, and that the TPC would consider work such as commissioned reports by governments, legislative committees, NGOs, IGOs, relevant professional organizations, think tanks and community-based organizations. In each case, TPC assessment will give priority to the

- Complexity of the research and products involved
- Time taken to produce the work
- Quality of peer or public review for the work and the standards employed by the commissioning organization for its publications
- Evidence of significant attention to and/or impact of this work among relevant publics, such as political scientists and/or relevant policy communities, expert and policy-making bodies, public opinion or public debate.