Tenure, Promotion, and Review Criteria: Publishing Program

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Faculty members who are being considered for contract renewal, tenure and/or promotion and for salary review must 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.

Teaching

The results of the review must include evidence of teaching effectiveness that is based on a variety of assessments of teaching success. Particularly important to the Publishing Program is the contribution faculty members make to the intent and integrity of the Program as professional preparation for book, magazine and online publishing. Also important is a working presence in one's office outside of normal teaching and office hours to foster collegial exchange and to be available to assist students over and above formal teaching. The committee and chair/director must take these assessments (responsibilities) into account in the final recommendation to the Dean. Satisfactory performance must be demonstrated in the area of teaching in order to qualify for a positive recommendation.

Criteria of evaluation may include mastery of the subject, response of students, maintenance of appropriate academic standards, currency within one's field(s), pedagogical innovation, graduate supervision, course and program design, and versatility within the range of the member's academic program. The evaluation must make use of qualitative and quantitative measures for these criteria, such as student questionnaires, the observations of faculty colleagues, teaching dossiers, statements demonstrating the impact of the member's research and/or professional practice on their teaching, and the number and calibre of supervised dissertations, theses, and project reports.

Scholarly Activity

Scholarly achievement and/or professional achievement are likewise essential factors in a review of faculty performance. Faculty members are expected to establish a coherent and sustained program of research and/or professional activity that results in regular publication or other forms of dissemination in venues that are either subject to peer evaluation or professional evaluation (before or after the fact), as appropriate to a discipline or profession. Given that the Publishing Program is a focused, industry and professionally oriented program, research and professional activity undertaken by faculty members should address salient realities in publishing and strive to be beneficial to publishing. Contract research is regarded as at least equal to curiosity-based research and, is evidence of the recognition of a faculty member, especially when the contract
derives from an invitation to submit a proposal. In cases where external letters of reference are required, the assessment of the candidate’s research and/or professional activity by the referees must be taken into account in constructing the final recommendation. Satisfactory performance must be demonstrated in research and/or professional achievement in order to qualify for a positive recommendation.

Research performance will be assessed using qualitative and quantitative measures that may include publication of refereed books and articles, presentation of papers at refereed conferences, invited publications and presentations, editorial contributions (journals, books, and other compilations), reviews and citations of the candidate’s published research, the attraction of external research support, contributions to ongoing laboratories, centres, and institutes, and research prizes or other recognition by appropriate academic bodies. In keeping with the University’s Open Access Policy of 2017, only those publications that are in compliance with the policy will be considered by tenure, promotion, and review committees.

Further, with regard to Sec.28.18 of the 2016 Collective Agreement, research contributions may also include public scholarship and non-traditional forms of scholarly production, including public lectures, workshops, media appearances, interviews, software, and the publication of non peer-reviewed work with demonstrable public impact.

Professional activity will be assessed using qualitative and quantitative measures that may include publications of all types, presentation of papers at professional or industry gatherings, invited publications and presentations, editorial or curatorial contributions, citations, prizes, and awards of recognition of the candidate’s professional activity by appropriate bodies, the attraction of contracts and commissions for research or professional activity. Contributions to ongoing laboratories, centres, institutes, publications, and creative work presented to the public by faculty appointed to teach in creative areas will also be assessed.

Service

The first sentence of the general statement by the university on service is as follows: “It is expected that each faculty member will be an active participant in the collegial governance of the University, at the departmental, faculty, and/or university level.” The MPub makes one verb change to the second sentence of university policy as follows: “In addition, the evaluation will take into account the member’s contributions to their discipline, profession, or public service in general.” To the university policy, our policy adds the following: The Publishing Program places far more emphasis on service, seeing it more as knowledge mobilization, especially when it is an extension of either research or professional activity. Service that introduces best and/or innovative practices, and technological innovation, is valued highly by the Program. Satisfactory performance must be demonstrated in service in order to qualify for a positive recommendation.
University Lecturers

In accordance with Sec 35.15 of the Collective Agreement, the position of University Lecturer in the Publishing Program at SFU recognizes teaching faculty who have demonstrated, and continue to perform, research into the pedagogy of teaching and learning in Publishing, while also maintaining exceptional contributions to teaching and the wider community. The criteria for consideration are as follows:

The candidate should demonstrate a sustained record of excellence in teaching a range of courses within the Program. Excellence is defined in terms of student engagement, high academic standards, participation in graduate supervision within the Publishing Program, innovative and influential pedagogy, integration of current scholarship in curricula, and curriculum development within the Program. Teaching effectiveness should be measured via a combination of course evaluation surveys, solicited comments, and teaching portfolios. Service to students over and above formal teaching will be taken into consideration. The candidate should have a record of nationally or internationally recognized research into pedagogy, by reviews or invitation to scholarly or industry publications and/or presentations at national or international conferences. The candidate should have taken an active leadership role in the Program and faculty committees and projects in promotion and development of teaching and curriculum, especially as a representative of the Program and liaison with external communities, within and beyond the university.