SCHOOL FOR THE CONTEMPORARY ARTS
Criteria for Tenure, Promotion and Renewal
January 13, 2017

Simon Fraser University’s Policy A11.05 Criteria for Appointment, Contract Renewal, Tenure, Promotion and Salary Review includes general university criteria for Appointment or Promotion at the Assistant Professor, Associate Professor and Professor ranks. In addition, the policy includes Appendix I Criteria for Assessing Faculty Scholarship in the Fine and Performing Arts which addresses scholarship equivalency issues in creative areas. Appendix I is included at the end of this document.

SFU policy requires that each school draw up, and have adopted by the tenure-track faculty, sets of criteria, standards and methods of assessment for tenure and for promotion. These criteria must be consistent with the general university requirements for tenure and promotion contained in Policy 11.05, and are to be reaffirmed or revised every three years and approved by the Dean.

The school criteria for tenure, promotion and renewal of tenure track faculty that follows is articulated in the areas of research, teaching and service.

RESEARCH
The following guidelines will be used to assess research:

Both quality and quantity of research will be given consideration. Applications should be based on the completion of either a major project or a coherent program of research that makes a significant and rigorous contribution to the candidate’s field(s), and for which the applicant is an integral researcher, as an artist or scholar.

Research projects will be made public in the form most appropriate to the candidate’s field and intentions. The significance and quality of research projects should be demonstrable through the majority of the referees’ letters of assessment as well:

- peer assessment by the support structures for individual projects (funding sources, venues for performance, exhibition, screening or publishing, selection juries, etc)
- peer assessment in the reception of the individual projects (reviews, citations, awards, nominations, etc).

Additional evidence for promotion may include the regular presentation of professional talks or papers, winning grants or awards for research, being cited by peers, or the circulation of completed projects through invited or competitive commissions, performances, exhibitions, screenings, re-publications, translations, etc.

Curating, editing, archival documentation, or conference organization – where it can be shown to require sustained research and original or critical content – may be offered as another example of research activity.

A research project that has been developed and made public within the university may be considered as research provided the project meets the requirements for peer
assessment described above. Projects that blend teaching and research may be a component in a coherent program of research.

TEACHING

The following guidelines will be used to assess teaching:

The committee will assess teaching effectiveness through a statement of teaching philosophy, a teaching portfolio, various forms of teaching assessment, and student work. It is understood that the quality of student work varies from year to year as well as from student to student, but the faculty member’s contribution to the level of student accomplishment in a program will be considered.

Teaching portfolios should include a statement of teaching philosophy and course outlines, as well as other documentation representative of the faculty member’s approach to teaching, pedagogical development, or innovation. The following documents could be considered for inclusion: grading criteria, course evaluations, projects, teaching aids, assignments, documentation of student work, evidence of professional development through workshops, or reflections on developing a particular pedagogical strategy.

SERVICE

The following guidelines will be used to assess service:

It is expected that each faculty member will be an active participant in the collegial governance of the School. In evaluating service, the faculty member’s participation in ongoing committee work will be considered along with his or her specific contributions in, or on behalf of, the School. Significant contributions include, for example, chairing a committee or serving in an administrative role, developing and completing initiatives, representing the School on University committees, community relations and liaison, and other external service in the arts or academic communities.

It is understood that faculty members working towards tenure will have reduced responsibilities for service. Their contribution should not exceed one major and one minor committee per year. In addition, it is understood that they may need to be released from committee work from time to time, in order to dedicate time to specific research projects.
Appendix I

Criteria for Assessing Faculty Scholarship in the Fine and Performing Arts

1. Creative work presented to the public by faculty appointed to teach in creative areas is deemed to be the full equivalent of a published scholarly work for all purposes of renewal, tenure, promotion, or salary review. Such creative work might include the direction of a play, a choreographed dance, a painting, a sculpture, a film, a musical composition or a media event. The creative area in which a faculty member normally will be evaluated for renewal, tenure, promotion, or salary review will be indicated within the terms of appointment.

2. In evaluating creative work consideration will be given to both its originality and its quality.

3. The consideration of creative work as research does not obviate the assessment of such work in relation to teaching effectiveness when students are involved.

4. Any work of art being considered for the purpose of renewal, tenure, promotion, or salary review must be evaluated with rigorous scrutiny, in a way appropriate to the nature of the art and to the subjective nature of art judgment. Peer judgment will be of paramount importance to this evaluation.
Criteria for promotion from Senior Lecturer to University Lecturer

January 13, 2017

In accordance with Article 35.14-35.15 of the Collective Agreement, the position of University Lecturer in the School for the Contemporary Arts recognizes candidates who are currently Senior Lecturers in a continuing position, who have performed, and continue to perform, outstanding achievement and distinction in the field of teaching and learning in one or more of the areas of the School (Film, Dance, Music, Theatre, Visual Art, and Art, Performance and Cinema Studies) while also maintaining exceptional contributions in service to the academic, artistic and/or wider communities.

Teaching

The candidate should demonstrate a sustained record of excellence in teaching a range of courses within an area. Excellence in teaching is defined by exceptional performance in all of the following areas: student engagement, high academic standards, pedagogical innovation, and integration of up-to-date contributions to curricula development and relevant technological innovations within the area of concentration.

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