Renewal, Tenure and Promotion Criteria for Interactive Arts and Technology

November 29th, 2016

Preamble:

This document outlines criteria and requirements related to tenure, promotion and salary review in the School of Interactive Arts and Technology (SIAT). All SFU Schools and Departments are required to establish criteria, standards and methods of assessment for these purposes that are reviewed and either reaffirmed or revised no less than every three years. These criteria, standards and methods must be consistent with the general university requirements for tenure and promotion contained in policy A 11.05 and in the SFUFA Collective Agreement.

SFU Policy:

SIAT strongly affirms the general guidance offered in SFU’s General Criteria for Promotion and Tenure, Section 1.1, which states:

Facility members in accepting appointment undertake to uphold and promote the aims of the university in the creation, dissemination and application of knowledge. A faculty member's professional efforts should be directed primarily to teaching, research and service to the University and the community. As teachers, they should be effective in transmitting a knowledge of and interest in their fields and should keep abreast of knowledge in their fields. Their research should be of such calibre as to contribute to the advancement of their fields. Faculty members should expect to carry their share of service work. Career advancement will be based upon the extent to which these obligations are fulfilled.

The present document sets out the values and evaluation and process issues adopted by SIAT. These will be applied in following the SFU criteria set out in Policy A 11.05 Criteria for Appointment, Contract Renewal Tenure, Promotion and Salary Review. For completeness this Policy is attached.
School of Interactive Arts and Technology

Values, Evaluation and Process

to be applied in interpreting
SFU criteria for
Renewal, Tenure and Promotion.

Criteria for Research and Scholarship

Values

1. SIAT values disciplinary and interdisciplinary scholarship – it is expected that faculty will have in depth understanding and achievement in at least one of the areas fundamental to interactive arts and technology (e.g. design, art, new media, computing science, engineering, psychology, anthropology, history etc.).

2. SIAT values computational, technological, artistic and design artifacts where they are linked to scholarly research, as pedagogical tools where they contribute to teaching, or as a form of service.

3. SIAT values collaboration in scholarship.

4. SIAT values the ability to attract external funding to support research and scholarship.

Evaluation and Process Issues

1. Individuals being considered for Renewal, Tenure or Promotion are expected to be at the leading edge of scholars and teachers at the same stage of their careers. This attainment may be demonstrated in multiple ways for example and inter alia:

   (a) appraisal of the candidate’s work by external referees of high academic stature;
(b) dissemination of significant knowledge to the scholarly community including interdisciplinary forms of knowledge production through peer-reviewed publication in well-recognised archival journals, peer-reviewed conference publications or juried exhibitions.

(c) community-engaged scholarship that bridges the boundaries between research, teaching and service evidenced by societal impact assessed by peers, stakeholders or the public.

(c) secured funding through external sources;

(d) honours or awards bestowed by recognized scholarly, artistic, computational or design societies;

(e) membership on editorial boards of journals, major conference or exhibitions juries, grant selection committees or advisory boards;

(f) patents or industrial licensing; technology transfer to industry or other receptor communities;

(g) invited seminars such as conference keynote presentations, talks at other universities, research facilities or government agencies;

(h) any other well-documented evidence of research, artistic, computational, design, indigenous and other non-western forms of contribution as supplied and justified by the candidate, addressing the standards and impact of these contributions.

2. Notwithstanding the list in item one above, the Tenure and Promotion Committee is responsible for evaluating the case presented by a candidate. While all contributions will be assessed, the greatest weight will be given to those where there is independent, external peer review from colleagues in academia. Thus most refereed journals are valued more than most refereed conferences and both of these are valued more than un-refereed conferences. The exhibition of a design, system or work of art in a juried venue is generally weighted higher than other forms of exhibition or dissemination. It is the responsibility of the individual to identify explicit evidence of peer review where this is not immediately obvious.
3. Much of SIAT scholarship involves creation of computational, technological, artistic and design artifacts as part of the process of research. SIAT recognizes that such acts may contribute to scholarship in their own right. It is the responsibility of the faculty member to explicitly claim and support the contribution made by any design, system, work of art, or non-traditional forms of scholarship to be considered in a Renewal, Tenure or Promotion process. As with all contributions, external academic peer review and evaluation as described in (1) above are highly valued in assessing the merit of such work.

4. Individuals at all levels of consideration are asked to provide an analysis of how their scholarship contributes to SIAT. This may be expressed by such activities as student involvement in their research, the enhancement of laboratory capabilities, dissemination and translation of research to the broader community, and building new courses and programs.

Criteria for Teaching

Values

1. SIAT values effective pedagogy – it is expected that teachers will demonstrate how and why the models of learning they adopt are effective for the knowledge area concerned.

2. SIAT values contributions to curriculum development.

3. SIAT values community-engaged pedagogy locally, nationally and internationally.

4. SIAT values demonstrated success in graduate and undergraduate teaching.

4. SIAT values graduate supervision – it is recognized that in interdisciplinary graduate research, effective participation by all members of a supervisory committee may be particularly important.

Evaluation and Process Issues

1. Individuals at all levels of consideration are asked to provide a pedagogical rationale for their approach to teaching. In assessing teaching effectiveness, consideration should be based on all relevant evidence, but must include the
history of student course assessments conducted by the School in order to fulfill policy A 11.05, item 2.2 ("Criteria for Appointment, Contract Renewal, Tenure, Promotion and Salary Review" -attached). Other evidence may include course materials (exams, handouts, syllabi, projects and homework instructions). It may include evidence of student success in using course projects as a basis for juried competitions and academic presentations. It may include any major on-line materials, exercises and resources that are original. Written comments from other faculty who may have attended class lectures, studios or project presentations also provide useful evidence.

2. Evidence of teaching effectiveness can also include statements from both graduate and undergraduate students. Success in graduate supervision should include supporting statements from graduate students supervised and one’s record of guiding them to successful completion of their degrees. Teaching awards are major indicators of instructional competence at both graduate and undergraduate levels.

3. Other evidence of teaching skill and reputation can include articles in peer reviewed publications that describe pedagogical or teaching methods or major roles in conferences and workshops on pedagogy.

Criteria for Service to the School, University and Society

Values

1. SIAT values demonstrated leadership and service within the School, the Faculty of Communication, Art and Technology and the University

2. SIAT values demonstrated leadership and service in professional and scholarly organizations nationally and internationally

3. SIAT values contributions to the local, regional, national and international community

Evaluation and Process Issues

1. At all levels, service contributions should be carefully documented. This expectation increases with the faculty member’s professional growth. Candidates should outline especially important service activities they have done, which may
include chairing or being a member of School committees, serving on various University committees, providing service to professional organizations, serving on the editorial boards of scholarly journals or as an exhibition - curator or juror. Other service activities include work as a reviewer for scholarly journals, conferences and granting agencies, an organizer of significant artistic, computational or design exhibitions or performances, pro bono service roles in the community and as a professional consultant to community, industry and government agencies.

2. For promotion to Associate or Full Professor, individuals are expected to have taken leadership roles within SIAT, and the broader university community, nationally and internationally. For example, this would include leadership in SIAT program development, serving on major university committees, serving on national or international conference committees or as a conference chair.

Requirements for Tenure:

The grant of tenure is a long term commitment by the School and the University to the professional life of the candidate. A positive tenure recommendation, based on compelling evidence, signals that it is the judgment of the School’s Tenure, Salary and Promotion Committee that the candidate will continue as a productive scholar and teacher with high potential to be promoted to Full Professor in due course. It is important to note, however, that tenure does not guarantee future promotions.

Requirements for Teaching Faculty:

SIAT expects that all Teaching Faculty including the categories of lecturers, senior lecturers and university lecturers to make significant contributions to the School through undergraduate teaching and service. A lecturer may apply for promotion to senior lecturer if he or she has demonstrated superior contributions as an educator across a range of courses, leadership in curriculum development or innovative pedagogy with a satisfactory level of service. A senior lecturer may apply for promotion to university lecturer if he or she has demonstrated outstanding contributions as an educator across a range of courses, leadership and mentorship in education, and sustained and innovative contributions in curriculum development or innovative pedagogy with a satisfactory level of service. Graduate teaching and supervision are not expected of Teaching Faculty. Evaluations of teaching, with the exception of graduate supervision, are assessed in the manner described under “Criteria for Teaching”, above.
Requirements for Assistant Professor:

Appointment as an assistant professor presumes a strong academic record and completion of academic or professional training. There should be clear evidence that the individual has the aptitudes and skills of a professional teacher, the potential for growth as a scholar of national stature, and is willing to take an active role in the School and University. These views should be backed by strong referee recommendations.

Requirements for Associate Professor:

Appointment at this rank requires the candidate to have a record of successful teaching, scholarly achievement and service to the university and his or her professional community. The candidate must demonstrate excellence in either research or teaching and at least satisfactory performance in each of teaching, research and service. Critical to this assessment is continued professional growth of the individual in his or her specialisation including recognition as an established scholar. External referees of high academic stature must assess the individual's research contributions.

Requirements for Full Professor:

This rank recognizes the candidate’s excellence in teaching and research, particularly substantive contributions in both areas since the candidate’s appointment to associate rank. Appointment at this level requires strong evidence of a national or international reputation in the candidate’s area of specialization, supported by reports from referees of high academic stature.