Department of Chemistry
Criteria for Promotion of Lecture Faculty

The expectations and responsibilities of Lecturers, Senior Lecturers, and University Lecturers are described in Article 35 of the Collective Agreement. Criteria for promotion to Senior Lecturer and University Lecturer are articulated in Articles 35.13 and 35.15, respectively. The Department of Chemistry has drawn up and adopted additional criteria, standards and methods of assessment for promotion that will be reviewed and either reaffirmed or revised no less than every three years. The departmental criteria provided below are consistent with the general university requirements for promotion contained in the Collective Agreement.

Criteria for Promotion to Senior Lecturer

The candidate will have demonstrated excellence in teaching in a wide range of lecture and laboratory courses in Chemistry and related disciplines, and participated in other educational initiatives, as described below.

Excellence in teaching is evidenced by effective communication of deep and broad knowledge of the discipline, generation of enthusiasm in students and maintenance of high academic standards. Teaching excellence will be evaluated as outlined in Article 28.5 of the Collective Agreement, through a combination of methods, including student questionnaires, the observations of faculty colleagues, and teaching portfolios. Consideration shall be given to the ability and willingness of a faculty member to teach a range of subject matter and at various levels of instruction. Service to students over and above formal teaching will also be taken into consideration.

The candidate will have demonstrated a high level of (1) involvement in the development of curricula and teaching initiatives; (2) achievement in educational leadership; and (3) professional development.

The candidate will have demonstrated a substantial level of involvement in departmental committees, and in faculty and/or university committees and/or outreach activities for the promotion of Chemistry and Science.

Criteria for Promotion to University Lecturer

The candidate will be an outstanding teacher and have substantial accomplishments in the areas of educational leadership and educational innovation. They will have demonstrated an outstanding achievement in teaching as evidenced by a sustained record of excellence in teaching a wide range of lecture and laboratory courses in Chemistry and related disciplines. Teaching excellence will be evaluated as outlined in Article 28.5 of the Collective Agreement, through a combination of methods, including student questionnaires, the observations of faculty colleagues, and teaching portfolios. Consideration shall be given to the ability and willingness of a faculty member to teach a range of subject matter and at various levels of instruction. Service to students over and above formal teaching will also be taken into consideration.

The candidate will have successfully demonstrated: (1) a commitment to innovation in the field of teaching and learning resulting in a positive impact on student learning; (2) innovative contributions to curriculum, course development and other educational initiatives; and (3) overall outstanding educational leadership.

The candidate will have taken significant roles on departmental committees, as well as participated on faculty and/or university committees, and will be involved in outreach activities for the promotion of Chemistry and Science.

January 31, 2017
According to Article 28.14 of SFU’s Collective Agreement, each department must draw up and adopt criteria, standards and methods of assessment for tenure and for promotion that will be reviewed and either reaffirmed or revised no less than every three years. These departmental criteria provided below are consistent with the general University requirements for tenure and promotion contained in the Collective Agreement (Article 28).

Criteria for Renewal

Research
The candidate will have initiated an active research program as can be evidenced by (1) success in external grant funding, such as that from federal and provincial agencies, that would enable further development of their research program; (2) an appropriate number of high-quality publications for the sub-discipline in recognized, peer-reviewed journals accepted by experts in the candidate’s research area; and (3) a commitment to high-quality training and supervision of graduate students in the candidate’s research program, as appropriate for the sub-discipline.

Teaching
The candidate is expected to have demonstrated a sustained commitment to undergraduate teaching, graduate teaching, and graduate supervision. Teaching effectiveness will be evaluated as outlined in Article 28.5 of the Collective Agreement.

Service
The candidate will have demonstrated collegiality through active participation in departmental affairs.

Criteria for Promotion to Associate Professor with Tenure

Research
An important criterion is the demonstration of continued professional growth of the individual in his/her field(s) including recognition as an established scholar, as evidenced by the development of a significant program of research and scholarship. The candidate will have demonstrated excellence in research and scholarship as evidenced by (1) an appropriate number of high-quality publications in internationally recognized, peer-reviewed journals accepted by experts in the candidate’s research area, as appropriate for the sub-discipline; (2) continued success in external grant funding, from federal and provincial agencies, as principal investigator or equivalent for their sub-discipline. (3) the successful development of a nationally recognized research program; and (4) high-quality training and supervision of graduate students in the candidate’s research program, as appropriate for the sub-discipline. The number of publications is important, but secondary to their quality and impact, and to the applicant’s contribution to the publications. Additional signs of research productivity could include contributed or invited presentations at other institutions and national and international conferences, awards, or patents filed and issued. Such contributions would be recognized as evidence of research productivity but would not in themselves be sufficient to satisfy the criterion of an independent research program.

Teaching
The candidate is expected to demonstrate that, since commencement of the tenure-track appointment, there has been a sustained commitment to undergraduate teaching, graduate teaching, and graduate supervision. Teaching effectiveness will be evaluated as outlined in Article 28.5 of the Collective Agreement.

Service
The candidate will have demonstrated collegiality through active participation in departmental affairs, including membership of committees and participation in seminars and other professional interactions. Additional evidence of service contributions could include representation on faculty and university committees, organization of and participation in conferences and symposia, and service to the profession and promotion of science in external organizations.
Criteria for Promotion to Professor

Research
The candidate will be a scholar with an internationally recognized research program, as evidenced by a significant body of original, high-quality research publications in internationally recognized, peer-reviewed journals. The candidate is also expected to have significant standing in the field as judged by, for example, awards, invited presentations at conferences, service on editorial, management and planning boards, grant selection committees, conference organizing committees, boards of national and international societies, published reviews, book chapters, and books. The candidate will demonstrate continued success in external grant funding, from federal and provincial agencies, as principal investigator or equivalent for their sub-discipline, that will enable them to maintain an internationally recognized research program, and the candidate will have demonstrated sustained high-quality training and supervision of graduate students in the candidate’s research program as appropriate for the sub-discipline.

Teaching
The candidate is expected to demonstrate a sustained commitment to undergraduate teaching, graduate teaching, and graduate supervision. Teaching effectiveness will be evaluated as outlined in Article 28.5 of the Collective Agreement.

Service
The candidate will have made a significant contribution or taken a leadership role in departmental, faculty, or university committees, and participated in activities outside the department that raise the profile of the department, faculty, and university.

Relative Contributions to Research, Teaching and Service

Under normal circumstances, candidates are expected to have contributed to research, teaching, and service. Expectations of relative contributions to research, teaching, and service vary among faculty due to formal arrangements such as significant administrative duties, secondments, joint-appointments, research awards, and research chairs. In such cases, faculty who contribute relatively less than others to one or two of the three areas are expected to contribute relatively more to the other area or areas. Such situations will be considered during evaluation of the candidate’s tenure and/or promotion case.