

## The Professoriate Stream: Criteria for Tenure and Promotion

Based on excerpts from the *Agreement on Conditions of Appointment for Faculty – Articles 3 and 4*

Criteria*	Appointment to Acting Assistant Professor	Appointment or Promotion to Assistant Professor	Tenure	Appointment or Promotion to Associate Professor	Appointment or Promotion to Professor
<b>Teaching**</b>	"judged principally on performance in...teaching" 4.01 (a); "requires ...evidence of potential ability in teaching..." 3.06	"judged principally on performance in...teaching" 4.01 (a); "evidence of ability in teaching"; "successful teacher, and is capable of providing instruction at the various levels in his or her discipline, but it is sufficient to show potential to meet these criteria" 3.07	"have maintained a high standard of performance in meeting the criteria [of teaching, scholarly activity and service] ... and show promise of continuing to do so" 4.01(a); "the decision to grant a tenured appointment shall take into account the interests of the Department and the University in maintaining academic strength and balance" 4.01(d)	"evidence of successful teaching... beyond that expected of an Assistant Professor" 3.08; "teaching as defined in Article 4.02"; "ability to direct graduate students" 3.08	"contributions judged by the criteria set out in Article 4) are considered outstanding"; "appropriate standards of excellence"; "high quality in teaching" 3.09 ( a), (b)
<b>Scholarly Activity**</b> (i.e., research of quality and significance, or, in appropriate fields, distinguished, creative or professional work of a scholarly nature; and the dissemination of the results of that scholarly activity)	judged principally on performance in...scholarly activity 4.01 (a); "normally requires the completion, or promise of early completion, of academic qualifications and evidence of potential ability in...research" 3.06, 3.07	"judged principally on performance in...scholarly activity" 4.01 (a); "normally requires completion of academic qualifications, and evidence of ability in...scholarly activity"; "involved in scholarly activity..., but it is sufficient to show potential to meet these criteria" 3.07	"have maintained a high standard of performance in meeting the criteria [of teaching, scholarly activity and service] ... and show promise of continuing to do so" 4.01(a); "the decision to grant a tenured appointment shall take into account the interests of the Department and the University in maintaining academic strength and balance" 4.01(d)	"evidence of... scholarly activity beyond that expected of an Assistant Professor"; "sustained and productive scholarly activity" 3.08	"contributions (judged by the criteria set out in Article 4) are considered outstanding"; "appropriate standards of excellence"; "have wide recognition in the field of their interest"; "sustained and productive scholarly activity, have attained distinction in their discipline" 3.09 (a), (b)
<b>Service to the University and the Community</b>	"Service to the academic profession, to the University, and to the community will be taken into account...but...it cannot compensate for deficiencies in teaching and scholarly activity" 4.01 (a)	"Service to the academic profession, to the University, and to the community will be taken into account...but...it cannot compensate for deficiencies in teaching and scholarly activity" 4.01 (a)	"have maintained a high standard of performance in meeting the criteria [of teaching, scholarly activity and service] ... and show promise of continuing to do so" 4.01(a); "the decision to grant a tenured appointment shall take into account the interests of the Department and the University in maintaining academic strength and balance" 4.01(d)	"willingness to participate and participation in the affairs of the Department and the University" 3.08	"contributions judged by the criteria set out in Article 4) are considered outstanding"; "appropriate standards of excellence"; "participated significantly in academic and professional affairs"; "promotion to this rank is not automatic nor based on years of service" 3.09 (a), (b)

**Notes:**

\*Criteria are outlined in Articles 4.01 through 4.05

\*\*Candidates for tenure or promotion are judged principally on performance in both teaching and in scholarly activity