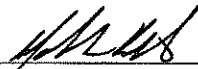
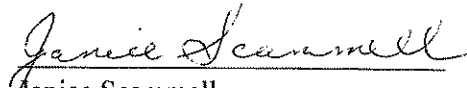


CUASA Proposal
06 June 2014
Carleton Counter Proposal:
16 June 2014
CUASA Proposal
16 June 2014
Carleton Counter Proposal:
19 June 2014
Carleton *Re-tables*
07 July 2014
CUASA Proposal
09 July 2014
Carleton Counter
10 July 2014
CUASA Proposal
11 July 2014
Carleton Counter
11 July 2014
CUASA Proposal
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27 July 2014 12:00 PM

Agreed July 27, 2014



Malcolm Butler
For the Employer



Janice Scammell
For the Association

10.2 University Criteria for Tenure and Promotion

<Article 10.2 *preamble, status quo* language >

(a) University Criteria for Tenure

- (i) Consideration for the awarding of tenure shall be based on the following criteria:
 - (1) Academic and Professional Credentials – possession of the normal credentials as defined for the position of Assistant Professor; usually an earned Ph.D. (or equivalent) or the degree that is determined as the terminal degree for the discipline and any additional credentials required for the specific position that were stated in the letter of appointment.
 - (2) Teaching Effectiveness – a record of successful and effective performance as a university teacher at Carleton University at all levels including advising and supervision of undergraduate and graduate students (as appropriate for the candidate and their academic unit).
 - (3) Research, Scholarly and/or Creative Work – a record of research, scholarship, and/or creative achievement as defined by the standards developed by the candidate's unit(s) **which shall include unit specific**

expectations around published work assessed by peer review, external research funding, and other forms of scholarly productivity, ~~as appropriate to the discipline.~~

- (4) Service to the University– an appropriate record of service to Carleton University (and other institutions where appropriate), such as administrative and committee duties and other professional activities which contribute to the operations of the University. It is expected that assigned service, pre-tenure shall be below the average service levels of faculty members in the same unit.
 - (5) Where there is a significant record of service to society relevant to the employee’s disciplinary expertise such as but not limited to consultancies or collaborations with governments, international development agencies, communities, or the private sector or participation in scholarly and professional organizations and other activities, which further the University's mission of service to society, this shall be recognized.
- (ii) The application of the above criteria will be assessed within the context of approved unit standards developed in accordance with Article 10.3 below.

(b) University Criteria for Promotion to Associate Professor

- (i) Consideration for the awarding of promotion to Associate Professor shall be based on the following criteria assessed over the candidate’s career achievements to date:
- (1) Academic and Professional Credentials – possession of the normal credentials as defined for the position of Assistant Professor; usually an earned PhD (or equivalent) or the degree that is determined as the terminal degree for the discipline, and any additional credentials required for the specific position that were stated in the letter of appointment.
 - (2) Teaching Effectiveness – a strong record of successful and effective performance as a university teacher at all levels including advising and supervision of undergraduate and graduate students (as appropriate for the candidate and their academic unit).
 - (3) Research, Scholarly and/or Creative Work – a strong and sustained record of research, scholarship, and/or creative achievement ~~as appropriate for the field of expertise as defined by in the unit approved standards~~ **developed by the candidate’s unit(s) which shall include unit specific expectations around** ~~including~~ published work assessed by peer review, external research funding, and other forms of scholarly productivity, ~~as appropriate to the discipline.~~

- (4) Service to the University– an appropriate record of service to Carleton University (and other institutions where appropriate), such as administrative and committee duties and other professional activities which contribute to the operations of the University. It is expected that assigned service, pre-tenure shall be below the average service levels of faculty members in the same unit.
- (5) Where there is a significant record of service to society relevant to the employee’s disciplinary expertise such as consultancies or collaborations with governments, international development agencies, communities, or the private sector or participation in scholarly and professional organizations and other activities, which further the University's mission of service to society, this shall be recognized.

- (ii) The application of the above criteria will be assessed within the context of Unit approved standards developed in accordance with Article 10.3 below.

(c) **University Criteria for Promotion to Full Professor**

- (i) Promotion to the rank of Full Professor is based primarily on:
 - intellectual maturity;
 - outside recognition of the candidates as an authority in his/her chosen fieldand
 - significant contributions to research, scholarship and the profession and to the University.

Scholarship and significant contributions to one's professional field would be of paramount importance; teaching and other activities would receive less weight.

- (ii) The criteria for assessing promotion to the rank of Full Professor are:
 - (1) Teaching Effectiveness – a sustained record of successful and effective performance as a university teacher at all levels including advising and supervision of undergraduate and graduate students (as appropriate for the candidate and their academic unit).
 - (2) Research, Scholarly and/or Creative Work – a significant record of sustained and productive research, scholarship, and/or creative achievement as appropriate for the field of expertise, including published work assessed by peer review that has resulted in national and preferably international recognition and high standing in the discipline or field of expertise as defined in the approved standards developed by the candidate’s unit(s).

- (3) Service to the University, the Profession and Society – a significant record of service to Carleton University (and other institutions where appropriate), such as administrative and committee duties and other professional activities which contribute to the operations of the University;
 - (4) Where there is a significant record of service to the profession and society relevant to the employee's disciplinary expertise such as but not limited to consultancies or collaborations with governments, international development agencies, communities, or the private sector or participation in scholarly and professional organizations and other activities which contributes to the University's mission of service to society, this shall be recognized.
- (iii) Only in rare and exceptional cases would long years of valued service to teaching and to the University be expected to constitute sufficient grounds on their own for promotion to Full Professor.