



## FACULTY OF SCIENCE CRITERIA: PROMOTION TO ASSOCIATE PROFESSOR WITH TENURE

### Preamble

The high quality of our Faculty Members is one of the most important factors anchoring the reputation of the University, and conferral of the rank of Associate Professor with tenure marks a significant milestone in an academic career. The granting of tenure is an important decision, requiring clear evidence of appropriate academic achievement.

The onus is on an applicant for promotion to Associate Professor with tenure to demonstrate an appropriate level of performance. Applicants must establish that they have met the conditions and general criteria for promotion and tenure set out in the Collective Agreement as well as the Faculty-based criteria set out herein. The purpose of the Faculty-based criteria is to specify how the conditions and general criteria set out in the Collective Agreement apply in the Faculty of Science to warrant promotion to the rank of Associate Professor with tenure; i.e., what constitutes satisfactory performance of teaching/professional responsibilities, satisfactory progress in research and/or other scholarly activity that represents a sustained and ongoing contribution to their discipline, and performance of reasonable service/administrative responsibilities. Should any of the Faculty-based criteria conflict with the Collective Agreement, the Collective Agreement shall prevail.

The work of Faculty Members at The University of Winnipeg comprises the areas of Research, Teaching and Service. The Dean, in consultation with the Chair, determines the distribution of a Faculty Member's workload among these areas. In the Faculty of Science, a weighting of 40%, 40% and 20% in Research, Teaching and Service, ~~In order to be applied to Associate Professors~~ with tenure an active research program that goes beyond the work in which the applicant was involved during their graduate studies. The applicant should document how their research and scholarship have resulted in contributions to their discipline (typically via a discipline-appropriate record of peer-reviewed research and/or scholarly products), and show the potential for ongoing contributions. In the context of establishing their sustained and ongoing

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## FACULTY OF SCIENCE CRITERIA: PROMOTION TO PROFESSOR

### Preamble

Professor is the highest academic rank conferred by The University of Winnipeg. The high quality of our Professors is one of the most important factors anchoring the reputation of the University, and enhances the prestige of all other academic ranks and activities at the University. Conferral of the rank of Professor is therefore a serious step, requiring clear evidence of appropriate academic achievement. This level of achievement will normally be attained over a sustained period of time, will be over and above what is expected of an Associate Professor, and will be recognized by peers within the University of Winnipeg community as well as by colleagues beyond.

The onus is on an applicant for promotion to Professor to demonstrate an appropriate level of performance to warrant this step. Applicants must establish that they have met the conditions and general criteria for promotion to Professor set out in the Collective Agreement as well as the Faculty-based criteria set out herein. The purpose of the Faculty-based criteria is to specify how the conditions and general criteria set out in the Collective Agreement apply within the Faculty of Science to warrant promotion to the rank of Professor; i.e., what constitutes satisfactory performance of teaching/professional responsibilities, establishment and maintenance of a program of research and/or other scholarly activity at a suitable level of distinction, and performance of reasonable service responsibilities. Should any of the Faculty-based criteria conflict with the Collective Agreement, the Collective Agreement shall prevail.

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a researcher. Additional evidence of scholarly activities may include high levels of engagement

are expected to detail how they have contributed substantially to the supervision of student research, thesis preparation and participation in the evaluation of theses.

Successful applicants will provide evidence to establish how they have stayed current in the content and delivery of their teaching. In this context, applicants may wish to highlight how they have taken appropriate advantage of improvements in technology and pedagogy in a way appropriate to the curriculum of their Department/Unit/Program. Applicants may choose to highlight their contributions to innovative teaching methods, the creation of new demonstrations or teaching materials, and/or the development of new courses. Applicants for promotion to Professor are expected to have contributed substantially to the development and advancement of curriculum.

### Service

Accepting and discharging reasonable service responsibilities at a level appropriate to warrant promotion to Professor in the Faculty of Science requires the applicant to demonstrate that they have a sustained record of service contributions which show maturity and leadership. Being listed as a member of a number of committees is not, in itself, evidence of sufficient service activity; successful applicants will establish that they have fully participated in and contributed meaningfully to a variety of committee and/or administrative activities.

Applicants are not required to

## FACULTY OF SCIENCE CRITERIA: CONTINUING APPOINTMENT

### Preamble

The high quality of our Members is one of the most important factors anchoring the reputation of the University, and conferral of a continuing appointment marks a significant milestone in an Instructor's academic career, which requires clear evidence of appropriate academic achievement.

The principal responsibilities of Instructors are teaching and service to the University. The Dean, in consultation with the Chair, determines the distribution of an Instructor Member's workload between these two areas. In the Faculty of Science, a weighting of 80% in Teaching and 20% in Service is normally given.

The onus is on applicants for continuing appointment to establish that they have met the conditions and general criteria for continuing appointment set out in the Collective Agreement as well as the Faculty-based criteria set out herein. The purpose of the Faculty-based criteria is to specify how the conditions and general criteria set out in the Collective Agreement apply in the Faculty of Science to warrant the granting of a continuing appointment; i.e., what constitutes satisfactory performance of duties and responsibilities (including teaching) and a satisfactory service record. Should any of the Faculty-based criteria conflict with the Collective Agreement, the Collective Agreement shall prevail.

### Teaching

High quality teaching is a point of pride amongst Members of the Faculty of Science. In order to be found to have performed their teaching responsibilities at a level that is satisfactory to warrant the granting of a continuing appointment, applicants will need to establish a documented history of competent teaching via Senate-approved teaching evaluation instruments, annual activity reports and evaluation reports, as well as any other relevant information the applicant chooses to provide to justify their continuing appointment. Such information may include peer evaluations, letters from former students, a teaching portfolio, teaching awards and any other information that evidences the applicant's teaching abilities.

In the evaluation of teaching, priority will be given to teaching in the applicant's Department/Unit/Program, be it in the classroom, in the laboratory, in field schools, etc., depending on the curriculum of the applicant's Department/Unit/Program.

Given that the majority of an Instructor's workload and responsibilities are in the area of Teaching, and that they have no responsibilities with respect to Research, it is expected that applicants will devote an appropriate and substantial amount of their time and efforts to ensuring that their teaching is as effective as possible.





## FACULTY OF SCIENCE CRITERIA: PROMOTION FROM INSTRUCTOR I TO INSTRUCTOR II

### Preamble

The principal responsibilities of Instructors are teaching and service to the University. Instructors are not expected to conduct research/scholarship. The Dean, in consultation with the Chair, determines the distribution of an Instructor Member's workload between these two areas. In the Faculty of Science, a weighting of 80% in Teaching and 20% in Service is normally given.

The onus is on applicants for promotion to Instructor II to establish that they have met the conditions and general criteria for promotion to Instructor II set out in the Collective Agreement as well as the Faculty-based criteria set out herein. The purpose of the Faculty-based criteria is to specify how the conditions and general criteria set out in the Collective Agreement apply in the Faculty of Science to warrant promotion to the rank of Instructor II; i.e., what constitutes performance of the responsibilities of their position at a satisfactory level. Should any of the Faculty-based criteria conflict with the Collective Agreement, the Collective Agreement shall prevail.



## FACULTY OF SCIENCE CRITERIA: PROMOTION FROM INSTRUCTOR II TO INSTRUCTOR III

### Preamble

Instructors play an important teaching role in the Faculty of Science, and promotion to the rank of Instructor III is a significant milestone in an Instructor's academic career, requiring clear evidence of academic performance.

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