

Presentation by the MRFA and
Board Negotiating
Committees to Faculty
Councils

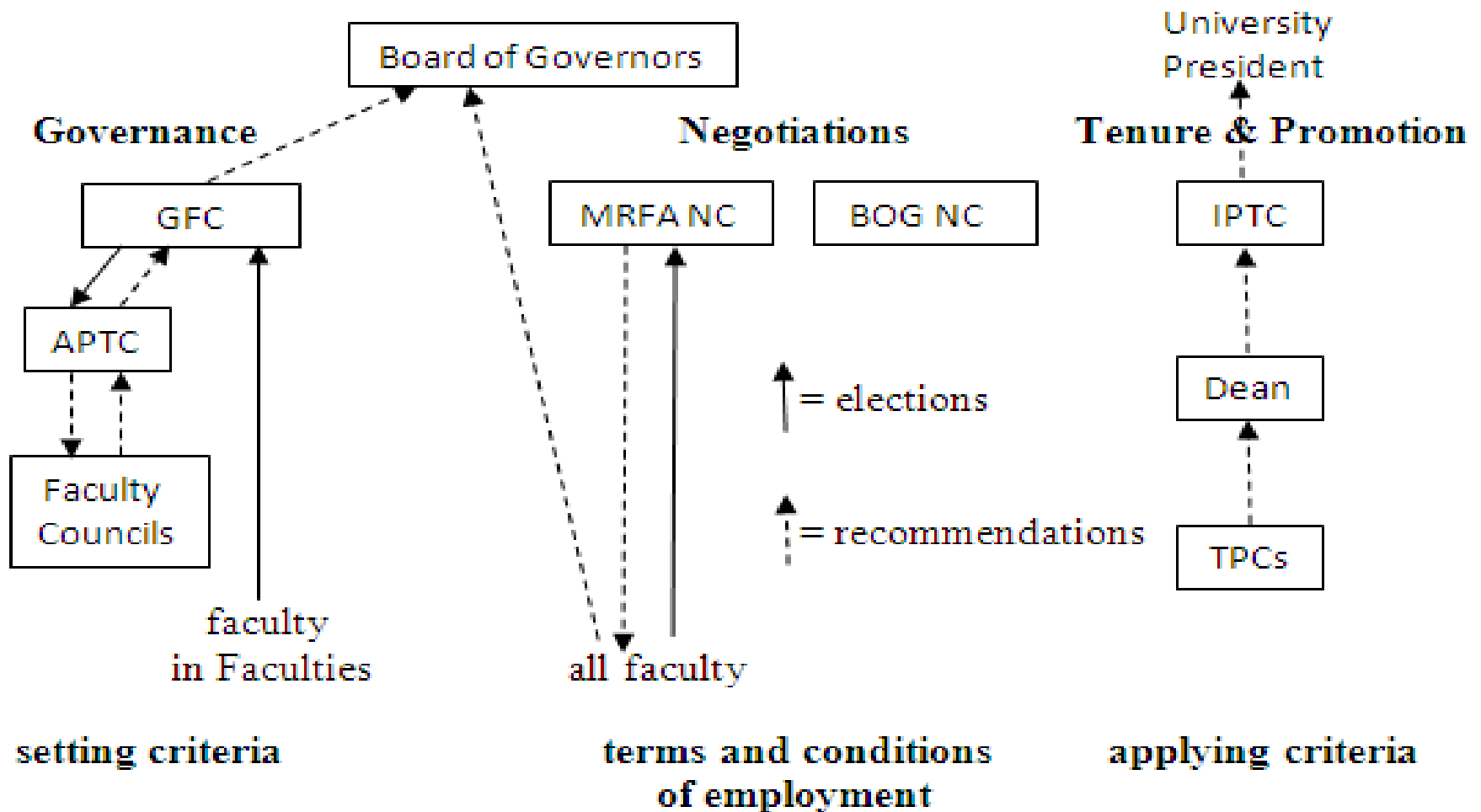
September/October 2009

Purpose

To discuss the work that must be done to develop the detailed criteria and standards for tenure and promotion required to implement the system of academic rank and promotion outlined in Articles 4, 5, 6 and 7 of the amended 2008-2010 Collective Agreement

6.2.1: Tenure recommendations and decisions shall be made on the basis of meeting or exceeding the established standards ...

Committees Involved



Relationship between CA and the Committees Involved

The Institutional Tenure and Promotion Committee (ITPC) is created by the CA and so can be required to act, e.g. (Implementation MOU C 4 on page 80):

The ITPC, in consultation with the Appointments, Promotion and Tenure Committee, shall develop *Tenure and Promotion Guidelines* to implement Articles 6.4, 6.5, 6.7 and 6.8.

Relationship between CA and the Committees Involved

- Faculty Councils, GFC and APTC exist independently of the CA and can only be requested to act by the CA
- The CA requests that Faculty Councils, APTC and GFC:
 - develop definitions of the “required academic credential or its equivalent”
 - develop the detailed criteria and standards for the new tenure and promotion system

Relationship between CA and the Committees Involved

However, APTC requires in its Terms of Reference that it conform to the CA:

The Committee shall:

- iii. Ensure that the criteria and other work undertaken by the APT Committee integrate and align with the processes resulting from the collective bargaining process.
- iv. Review the outcomes of the bargaining process to determine if there is any additional work that needs to be undertaken to fulfill the overall mandate of the APT Committee and respond as necessary.

Implementation MOU A 5 on page 79

Both parties request that Faculty Councils work with APTC and GFC to develop definitions of the “required academic credential or its equivalent” for each program/discipline/area for appointment to different ranks and for promotion to the rank of Professor, as soon as possible. Further, both request that these definitions be forwarded to the negotiation committees by January 2010 for consideration in collective bargaining towards an agreement effective July 1, 2010.

One of the criteria for tenure at a university in our peer group:

hold a doctorate or the degree normally considered to be terminal in his/her discipline

How another does it:

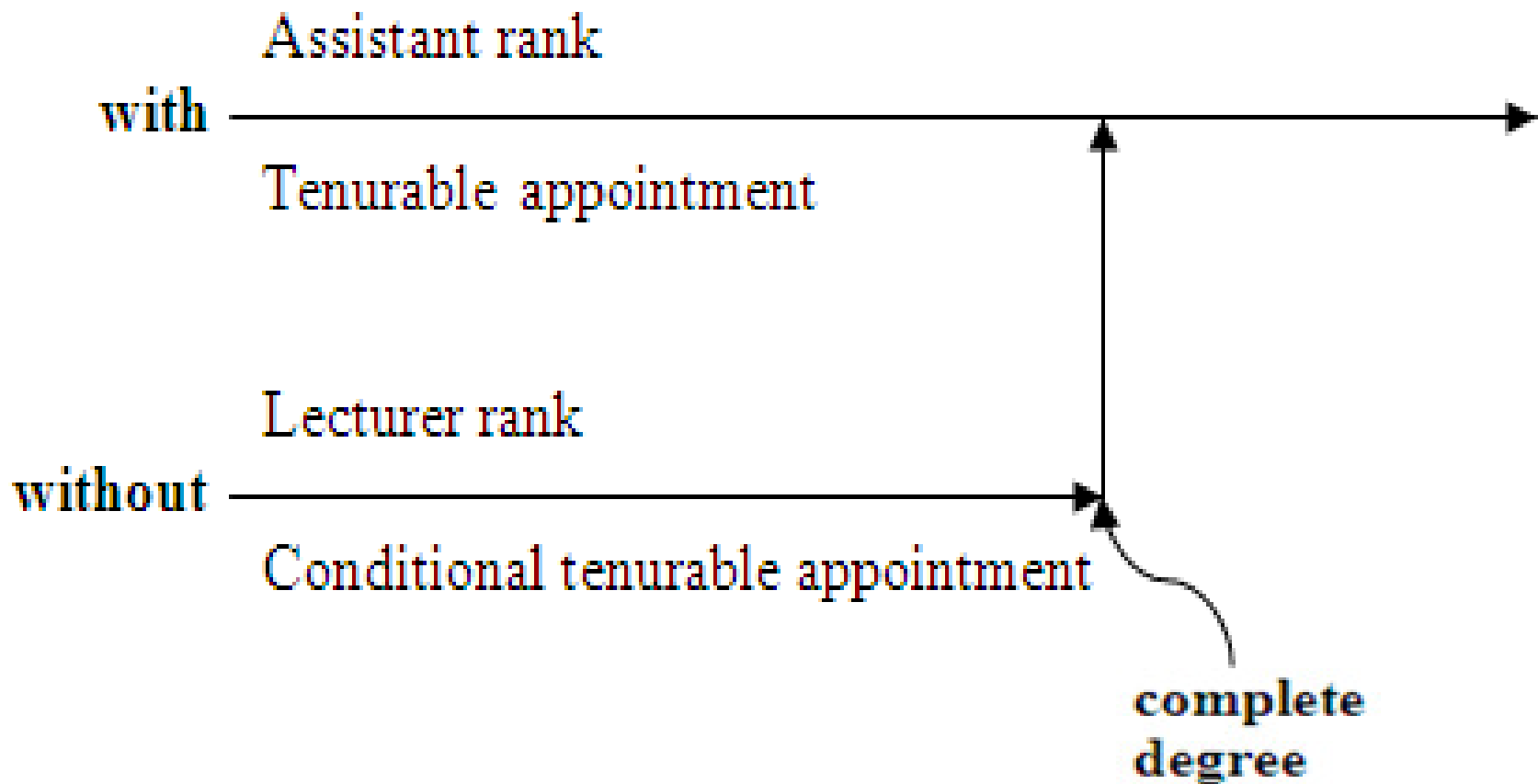
In order to be eligible to be considered for tenure, an earned PhD (or equivalent doctoral degree, such as a research thesis-based EdD or LLD) is the minimum terminal degree for faculty in all programs with the exception of faculty in the following programs.

Wherever possible, exemption from the doctorate as a required credential will be noted within the letter of appointment of the faculty member or in a subsequent letter of exemption signed by the Vice-President, Academic and Research.

General Criteria for Tenure at MRU

- i. evidence of effective teaching;
- ii. evidence of scholarship, where applicable;
- iii. evidence of service; and
- iv. evidence that the duties have been carried out in a responsible and professional manner

Appointment with and without the required academic credential



Related Appointment Articles

Article 4.3.2 (position requirements, page 4)

Prior to posting a position, the Chair of the academic unit shall meet with the tenured and tenurable faculty of the academic unit or discipline to discuss fully the qualifications, areas of expertise, teaching responsibilities, work pattern, **required academic credential or its equivalent**, and anticipated rank of the appointment.

Related Appointment Articles

Article 4.3.9 (selection committee report , page 4)

The report shall also state **whether the preferred candidate has attained the required academic credential or its equivalent**, in accordance with the definitions of required academic credentials developed by the academic unit's Faculty Council. The report shall be submitted to the Dean/ Director who shall forward it to the Provost and Vice-President, Academic.

Related Appointment Articles

Article 4.3.13 (page 5) – the letter of appointment shall specify confirmation of the required academic credential, where applicable

Article 4.2.3 (page 3) – conditional tenurable appointments shall be offered at the rank of Lecturer in cases where the successful candidate does not possess the required academic credential or its equivalent

A Question

If the required academic credential is less than a doctorate, then should the credential required for the granting of tenure be the same as the credential required for promotion to Professor or should the highest credential available be necessary for promotion to Professor?

The CA requests that APTC:

- develop detailed criteria and standards related to the general criteria stated in Article 6.2.1 and forward them to both Negotiating teams prior to January 31, 2010 for consideration in collective bargaining towards an agreement effective July 1, 2010
- develop detailed criteria and standards for and consider matters related to promotion to the rank of Professor

Faculty Councils are also involved in the development of tenure and promotion criteria and standards by the APTC Terms of Reference:

The Committee shall:

- i. Develop and recommend the institutional criteria and recommend the detailed criteria developed by the Faculty Councils pertaining to appointment, promotion and tenure of faculty members to the General Faculties Council.

CA provides the Framework

- Detailed criteria and standards for tenure and promotion must be developed within the framework established by the CA
- See Article 6.2, the Addendum on Teaching, Scholarship and Service (page 64), and Appendix B – Principles of a Tenure, Promotion and Rank System at Mount Royal (page 68)

Criteria for Tenure

Article 6.2.2 (page 16)

Tenure recommendations and decisions shall be based solely on the general criteria in this article, the Addendum on Teaching, Scholarship and Service, and detailed criteria developed according to the MOU Regarding Implementation of a Rank and Promotion System at Mount Royal, and shall be made in accordance with the Tenure and Promotion Guidelines on the date of commencement of appointment.

Definition of Scholarship

Scholarship: activities related to research, scholarly and/or artistic work which occurs through discovery, integration, teaching and learning, or application of knowledge and must be disseminated through peer-reviewed processes.

Excerpts from the Addendum on Teaching, Scholarship and Service

Scholarship may include but is not restricted to the following activities:

- Research
- Scholarly and artistic work
- Professional work
- Publishing

Addendum continued

- Presenting at, participating in and coordinating conferences
- Collaborating with, and reviewing and editing the work of, peers
- Developing primary and secondary texts and learning materials
- Providing scholarly opportunities for students

Addendum continued

- Scholarship of teaching and learning
- Dissemination of effective teaching and learning resources and strategies
- Creation and extension of resources or programs to support teaching
- Sharing teaching expertise externally
- Significant leadership in teaching excellence beyond the institution

Excerpts from Appendix B – Principles of a Tenure, Promotion and Rank System at Mount Royal

- The processes of tenure and promotion should support the achievement of our mission to become Canada's best instructionally focused and scholarly informed undergraduate institution.
- Tenure and promotion criteria must recognize the value of Mount Royal's unique instructionally focused work patterns within the context of Canada's university standards.

Appendix B continued

- The processes and results of the tenure and promotion system will seek to retain the collegial and non-competitive culture valued by faculty and administration at Mount Royal.
- Both the processes and criteria for the assessment of tenure and promotion must be transparent, effective and efficient.

Appendix B continued

- A fair, evidence-based assessment of criteria by peers, working collegially and ethically, is at the heart of Mount Royal's tenure and promotion system.
- The degree of accomplishment necessary for achieving tenure and promotion must be equivalent across academic units and between work patterns.

MOU requests to forward to both negotiating committees by:

