## The Educational Leadership Stream: Criteria for Tenure and Promotion

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

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Appointment to Assistant Professor of Teaching</th>
<th>Promotion to and Tenure as Associate Professor of Teaching (or Appointment to Associate Professor of Teaching)</th>
<th>Promotion to Professor of Teaching (or Appointment to Professor of Teaching with Tenure)</th>
</tr>
</thead>
</table>
| **Teaching**                    | • “ Normally requires completion of academic (or where appropriate, professional) qualifications, evidence of ability and commitment to teaching” 3.03  
                                 | • “Judged principally on performance in teaching” 4.01 (b)                                       | • “Requires evidence of excellence in teaching” 3.04  
                                 |                                                                                               | • Tenure: “Granted to individuals who have maintained a high standard of performance in meeting the criteria”… (of teaching, educational leadership, and service)... “and show promise of continuing to do so” 4.01 (a)  
                                 |                                                                                               | • “Requires evidence of outstanding achievement in teaching” 3.05  
                                 |                                                                                               | • “Requires evidence of... distinction in field of teaching and learning” 3.05  
| **Educational Leadership**      | • “Normally requires evidence of...promise of educational leadership” 3.03  
                                 | • “Requires evidence of... demonstrated educational leadership” 3.04  
                                 | • “Requires evidence of... involvement in curriculum development and innovation, and other teaching and learning initiatives” 3.04  
                                 | • “Keep abreast of current development in their respective discipline and in the field of teaching and learning” 3.04  
                                 | • “Requires evidence of... demonstrated educational leadership” 3.04  
                                 | • “Requires evidence of... involvement in curriculum development and innovation, and other teaching and learning initiatives” 3.04  
                                 | • “Keep abreast of current development in their respective discipline and in the field of teaching and learning” 3.04  
                                 | • “Requires evidence of outstanding achievement in...educational leadership” 3.05  
                                 | • “Requires evidence of ... sustained and innovative contributions to curriculum development, course design and other initiatives that advance the University’s ability to excel in its teaching and learning mandate” 3.05  

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| Service | • “Service to the academic profession, to the University, and to the community may be taken into account…but…it cannot compensate for deficiencies in teaching…” 4.01 (a) | • “Service to the academic profession, to the University, and to the community may be taken into account…but…it cannot compensate for deficiencies in teaching…” 4.01 (a) | • “Service to the academic profession, to the University, and to the community may be taken into account…but…it cannot compensate for deficiencies in teaching…” 4.01 (a) |

**Additional Notes:**

*Criteria for appointment and promotion are outlined in Articles 3.03 to 3.05 and 4.01 to 4.05 of the Agreement on Conditions of Appointment for Faculty*

**Scholarly Activity is 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. Scholarly Activity is not a criterion or an expectation for tenure or promotion through the Professor of Teaching ranks.*

**“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).**