

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

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

Criteria	Appointment to Assistant Professor of Teaching	Promotion to and Tenure as Associate Professor of Teaching (or Appointment to Associate Professor of Teaching)	Promotion to Professor of Teaching (or Appointment to Professor of Teaching with Tenure)
<b>Teaching</b>	<ul style="list-style-type: none"> <li>• “Normally requires completion of academic (or where appropriate, professional) qualifications, evidence of ability and commitment to teaching” 3.03</li> <li>• “Judged principally on performance in teaching” 4.01 (b)</li> </ul>	<ul style="list-style-type: none"> <li>• “Requires evidence of excellence in teaching” 3.04</li> <li>• 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)</li> </ul>	<ul style="list-style-type: none"> <li>• “Requires evidence of outstanding achievement in teaching” 3.05</li> <li>• “Requires evidence of... distinction in field of teaching and learning” 3.05</li> </ul>
<b>Educational Leadership</b>	<ul style="list-style-type: none"> <li>• “Normally requires evidence of...promise of educational leadership” 3.03</li> </ul>	<ul style="list-style-type: none"> <li>• “Requires evidence of... demonstrated educational leadership” 3.04</li> <li>• “Requires evidence of... involvement in curriculum development and innovation, and other teaching and learning initiatives” 3.04</li> <li>• “Keep abreast of current development in their respective discipline and in the field of teaching and learning” 3.04</li> </ul>	<ul style="list-style-type: none"> <li>• “Requires evidence of outstanding achievement in...educational leadership” 3.05</li> <li>• “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</li> </ul>

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<b>Service</b>	<ul style="list-style-type: none"> <li>• “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)</li> </ul>	<ul style="list-style-type: none"> <li>• “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)</li> </ul>	<ul style="list-style-type: none"> <li>• “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)</li> </ul>
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### **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).