

## Article 11

### PROCEDURES AND CRITERIA FOR PROMOTION OF FACULTY MEMBERS

#### GENERAL PROCEDURES

- 11.01 Consideration of a Faculty Member for promotion follows upon formal application or nomination for such promotion. Such an application or nomination must be made in writing to their Administrative Head by September 1. Nomination shall require the written consent of the Faculty Member.
- 11.02 Applications or nominations for promotion to the rank of Professor shall clearly state whether consideration should be given under Clause 11.18(c)(i) or (ii).
- 11.03 A candidate shall be assessed in accordance with the procedures set out in Article 9 except as otherwise specified in this Article.
- 11.04 In cases where a Faculty Member is appointed to the University or promoted to a higher rank between January 1 and August 31, the calculation of years in rank shall be made as though the Faculty Member had been appointed or promoted on the following September 1.
- 11.05 In cases where a Faculty Member is appointed to the University or promoted to a higher rank between September 2 and December 31, the calculation of years in rank shall be made as though the Faculty Member had been appointed or promoted on the previous September 1.
- \*11.06 In departmentalized faculties, a Dean may consult with Administrative Heads when assessing promotion files. Such consultation shall only occur after the Administrative Heads have submitted their own formal, written recommendations to the Dean on each of the assessment files that originate from their Academic Unit or Division. Any such consultation shall be used only for the purpose of ensuring the promotion criteria, in accordance with Clause 11.14 are being applied consistently to each ASM across Academic Units. The consultative process shall be advisory to the Dean, and all recommendations made by the Dean shall be those of the Dean. There shall be no votes taken during such consultations. Should such consultation result in a change in the Administrative Head's original written recommendation to the Dean, or if the Dean's recommendation should differ from the original recommendation of the Administrative Head, such formal, written recommendations shall be copied to the ASM.
- 11.07
  - (a) When the Dean or Director is not prepared initially to agree with the recommendation of the Promotion and Tenure Committee, they shall refer the recommendation back to the Department or Division Head, when applicable, and to the Promotion and Tenure Committee (at Grenfell Campus, solely to the Promotion and Tenure Committee), with their reasons. The Promotion and Tenure Committee shall reconsider its recommendation in light of these reasons. The Administrative Head shall inform the candidate of any such reconsideration and the Committee may request an additional meeting with the candidate. As per Clause 9.09, the Promotion and Tenure Committee shall again report to the Administrative Head, and the Administrative Head to their immediate administrative superior.
  - (b) For appointments in Counselling at Grenfell Campus, when the Vice-President (Grenfell Campus) is not prepared initially to agree with the recommendation of the Promotion and Tenure Committee, they shall refer the recommendation back to the Promotion and Tenure Committee, with their reasons. The Promotion and Tenure Committee shall reconsider its recommendation in light of these reasons. The Vice-President (Grenfell Campus) shall inform the candidate of any such reconsideration and the Committee may request an additional meeting with the candidate. As per Clause 9.09, the Promotion and Tenure Committee shall again report to the Vice-President (Grenfell Campus).
- 11.08
  - (a) When the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs makes a negative recommendation to the Provost & Vice-President (Academic) regarding promotion, the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs shall inform the Promotion and Tenure Committee and the Faculty Member. In such a case, the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs shall give a statement of reasons and provide the Promotion and Tenure Committee's Report and, when applicable, the Department or Division Head's recommendation.

- (b) At Grenfell Campus, when an Administrative Head makes a negative recommendation to the Vice-President (Grenfell Campus) regarding promotion, the Administrative Head shall inform the Promotion and Tenure Committee and the Faculty Member. In such a case, the Administrative Head shall give a statement of reasons and provide the Promotion and Tenure Committee's Report.
- 11.09 (a) At St. John's, in every case where a Faculty Member has applied for, or has been nominated for, promotion, the President shall receive and consider the recommendation from the Provost & Vice-President (Academic) and shall notify the candidate no later than June 1 of the President's recommendation to the Board. If the recommendation is not positive, the notification shall contain a statement of the reasons.
- (b) At Grenfell, in every case where a Faculty Member has applied for, or has been nominated for, promotion, the President shall receive and consider the recommendation from the Vice-President (Grenfell Campus) and shall notify the candidate no later than June 1 of the President's recommendation to the Board. If the recommendation is not positive, the notification shall contain a statement of the reasons.
- 11.10 The granting of promotion shall be effective September 1.
- 11.11 If a candidate for promotion is unsuccessful in consecutive years at any time following the minimum number of years as stated in Clauses 11.17(a) and 11.18(a) as appropriate, further consideration shall not occur until the second year following the second denial of promotion.

#### **PROCEDURES FOR OBTAINING EXTERNAL APPRAISALS OF CANDIDATES FOR PROMOTION TO THE RANK OF ASSOCIATE PROFESSOR OR PROFESSOR**

- 11.12 The assessment file of a Faculty Member being considered for promotion to the rank of Associate Professor or Professor shall contain at least three (3) and no more than five (5) letters of reference solicited by the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs. Referees providing these letters shall:
  - (a) be competent and recognized scholars in the relevant discipline who do not currently hold an appointment with the University. Normally, referees shall hold the academic rank of Professor at a recognized university. In all cases, at least two (2) letters shall be obtained from individuals holding the rank of Professor at a recognized university;
  - (b) have a national or international reputation for excellence in their field;
  - (c) not currently be collaborating with a candidate nor have collaborated in the past five (5) years.
- 11.13 Letters of appraisal shall be sought using the procedures specified in Clauses 10.10 through 10.17.

#### **CRITERIA FOR PROMOTION**

- \*11.14 To meet the criteria for promotion, recognizing that these criteria are interrelated, the candidate shall provide evidence of a cumulative record of academic performance as appropriate to the rank being sought, and demonstrated professional growth, acknowledging diverse career paths, traditions and values, ways of knowing, and forms of communicating knowledge. In addition, the Faculty Member's teaching load in accordance with Clause 3.27(c), access to research facilities, and other available infrastructure shall be considered.

Considering the professional duties and responsibilities of Faculty Members as set out in Article 3, the areas of assessment for promotion shall be the following, with the greatest weight placed on (a) and (b):

- (a) documented effectiveness and scholarly competence as a teacher;

Recommendations and decisions shall be based on the evaluation of documentation compiled by the Faculty Member following suggestions in the CAUT Teaching Dossier (see Appendix B). The Faculty Member shall select the particular components suggested in the CAUT Teaching Dossier for inclusion in the file.

- (b) a demonstrated record of research, scholarship, and critical, creative, professional or developmental work;

Scholarship includes the scholarship of discovery, the scholarship of integration, the scholarship of application and/or the scholarship of teaching. Review and assessment of scholarship should recognize non-traditional forms of scholarship, traditional ways of knowing, and Indigenous ways of knowing, being, and doing. Indigenous knowledges shall be assessed as commensurate with academic knowledge.

Factors that may be considered include, but are not limited to: the publication of books, monographs, and contributions to edited books; papers in both refereed and non-refereed journals; scholarly presentations delivered at professional and community meetings; success in grant competitions and obtaining external funding; developing and maintaining research collaboration and partnerships; participation in panels; unpublished research including current work in progress both supported and non-supported; editorial and refereeing duties; creative works and performances; contributions as a public intellectual; and scholarship evidenced by the candidate's depth and breadth of knowledge and general contributions to the research life and creative milieu of the University and to society as a whole. Greater weight shall be placed on refereed products of scholarship than on those that have not been refereed. Similarly, published work shall be given greater weight than unpublished work, and success in obtaining external funding shall be given greater weight than those that are unsuccessful. The quality and originality of both published and unpublished work shall be considered. Promotion recommendations and decisions shall be based on the entire career but the candidate shall demonstrate an appropriate record of academic performance since the most recent promotion decision in the body of work constituting research, scholarship or creative and professional activities.

Indigenous knowledges include, but are not limited to, knowledge of the language and customs, rites, rituals, histories, teachings of a particular group of Indigenous People or Peoples. Many Indigenous Faculty Members will have scholarship based in and informed by principles and methods appropriate to an exploration and explication of Indigenous knowledges as well as those of the Western academic disciplinary tradition.

- (c) a demonstrated record of academic service.

Service includes internal and external activities related to the functioning of the University. Factors that may be considered include, but are not limited to: participating in University, Faculty, and Departmental Committees; service in professional organizations and associations, learned societies, and disciplinary associations, for example, through holding office on executive boards and committees; service to MUNFA; general administrative duties; and community service where the individual has made a contribution by virtue of special academic competence.

- \*11.15 Recommendations and decisions about the quality or quantity of activities shall be based solely on documentation in the file. If the documentation in the file includes no information about one (1) or more of the three (3) areas under consideration (teaching, research or service) this shall be grounds for a negative recommendation or decision.
- 11.16 A Faculty or School may adopt more detailed statements of criteria than those set out in this Article, so long as such statements are consistent with this Collective Agreement, are formally approved by a majority vote by ballot of the Faculty Members in the Faculty or School concerned, and are approved by the Provost & Vice-President (Academic) or for Grenfell Campus, the Vice-President (Grenfell Campus). Copies of such statements shall be circulated to all Faculty Members in the Faculty or School and to the applicable Vice-President at least twenty (20) days before the ballot is distributed. The Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs, shall forward to the Association any such approved statement within twenty (20) days of the conclusion of the ballot.

## **PROMOTION TO THE RANK OF ASSOCIATE PROFESSOR**

- \*11.17 (a) At the time of application or nomination for promotion to Associate Professor, a candidate shall normally have completed at least five (5) years of service at the rank of Assistant Professor, or shall have an equivalent combination of relevant professional experience and service at the rank of Assistant Professor. Previous experience at other recognized universities shall be considered. If a Faculty Member achieves promotion to Associate Professor before being granted tenure, nevertheless the consideration for tenure

shall occur in accordance with Clause 10.08 in the year that it would have occurred had the early promotion not been granted.

- (b) An application or nomination for promotion to the rank of Associate Professor before the applicant has completed five (5) years of service as an Assistant Professor or an equivalent combination of relevant professional experience and service at the rank of Assistant Professor shall be considered and decided on its merits. Such an application or nomination shall take place only once in a Faculty Member's career and the provisions of Clause 11.12 and Clause 11.13 shall apply.
- (c) Considering the professional responsibilities and duties of Faculty Members as set out in Article 3, the criteria for promotion to the rank of Associate Professor are those set out in Clause 11.14 with appropriate adjustment to the standards for this rank using those criteria.
- (d) An exceptional record of research, scholarship, and critical, creative professional, or developmental work may be used to modify the standards usually applied under Clause 11.14(a). Similarly, a demonstrated record of sustained excellence in teaching may be used to modify the usual standards applied under Clause 11.14(b).

### **PROMOTION TO THE RANK OF PROFESSOR**

- \*11.18 (a) At the time of application or nomination for promotion to Professor, a candidate shall normally have completed at least five (5) years of service at the rank of Associate Professor, or shall have an equivalent combination of relevant professional experience and service at the rank of Associate Professor. Such an application or nomination shall demonstrate intellectual maturity, characterized by depth and breadth of teaching and scholarship, and academic integrity. A Faculty Member who has clearly established an international reputation as a scholar in their field, for example, by major publications or by national or international awards indicative of a high level of academic recognition, may be deemed eligible for promotion at any time.
- (b) Considering the professional responsibilities and duties of Faculty Members as set out in Article 3, the criteria for promotion to the rank of Professor are those set out in Clause 11.14 with appropriate adjustment to the standards for this rank using those criteria.
- (c) The rank of Professor is the highest rank the University can bestow and it shall be accorded only when a candidate has either:
  - (i) a superior record of research, scholarship, and critical, creative, professional or developmental work; along with a satisfactory record of teaching effectiveness and scholarly competence as a teacher, as evidenced by documentation compiled by the Faculty Member following suggestions in the CAUT Teaching Dossier (see Appendix B); and, a satisfactory record of academic service;
  - or
  - (ii) a superior record of teaching effectiveness, as evidenced by documentation compiled by the Faculty Member following suggestions in the CAUT Teaching Dossier (see Appendix B), along with a substantial record of research, scholarship, and critical, creative, and professional or developmental work activities, and a satisfactory record of academic service.
- (d) An application or nomination for promotion to the rank of Professor before the applicant has completed five (5) years of service as an Associate Professor shall be considered and decided on its merits. Such an application or nomination shall take place only once in a Faculty Member's career and the provisions of Clauses 11.12 and 11.13 shall apply.
- (e) A long period of employment with this or any other university shall not lower the standard for promotion to the rank of Professor.