

## 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 Instructor	Promotion to and Tenure as Senior Instructor (or Appointment to Senior Instructor)	Promotion to Professor of Teaching (or Appointment to Professor of Teaching with Tenure)
Teaching	<ul style="list-style-type: none"> <li>• “Normally requires completion of academic (or where appropriate, professional) qualifications, evidence of ability and commitment to teaching” 3.02</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” 3.03</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” 3.04</li> <li>• “Requires evidence of... distinction in field of teaching and learning” 3.04</li> </ul>
Educational Leadership	<ul style="list-style-type: none"> <li>• “Normally requires evidence of...promise of educational leadership” 3.02</li> </ul>	<ul style="list-style-type: none"> <li>• “Requires evidence of... demonstrated educational leadership” 3.03</li> <li>• “Requires evidence of... involvement in curriculum development and innovation, and other teaching and learning initiatives” 3.03</li> <li>• “Keep abreast of current development in their respective discipline and in the field of teaching and learning” 3.03</li> </ul>	<ul style="list-style-type: none"> <li>• “Requires evidence of outstanding achievement in...educational leadership” 3.04</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” 3.04</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 3.02 to 3.04 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).