Tenure & Promotion to Associate Professor at the University of Alberta

- Critical academic step
- Promotion & Tenure constitute the University’s endorsement of the Faculty Member’s academic stature
- Each Faculty Member has Academic Freedom; the University determines whether to endorse the resulting scholarship
- Initial appt - Assistant professor with 2 probationary periods 4 + 2 years
  - Extensions for illness, parental leave, major change job description
- Application for promotion & tenure is made in the 5th year - effective in 6th
Application for Tenure

- On recommendation of the Chair
- Successful: automatic promotion to Associate Professor
- Occasionally, Associate recruited from another institution still needs tenure review
- “Hard” tenure – numbered University position
  “Soft” tenure – “contingent” on obtaining external funding
- Unsuccessful: no further opportunities and no academic track
- Clinical faculty presently evaluated within respective departments; not evaluated by FEC; no tenure consideration
An Academic Appointment

- An academic career is differentiated from others by the fact that evaluations are based on:

  Creation of new knowledge – discovery/research/scholarship
  +/-
  Dissemination of knowledge – teaching/education/scholarship

- Job description
  - Education, Research, Clinical practice, Administration
- Scholarship activities and productivities (Boyer):
  - Discovery, Application, Integration
  - Methodology, Peer-review, Dissemination
Faculty Evaluation Committee (FEC) Composition

- Dean (as Chair), votes only if tie
- All Department Chairs
- At least two tenured Faculty members elected by Faculty Council. Ideally, at least one shall be present at FEC meetings
- Quorum shall be 80% of the committee membership.
- Decisions by a majority (>50%) of those present.
Promotion to Professor

- Not automatic nor mandatory
- Eligible to apply when position on the University’s salary grid is within one increment or is higher than the minimum for Professor (Article 13).
- Generally an international/national reputation as leader in their field
- Superior performance in at least one category of their job description (normally a significant part) and at least satisfactory in all others
- Based on entire career
- Occurs on basis of application of candidate
- Can reapply if unsuccessful
Awarding of Increments

Yearly the Department Chair shall recommend to FEC whether a staff member should receive an increment based on performance in the preceding year. Such a recommendation shall be of one of the following:

- single increment (1)
- multiple increment (1.5, 2, 2.5 or 3)
- one-half of a single increment (.5)
- partial increment - bringing the salary to the salary ceiling of the present rank
- special increment - greater than a single increment but not a multiple increment, bringing to the salary minimum of the next higher rank
- no increment (0)
Contested Cases

- A staff member has the right to appear before FEC where:
  - Department Chair recommends less than a single increment be awarded, except if member is within one increment from the salary maximum of the rank and has not applied for promotion
  - Department Chair recommends no further appointment be offered
  - Member applies for promotion and application is not supported by Department Chair
  - Case arises pursuant to 13.64 of faculty agreement (see “Excerpt from Faculty Agreement” in handout)
Staying on track

- The Divisional Directors and Chairs need to provide appropriate job descriptions with adequate resources
- Provide and/or Assist in identifying mentorship opportunities
- Annual review by DD and chair
- Mid first appointment Review
- Pre-tenure internal review by Academic Evaluation Committee
Promotion: Potential Pitfalls

- Doing the job is sometimes **NOT** enough hard work **NOT** necessarily proportional to likelihood of Promotion

1. Alignment with job description

2. Scholarly activity = standard (in all domains)

3. Evidence of recognition (national/international)