

from the **Dalhousie Faculty Association Collective Agreement 2014-2017**

16.06

(a) Except for instructor Members, the criteria for promotion of Members of the teaching and research staff shall be the same as those for tenure. Promotion is based upon positive evidence of actual achievement and accomplishment in those duties and responsibilities which, in accordance with Clause 20.04, constitute the individual Member's workload, and not on years of service. Where promotion is being considered to the rank of Professor, the standards in Clause 16.11 shall also apply.

(b) Faculties, Schools, Departments and similar units may add to or define these criteria more precisely in accordance with the provisions of this Collective Agreement, and copies of the additions or definitions shall be made available to all Members of the Faculty, School, Department or similar unit concerned. . . .

(c) Each Faculty is responsible for establishing, by Faculty regulations, the standards it considers appropriate in respect of criteria for promotion within Dalhousie. The standards for part-time Members may differ from those for full-time Members. Members of the Faculty shall be given a written copy of these standards.

16.11

Subject to Clause 16.06(a), promotion to the rank of Professor shall be recommended only when solid evidence is established that the Member has attained standards of competence in both teaching and scholarship appropriate to a new full Professor and that the Member has attained and is likely to maintain a high level of effectiveness in teaching and/or scholarship and that his or her teaching or scholarship represents a significant contribution to his or her discipline or to the University.

17.17 All research, scholarly, artistic and/or professional activity conducted by Members in the course of their duties shall have as its primary objectives the increase of knowledge and understanding, artistic creation, the improvement of the scholarly or professional competence of the Member as a member of the academic staff of the University, and the improvement of teaching. When research, scholarly, artistic and/or professional activities are reviewed and assessed in relation to reappointment, tenure, promotion, or salary increases, they shall be assessed in relation to these primary objectives. Such review and assessment shall likewise take due account of the quality and not merely the quantity of such activities.

17.19 It is the responsibility of Members to make the results of their research or scholarly activities available when appropriate for review and assessment in connection with reappointment, tenure, promotion, or salary increases. It is agreed that research, scholarly, artistic and/or professional activities may take a variety of diverse forms and contributions to the University may arise from a variety of accomplishments including, but not limited to, publications, unpublished papers, transcripts or tapes of broadcast material, films, and other art forms as appropriate to the subject matter of the Member's work.