

from **1.1 General Observations on Tenure and Promotion**

Clause 16.06(b) gives Departments a role in defining criteria more precisely for promotion (though not for tenure). This clause states: “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.” Among the forms of research activity typical of our discipline, the Department notes a range of research and professional activities, including but not limited to publication of scholarly books and articles; creative work; peer-reviewed digital publications and scholarly and creative work in new media; peer-reviewed conference presentations, editorial work of various kinds (e.g., editing scholarly journals, editing special issues of such journals, editing collections); collaborative scholarship and interdisciplinary research activities; the attraction and use of grants and fellowships to support scholarly, teaching and/or student mentoring activities; conference organization and contributions to granting council and professional association activities; interdisciplinary research. The Department supports the recommendation of the MLA Task Force on Evaluating Scholarship for Tenure and Promotion that the profession should consider “multiple pathways” in assessing tenure and promotion applications, and that it should “recognize the legitimacy of scholarship produced in new media.”

from **1.4 Guidelines for Promotion to Associate Professor**

Research, Scholarly, Artistic and/or Professional Activity

Clause 17.17 states: “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.” In measuring the quality of the Member’s scholarship, the Chair and Professional Development Committee will give careful consideration to letters of appraisal written by those external to Dalhousie University. Clause 16.10 of the Collective Agreement states that “Where consideration for promotion to the rank of Associate Professor takes place in the same year as tenure is awarded, written recommendations in support of the latter shall count also as evidence for the promotion, and no other shall be required. In any other case, the Chair . . . may obtain written recommendations, normally two.” At least half of these shall be the choice of the Member. The Member and Chair shall each be entitled to comment on the suitability of the persons approached.

from **1.5 Guidelines for Promotion to Professor**

Clause 17.19 states: “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. Research carried out under contract may be considered as evidence of the Member’s scholarly activity or reputation, and it will be assessed as research if the results of the work are available to others and meet acceptable standards of scholarship as judged by peers.” The Member may also emphasize contributions to scholarship such as those listed in 1.1. Clauses 17.17 through 17.19 provide a thorough account of research, scholarly, artistic and/or professional activities and the department will evaluate candidates applying for promotion to the rank of Associate Professor according to these criteria.

Scholarship:

The primary objectives are described in 17.17 and 17.19. They include: the increase of knowledge and understanding; artistic creation; the improvement of scholarly or professional competence; and the improvement of teaching. Research or scholarly activities are demonstrated by a variety of accomplishments including publications, unpublished papers, creative work and editorial work, and transcripts of broadcast material or other art forms as appropriate to the subject matter of the Member. In keeping with the desirability of being open to new forms of publication (especially in electronic media), there is considerable variety and scope for what counts as a publication, but the critical point is that all such material be publicly available and open to the scrutiny of referees, both within and beyond the university. The candidate who would make a case for prowess in this area would highlight “significant contributions” to the discipline and would emphasize, in the words of 17.17, “the quality and not merely the quantity” of such contributions. The Member may also emphasize contributions to scholarship such as those listed in 1.1. In measuring the quality of the Member’s scholarship, the Chair and Professional Development Committee will give careful consideration to letters of appraisal, “normally four” (16.11) written by those external to Dalhousie University, at least half of whom shall be the choice of the Member.