



# NEW FACULTY ORIENTATION

## To Tenure – and Beyond?

Thursday, August 10



University  
of Windsor

# Introductory Remarks

Jeff Berryman, Associate Vice-President, Academic

# In Your Discussion Groups

1. Introduce your research and teaching priorities – **briefly!**

2. Ways to make an impact- your priorities?

- Barriers and catalysts
- How your work is evolving
- Ideas and initiatives you'd like to import
- Q&A....

# Discussion

- Making an impact
- Changing priorities?
- Unanswered questions



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## Renewal, Tenure and Promotion: Timelines and Expectations



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# The Importance of the RTP Process

- Careers depend on it
- Provides feedback on progress
- Ensures university quality
- Provides mechanism for public accountability
- May link to key performance indicators
- Promotes Academic Freedom

# Tenure Track Probationary Appointment

If Hired July 1, 2017

New Bylaw	
Assistant	Professor
6 Years until tenure	2017/18
	2018/19
	2019/20
	2020/21 1st UCAPT Review [Fall 2020]
	2021/22 Possible 2nd UCAPT Review [F2021]
	2022/23 <b>Fall 2022 Tenure Considered</b>
	2023/24 July 2023 Tenure Effective



AAU RTP committee recommends length of reappointment at 1st Review. (1 or 2 years)

# Permanence Track

## Ancillary Academic Staff (AAS)

- Collective agreement article 13:22 – renewal and granting of permanence
- Article 13.25 – process for AAS *mutatis mutandis* with RTP process – same performance review and timelines (see article 12.24 probationary appointment not to exceed six years (AAS 1) five years (AASII))
- Article 13.27 – criteria



# The Framework for the RTP Process

- Assures a fair procedure
- Decisions based on sound, relevant, and known criteria
- Shares responsibility among the applicant, colleagues, Heads, Deans, and UCAPT

# Procedural Fairness (Due Process) Requires

Candidate has full opportunity to:

- know Head's view of performance in writing and to respond in writing
- complete and submit c.v., optional self-assessment statement and teaching dossier, and to view the completed UCAPT documentation
- appear and speak at RTP meeting
- respond regarding any negative recommendation to UCAPT

# Criteria for Making Recommendations

- Reviewed regularly – must have Faculty Coordinating Council and UCAPT approval (Senate Bylaw 22.4.1 and 22.4.1.1)
- Known to the candidate
- Reasonable within discipline and unit
- Measurable wherever possible
- Consistent with referees' letters where required – minimum of three letters, at least one drawn from candidate's list, and one from the RTP committee's list. (Senate Bylaw 22.5.2.3)

# Steps in the Review Process

Performance Reviews are done following the first, third and fifth full year of employment of an untenured faculty member (see Bylaw 22.4.3-4.3.4)

- A written copy is provided to Candidate (Article 5:32)
- Candidate meets with AAU Head/Dean to discuss their review

## **During year(s) of RTP review**

- RTP Committee Meets
- Recommendation to the UCAPT

# Role of the Candidate

- Ensure Electronic C.V. (including, if pertinent, information on creative/scholarly activity with specific status of performances/publications) is complete.
- Ensure Optional UCAPT Self-Assessment Statement, if any, is complete.
- Ensure UCAPT Teaching Dossier and any relevant teaching information are complete.
- Forward the above to your AAU Head prior to your Head preparing for your Performance Review.

# Actions of RTP Committee

- Clear, open and fair procedures in keeping with Bylaws and Collective Agreement
- Use of objective data/information for all assessments
- Provide teaching data as requested
- Reasonable application of appropriate criteria/standards

# Role of UCAPT

- Ensure fair process at RTP committee
- Review evidence applied by RTP committee
- Review criteria/standards
- Review application of criteria/standard

# Tenure Consideration – Applies to Assistant Professors

**BYLAW 22.4.5:** Any untenured faculty member at the Assistant level can be considered for tenure after two full years of employment in a probationary appointment at the University. In such cases, s/he shall initiate the process by making an application to the AAU Head by September 15. If this tenure application is unsuccessful, the untenured faculty member will continue in his/her probationary appointment according to the normal timelines. Where a faculty member's tenure application falls in his/her year of renewal, an unsuccessful tenure application will default to a review for renewal of contract. In such cases, a separate submission by the faculty member is not required. The maximum length of employment at the probationary level is six full years of employment.



# Tenure Consideration – Applies to Assistant Professors

**BYLAW 22.4.6:** A successful tenure application by an Assistant Professor will automatically result in promotion to Associate Professor.

# **Works in Progress: Documenting Your Scholarly Development**

**Brent Lee**

Faculty of Arts, Humanities,  
and Social Sciences

**Veronika Mogyorody**

Centre for Teaching and  
Learning, and School of  
Creative Arts (emeritus)

**Steven Rehse**

Department of Physics

# What's the Plan?

Reflecting on discussions and ideas from this week, as well as your own goals and priorities....

**Identify a specific goal you'd like to establish for the next year.**

If you'd like to make a wallet-sized version of your goal as a randomly discovered reminder... please feel free to record it on the card provided....

## **Questions for reflection over time**

- What gives you satisfaction as an academic?
- What causes concern/ disappointment/ frustration?
- What kinds of impact are you trying to make?

ANY  
QUESTIONS  
?