**University of Windsor Research Evaluation Framework Working Document**

Date of AAU Council Approval: Date of UCAPT Approval:

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| **Criterion 1:** Expertise in research or creative area, relevant methodologies and effective and ethical project management | |
| Indicators | |
| An active and well-constructed research or creative activity plan, and a history of successful plans or programs[[1]](#footnote-1)  Conformity with all relevant institutional, disciplinary and funding agency ethical and research guidelines |  |

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| **Criterion 2:** A record of high quality refereed publications, juried creative activity or other demonstrated scholarly outputs | |
| Indicators | |
| Publishes in journals or with publishing houses with a strong academic reputation  Performances, exhibitions, dramatic efforts meet the standard of peer review established by the department  Research dissemination or creative activity is at the national and international level  Pace and quantity of publications or creative activity is consistent with disciplinary standards for strong scholarly performance  Peer review indicates that publications or creative activity is of high quality |  |

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| **Criterion 3: Evidence of independent and original contributions to research or creative activity which have an impact on the field of expertise.** |  |
| Indicators | |
| Original contributions to the field of study or creative practice that influenced thinking and/or practice in the field.  Extent to which research or creative activity is considered, referred to, read; citation in documents; impact factors, citation counts, publication rates, confidential external reviews of impact  National recognition/ leadership within the area of research specialty |  |

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| **Criterion 4:  Capacity building through income generation, collaboration development or infrastructure development strategies [[2]](#footnote-2)** | | |  | |
| Indicators | | | | |
| Ability to attract internal or external research or creative activity funding  Ability to foster partnerships that directly contribute to research capacity or the development of research or creative activity infrastructure  Engagement in grant or contract research resulting in publishable material that advances the field | |  | | |
| **Criterion 5:**  **Demonstrated ability to attract and successfully mentor and train students in research** | | | |
| Indicators | | | |
| Successful graduate student recruitment, supervision and mentorship  Graduate student access to external funds and HQP opportunities  Evidence of collaboration with and support for graduate students publication, research or creative activity, |  | | |

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| **Criterion 6:  Influence on and contributions to the academic and broader national/international community** | |
| Indicators | |
| Evidence of capacity to build productive research collaborations  Publically engaged academic work  Leadership contributions to national disciplinary academic associations or to the disciplinary community |  |

1. Departments may wish to request that proponents include in their research statements an explanation of why they selected the specific articles or exemplars chosen for review as part of the tenure and promotion package: this explanation can be used in conjunction with the summary of their research program and their CV to assess the progress and coherence of the program of research or creative activity. [↑](#footnote-ref-1)
2. Disciplines vary in their reliance on external funding for research success, and this may result in significant variations in how grantsmanship is treated in tenure and promotion decisions across departments. In fields where external grants are less commonly pre-requisite to research success, departments may wish to discuss treating grantsmanship as an indicative standard within another criterion, such as Criteria 1, 2, or 3 or considering alternative standards related to both material and non-material infrastructure development. [↑](#footnote-ref-2)