

Research and Scholarship
Criteria, Evidence and Standards
for Tenure and Promotion

For the Faculty of
**Business and
Communication Studies**
at Mount Royal University

FBCS Scholarship Principles

This document provides some guiding principles for the Faculty of Business and Communication Studies on Scholarship and what it means to us.

Principle 1 - Broad nature of scholarship

We value research and scholarly activities (RSA). These encompass research, creative and innovative work. Discipline specific work is best understood within a department or school. Scholarship includes (adapted from Boyer, 1997):

- Discovery** investigative inquiry that builds a distinctive body of knowledge;
- Integration** analytical inquiry that develops new insights and understanding as a result of bringing together and synthesizing knowledge and information from a wide variety of sources;
- Application** inquiry that advances knowledge through engagement with the application of knowledge and expert practice;
- SOTL** using disciplinary methods and research practices to study and improve student learning, and to disseminate the resulting knowledge through scholarly, peer-reviewed channels
- Quality** FB&CS does not endorse tenure and promotion standards that require specific quantities of scholarly work; rather, candidates must demonstrate the quality of the work meets or exceeds scholarly standards for the individual program and discipline.
- Diversity** the work done by our Faculty covers a broad range of interests and epistemologies. We recognize that some faculty members will work solely within their discipline, while others will be active in cross-disciplinary pursuits.

Principle 2 - Importance of knowledge transfer

We value how our work is shared. The defining aspect of scholarship is that it is disseminated through appropriate channels through publication or presentation in credible academic, professional, or creative forums.

Principle 3 - Peer review

We value how others view our work. The peer review process pertains to the generation and dissemination of knowledge in which knowledge contributions are assessed and validated by appropriate peers. We understand peers to normally be experts (academic and professional) working in the same discipline. Depending on disciplinary standards, review can be academic, industry, or public in nature.

Principle 4 - Engaging students in research and scholarship opportunities

We value learning experiences where students have an opportunity to participate in scholarly activities and investigative research. We recognize efforts to mentor our students.

Principle 5 - Reflective Assessment of Scholarship

We value our scholarly work and recognize the importance of reflection on these undertakings. We encourage all faculty to regularly reflect on the impact of their work and its relation to Teaching and Service. We share in the success of each faculty member's growth as a scholar.

Tenure and Promotion Scholarship Criteria & Examples for the Faculty of Business and Communication Studies – April 1, 2016

Purpose

This document provides examples of typical research and scholarship activities that demonstrate ways in which a FBCS candidate may satisfy MRU's institutional scholarship criteria for tenure and promotion. This document offers guidelines in the form of examples for candidates seeking tenure and promotion and is not intended to be interpreted as an exhaustive list of examples.

Candidates need to determine how to meet the general criteria for advancement, and in doing so, they can draw from the examples provided and/or they can provide new forms of scholarship relevant to their academic and/or professional backgrounds and interests.

Audience

The audience for this document includes:

- Assistant professors, Associate professors
- Faculty and Administration involved in tenure and promotion decision-making
- UTPC members
- External Referees

Related Documents and Resources

Apart from this document, there are several documents a candidate for tenure or promotion should also be familiar with, including the following:

- FBCS Scholarship Principles
- MRU Tenure & Promotion documents
- MRFA – MRU Collective agreement

We encourage all candidates to reach out to their TC Chair and Dean for clarification or guidance regarding FBCS policies, processes and procedures that relate to tenure and promotion.

Assistant Professor must clearly demonstrate adequate preparation for Scholarship (ASC Guidelines)

MRU Criteria Assistant Professor	Examples
<p>Candidate has established, or is working to establish, the foundation of an appropriate program of scholarship, feasible with respect to time and resources in a Mount Royal context</p>	<p>Work in Progress and/or Submission</p> <ul style="list-style-type: none"> ● Pure and/or applied research, including data collection ● Ethics Application ● Grant/funding application ● Manuscript for journals, texts, monographs, edited book, textbook, agency or government reports, applied research, pilot/demonstration project, professional/agency/project manual ● Production of professional multimedia projects in business and communications disciplines ● Conference presentation ● Workshop, community or professional presentation ● Poster presentation <p>Publication</p> <ul style="list-style-type: none"> ● Manuscript for journals, texts, monographs, edited book, textbook, agency or government reports, applied research, pilot/demonstration project, professional/agency/project manual ● Production of professional multimedia projects in business and communications disciplines <p>Presentation</p> <ul style="list-style-type: none"> ● Conference ● Panel, round-table, and/or poster presentation ● Lecture/speaker series or symposiums <p>Ancillary</p> <ul style="list-style-type: none"> ● Creates scholarship opportunities for students outside assigned coursework ● Acts as an undergraduate thesis supervisor, committee member or examiner ● Serves as a reviewer for publications, grant/funding applications, ethics, and professional bodies ● Provides consulting activities that have impact in community and are publicly accessible

Associate Professor must clearly demonstrate significant results from Scholarship (ASC Guidelines)

MRU Criteria Associate Professor	Examples
Candidate has established the foundation of an appropriate program of scholarship feasible with respect to time and resources in a Mount Royal context	<p>In addition to examples provided under the Assistant Professor criteria, other examples at the Associate Professor level could include:</p> <ul style="list-style-type: none"> • Establishing industry partnership that generates valuable research data • Obtaining agreement to work on a textbook • Establishing undergraduate research project(s)
Candidate has produced significant results within that program of scholarship	<p>In addition to examples provided under the Assistant Professor criteria, other examples at the Associate Professor level could include:</p> <p>Publication</p> <ul style="list-style-type: none"> • Demonstrates significant contribution to a book or an edited book to be published by a reputable publisher • Defends doctoral dissertation and publishes results in quality outlets • Develops comprehensive data collection and analysis effort documented by working papers <p>Presentation</p> <ul style="list-style-type: none"> • Incorporates the Research and Scholarship Activities (RSA) outcomes into the classroom or academic programs of the university • Expands the benefits of the RSA to the broader community, through community engagement and service, case studies, and similar activities <p>Ancillary</p> <ul style="list-style-type: none"> • Obtains significant funding (SSHRC, NSERC, internal research grants) • Thesis supervisor, committee member, or examiner at the post-graduate level

MRU Criteria Associate Professor	Examples
Candidate has communicated those results as scholarly contributions to one or more relevant fields through dissemination in appropriate, peer-reviewed venues	<p>In addition to examples provided under the Assistant Professor criteria, other examples at the Associate Professor level could include:</p> <ul style="list-style-type: none"> • Relevant scholarly materials and demonstration of possible impacts of those materials on candidate's field • Communication that has an impact on the community • Presentation of research output (papers, presentations) that impacts student learning experiences. • Organized conferences/symposia/workshops that go beyond service contribution by generating new knowledge • Peer edited dissemination in cases of professionally informed scholarships
Candidate has engaged in systematic reflection on scholarly practices.	<ul style="list-style-type: none"> • Engages in the process of critical review of peers' research • Participates as chair or discussant on RSA related activities, best practices in the scholar's field • Offers or participates in developmental workshops related to the scholar's scholarship program • Engages in communities of practice • Reports on how undergraduate RSA is incorporated into the classroom in an intentional way which includes an appropriate outcome

Full Professor is an exemplary scholar (ASC Guidelines)

The criteria include all the criteria for “*significant results from scholarship*” plus the following:

MRU Full Professor	Examples
<p>The candidate’s scholarship is recognized by peers at the national or international level</p>	<p>In addition to sustained examples provided under the Associate Professor criteria, other examples at the Associate Professor level could include:</p> <p>Funding/Awards</p> <ul style="list-style-type: none"> • Awarded significant funding from a major national or international funding body (SSHRC, NSERC, Tri-Council etc.) • Received nominations for and/or received an award for contributing to research and scholarship at a national and/or international level • Served as a member of review committee for a major national or international funding/granting body <p>Presentation</p> <ul style="list-style-type: none"> • Invited guest or keynote speaker to reputable academic conferences or symposiums, provincial or state government conferences or symposiums, other reputable international agency conferences or symposiums <p>Publication</p> <ul style="list-style-type: none"> • Sustained publication in an established stream of research and scholarly activities normally in journals viewed as top quality within the discipline • Published books, book chapters, or textbooks as a primary author that receive wide adoption and has significant impact on the candidate’s field • Participated in or personally produced significant professionally informed projects appropriate to their discipline
<p>The candidate’s scholarship has had a demonstrable impact on the work of other scholars, professionals, or within appropriate academic or professional communities.</p>	<ul style="list-style-type: none"> • Published RSA receives wide acceptance by peers and a significant number of citations. • Delivered relevant professional development workshops for community of peers • Membership in editorial boards of RSA scientific journals • Demonstrable community benefits from the RSA program and outputs (e.g., impact on student learning experiences, local communities, practices in the field of the researcher, and so on) • Provides leadership of a research centre or research collaboration • Mentors faculty members in their research and scholarship activities