

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

For the Office of
Teaching and Learning
at Mount Royal University

Office of Teaching and Learning - Scholarship Criteria, Evidence and Standards

Approved at March 11, 2016 Faculty Council

Principles Relating to the Evaluation of Scholarship in the Office of Teaching and Learning

- Scholarship encompasses creative, pedagogical, professional, and scholarly work which is disseminated in appropriate venues. All of these forms of scholarship are valued equally at Mount Royal. This reflects the diversity of the academic pursuits of faculty, and of their contributions. Scholarship may be based within or across disciplines. The defining aspect of scholarship is that it is disseminated through appropriate channels and reviewed by peers, through publication or presentation in credible academic, professional or creative forums. Please see the Addendum on Teaching, Scholarship, and Service in the Mount Royal Collective Agreement, for a detailed, but not exhaustive list of examples (APTC). Scholarship includes:
 - 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;
 - teaching and learning—inquiry that uses disciplinary and trans-disciplinary methods and research practices to study and improve student learning.
- Dissemination in peer reviewed environments should be appropriate to an individual's discipline(s) and is the cornerstone of the evaluation criteria.
- The peer review process pertains to the generation of knowledge in which contributions are assessed and validated as legitimate scholarship by peers, who are also scholars working in the same or cognate discipline.

Scholarship

Assistant Professor		
Criteria	Evidence	Standards/Expectations
<p>The faculty member on the Teaching-Scholarship-Service work pattern clearly demonstrates <u>adequate preparation for scholarship</u>. The criterion is:</p> <ul style="list-style-type: none"> the 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 	<ul style="list-style-type: none"> Thesis based graduate degree and/or substantial scholarship experience Evidence of developing scholarship relevant to role at Mount Royal Articulation of a feasible, focused scholarship plan Public dissemination of new, ongoing, and established scholarly activities within the Mount Royal community and beyond Demonstration of active engagement in scholarly reflection and development appropriate to the faculty member’s role 	<p>Through the pre-tenure period, the candidate <u>approaches</u> customary levels of proficiency expected in individual departments of the Office of Teaching and Learning for the level of Associate Professor:</p> <ul style="list-style-type: none"> an articulated scholarship plan with achievable goals dissemination of peer reviewed research outcomes through conference presentations, journal publications or presentations of creative work.

Scholarship

Associate Professor		
Criteria	Evidence	Standards/Expectations
<p>The candidate clearly demonstrates <u>significant results from scholarship</u>. The criteria are:</p> <ul style="list-style-type: none"> • the candidate has established the foundation of an appropriate program of scholarship, feasible with respect to time and resources in a Mount Royal context • the candidate has produced significant results within that program of scholarship • the candidate has communicated those results as scholarly contributions to one or more relevant fields, through dissemination in appropriate, peer-reviewed venues • the candidate engages in systematic reflection on scholarly practices 	<p>In addition to the evidence for Assistant Professor:</p> <ul style="list-style-type: none"> • Articulation of an active and ongoing scholarship agenda relevant to role • Reasonable achievement of goals related to the scholarship plan • Presentation record of scholarship at local and national peer-reviewed conferences • Record of publication of scholarship in a peer-reviewed forum • Dissemination of creative works through peer-reviewed process 	<p>The candidate <u>meets</u> customary levels of proficiency expected in individual departments of the Office of Teaching and Learning for the level of Associate Professor:</p> <ul style="list-style-type: none"> • all expectations relating to Assistant Professors and... • continued development and refinement of scholarship plan • pattern of dissemination of research outcomes within the MRU and broader academic community • at least one peer-reviewed publication or creative work accepted during the pre-tenure period

Scholarship

Full Professor		
Criteria	Evidence	Standards/Expectations
<p>The candidate is an <u>exemplary scholar</u>. The criteria include all the criteria for “significant results from scholarship”, plus the following:</p> <ul style="list-style-type: none"> the candidate’s scholarship is recognized by peers at the national or international level the candidate’s scholarship has had a demonstrable impact on the work of other scholars, professionals, or within appropriate academic or professional communities 	<p>In addition to the evidence for Assistant and Associate Professor:</p> <p><i>Dissemination</i> Substantial and sustained contribution to the body of knowledge in one’s field(s) as evidenced by:</p> <ul style="list-style-type: none"> Dissemination of peer-reviewed scholarship through workshops, conferences, journals, books, websites, performances and other appropriate venues <p><i>Recognition</i> Identified by one’s scholarly community as having made significant contributions as evidenced by:</p> <ul style="list-style-type: none"> Serving as an invited keynote speaker or guest performer Producing invited essays and reflections Citations by peers Internal and external scholarship grants or awards/nominations <p><i>Leadership</i> Demonstration of leadership and stewardship in the faculty member’s chosen field(s) as evidenced by:</p> <ul style="list-style-type: none"> Mentorship of colleagues Peer reviewer for the work of others Editorial and organizational responsibilities 	<p>The candidate <u>exceeds</u> customary levels of proficiency expected in individual departments of the Office of Teaching and Learning for the level of Associate Professor:</p> <ul style="list-style-type: none"> all expectations relating to Assistant and Associate Professors and... recognition of scholarly expertise in the national or international academic community sustained pattern of peer-reviewed dissemination invited opportunities for dissemination demonstrated leadership via mentoring, peer review, editorial, and other organization responsibilities related to scholarship