

APPROVED BY FACULTY June 26, 2002

Faculty Standards

Criteria, Methods of Evaluation and Standards for TENURE

(Tenure Stream Appointees Only)

The following charts detail the criteria for tenure and the standards set by the Faculty of Medicine to assist in the assessment of tenure applications. These charts are ordered in the categories of a) Teaching, b) Research and c) Administration. In order for a tenure application to be successful the following four guidelines will apply:

1. All candidates must meet appropriate academic qualifications: i.e., PhD, or equivalent professional degree.
2. All candidates will be expected to meet the university criteria of personal integrity and collegial relationships.
3. All candidates will be expected to meet the following:
 - The first standard for teaching
 - The first standard for research
 - The standard for administration
4. All candidates will be expected to meet all of the standards in one of the two major categories of TEACHING **or** RESEARCH.

These standards are meant to assist in the assessment of tenure consideration and are not intended to preclude the requirement for flexibility in the assessment of individuals and their respective academic careers.

Faculty members are responsible for making the best case possible by clearly outlining their contributions in the categories of Teaching, Research, and Administration. The Member's Statement should indicate how the criteria for tenure have been met.

a) TEACHING

STANDARD	METHOD OF EVALUATION	REQUIREMENT
1 Activity	Teaching Dossier Head's Letter	Has undertaken and shows a commitment to contribute educationally in a number of roles, such as lecturing, tutoring and supervising undergraduate, medical undergraduate, and graduate students, including postdoctoral fellows.
2 Quality	Student Evaluations Peer Evaluations Head's Letter Reference Letters	Consistently considered a very good to excellent teacher by students and peers.
3 Recognition	Teaching Dossier	Winner of faculty, university, or external award for teaching; OR Has extended experience, by invitation to a wide academic audience (beyond Dalhousie), including undergraduate, postgraduate, continuing or public education.
4 Program Development	Teaching Dossier Head's Letter Reference Letters	Is active and innovative in the development of new course / curriculum change; OR Is an active contributor to the development of educational resources (e.g., computer programs, textbooks, course handouts; OR Is a major contributor to a program noted for its excellence as a learning environment by formal evaluation or external review.

b) RESEARCH

STANDARD	METHOD OF EVALUATION	REQUIREMENT
1 Activity	Research Summary CV Reference Letters	Is consistently publishing one to two papers per year in leading journals in which a major contribution has been made to the work, as an independent investigator.
2 Recognition	CV Reference Letters	Is consistently serving as a reviewer of scientific papers or research proposals for national granting agencies.
3 Support	CV	Is receiving consistent support from peer reviewed granting agencies, e.g., grant renewal, series of grants.
4 Supervision & Collaboration	CV Reference Letters Head's Letter	Has a record as the supervisor of full-time advanced students in research (including graduate students, BSc/Med and BSc Honours undergraduates, and postdoctoral fellows).

c) ADMINISTRATION

STANDARD	METHOD OF EVALUATION	REQUIREMENT
1 Activity and Performance	CV Head's Letter Reference Letters	Is serving consistently and effectively on department, faculty or university committees.