

DEPARTMENT OF PHYSICS AND ASTRONOMY
Distribution and Evaluation of Academic Responsibilities
Standard for Faculty Members

Approved by the Department – April 2, 2020
Approved by the Dean of Science – April 4, 2020

This standard was prepared to comply with, and should be read in conjunction with, the 2019-22 Collective Agreement (CA) between the University of Victoria and the University of Victoria Faculty Association, and the 2019-

evidence of high quality longer-term ongoing research, and election to prestigious external discipline-specific leadership roles.

- (b) Evidence for exceeding expectations in scholarly activity may include the quality and quantity of contributions of the type outlined in FEP 3.5.
 - (c) Evidence for exceeding expectations in teaching may include a consistently strong record of course delivery, peer evaluations, CES frequency distributions, and innovation in teaching or curriculum development. Evidence for exceeding expectations in supervision may include strong career outcomes, publications, presentations or awards for supervised graduate students or other trainees.
 - (d) Evidence for exceeding expectations in service may include strong performance as a chair or member of major committees, or holding prestigious external leadership roles that advance the mission of the university and the discipline.
- f) Recommendations for Tenure/Continuing Appointment and Promotion to Associate Professor
- i) Research Stream Assistant Professors should have met the expectations defined in CA 28.15,28.16, FEP 6.3, and Sections 3, 4 and 5 of this Standard for their career stage. I3nreW*n52700000