



RPT & Evaluation in the 2025-29 Collective Agreement

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Unit Standards, Tenure and Promotion and Evaluation

- For any processes relying on the Unit Standard the existing Standard will apply until the revised Standard is fully approved (13.2)
- New language relevant in the new CA and that is helpful to members (e.g., new outputs for Scholarly activity and Research) can also apply
- The Unit Standard will not repeat existing Faculty Evaluation Policy and CA language but will describe the Unit specific standards associated with salary evaluation, career progress and workload within the Units; Unit Standards may reference and link to relevant FEP and CA language where relevant (13.4)
- Unit Standards shall provide guidance for conditions that can be considered to “exceed expectations” in each of Teaching, Research/Scholarly Activity, and Service, separately, and how expectations change by rank (13.9 h)
- Unit Standards shall provide clear and comprehensive criteria for promotion through the ranks (13.9 i)



Unit Standards, Tenure and Promotion and Evaluation: **Peer Reviews**

- Training is no longer required for peer reviewers (*25.14 and 25.15*)
- Timing of peer reviews required for reappointment, tenure and promotion are simplified and clarified (*12.12 a*):
 - For Assistant Profs and Assistant Teaching Profs: two formative peer reviews: one before and one after reappointment
 - Two summative peer reviews: one before submission of the file for Reappointment and one before submission for Promotion
- For Associate Profs and Associate Teaching Profs: Two summative Peer Reviews of Teaching conducted within the last two years before the deadline for the submission of the file for Promotion (*25.12 b*)



Unit Standards, Tenure and Promotion and Evaluation: Student Experience of Learning Surveys

Given biases and low response rates, SEL frequencies will no longer be used directly in salary evaluation. They will be replaced by a statement from members about how they used SEL results (frequencies or frequencies and comments) to develop and improve their courses and/or teaching methods.

For tenure and promotion, SEL frequencies will not be required if SEL response rates are 50% or below. When response rates are below 50%, members will be required to review SEL results (frequencies or frequencies and comments) and prepare a statement outlining how they were used to develop and improve the Member's courses and teaching methods. (25.10 and 25.11)

For the fall 2026 round of RPT submissions, Members can use frequencies, as in the previous CA, or follow the new CA language on SEL (as above).



Tenure and Promotion and Evaluation: **Scholarly Activity**

Definitions of Scholarly Activity for Teaching Stream faculty have been broadened and clarified. Can include research as well as a range of teaching related scholarly activity. (25.21, 25.21.1, 25.22)

- 25.21 Scholarly Activity means activities which enhance teaching ability or effectiveness including: continuing mastery of one's field of knowledge and awareness of current scholarship in one's own and closely related fields and the nature, quality, and extent of one's own work; independent research on the scholarship of teaching and learning; and activities enhancing one's ability to engage in research-enriched teaching, as described in the FEP and Unit Standard applicable to the Faculty Member.
- 25.21.1 Scholarly Activity includes, but is not limited to:
 - a) Research, as described in 25.19
 - b) The use of scholarly methods in development of courses, programs or curricula, and the scholarship of teaching and learning
 - c) The development of Educational Resources (e.g., textbooks, open-access textbooks, digital learning resources)
 - d) Educational technology scholarship (e.g., development of digital tools, simulations and labs, development of online courses informed by SoTL)
 - e) Leadership in Scholarship of Teaching and Learning activities (e.g., leading workshops, training sessions, Universal Design for Learning, scholarly communities of practice)
 - f) Any activity that meets the description in 25.21



Tenure and Promotion and Evaluation: **Scholarly Activity (continued)**

Examples that count for Scholarly Activity include 25.22 a-h and:

25.22 i The creation, application, and dissemination of knowledge through traditional and emerging forms. Activities such as curriculum innovation, educational resource development, public scholarship, student research mentorship, educational technology innovation, and community-engaged scholarship are recognized as valid forms of Scholarly Activity, when undertaken using scholarly methods and in accordance with Unit Standards.

Given concerns about possible overlap between teaching and scholarly activity, **an activity can only be claimed in one category for teaching stream promotion, although Members may also identify relevant overlap. (29.12 d and 29.14 c)**

A Member may be assessed as “meeting” or “exceeding” expectations in Scholarly Activity, and can meet Scholarly Activity requirements for Reappointment, Promotion and Tenure, through any combination of the types of Scholarly Activity described in 25.21 and 25.21.1. (13.9 j)



Tenure and Promotion and Evaluation: **New Research Language**

25.19 Research will be evaluated, using a range of quantitative and qualitative measures, in alignment with DORA and principles of responsible research assessment, in accordance with the FEP and Unit Standard, in all possible manifestations and may include, but is not limited to:

- d) funding attracted for research and creative works
- e) evidence of active research pursuit, which may include applications to external funding bodies where such applications demonstrate the development or extension of a sustained research or creative agenda
- f) public scholarship (e.g., writing research-informed texts, articles or media pieces for non-academic audiences, and delivering public lectures)
- g) open scholarship, including data sets, code, articles, chapters, methods, and pre-registration of experimental protocols
- m) evidence of impact on policy and practice developments, including qualitative indicators of these impacts.

Only new language included above, for full list see 25.19 a-m



Changes to Reappointment, Tenure and Promotion Language: **Reappointment**

27.2 An Assistant Professor is evaluated for Reappointment on the basis of:

- a) Teaching effectiveness since being appointed to the University
- b) Research and scholarly achievements during their career
- c) Research and scholarly activity since being appointed to the University
- d) Service since being appointed to the University

For Assistant Teaching Professors, parallel language includes scholarly activity since being appointed to the University (27.6 c)



Other Changes to Tenure and Promotion and Salary Language

- Unit Standards must now include criteria related to the assessment of Indigenous Members, regardless of whether the Unit currently has Indigenous Members, to ensure that all Units are ready to welcome and include Indigenous Members (13.9 g)
- Faculty Members must wait for three years to go up for promotion to Associate or Full Prof or Associate Teaching Prof or Teaching Prof positions, unless the Dean allows an exception (28 and 29)
- Does not apply to those going up this fall.
- Members who were successfully reappointed, but whose committee had some concerns, will be offered mentorship. The Chair will help identify a possible mentor; mentorship does not have to be accepted (27.3.1)
- Members who do “not meet expectations” in salary evaluation will be offered mentorship, and if mentorship is refused, will be expected to develop a written plan to improve their work (50.47)
- Members of equity-deserving groups can request a support person from an equity deserving group to attend RPT, UAAC or disciplinary meetings with them, in addition to FA rep; this has already been available to Indigenous Members; support people can only provide support and may not speak at the meetings



Changes to Committee Structures and UAAC

Changes to Article 32 (ARPT):

- Removed requirement that ARPT Committees can have a maximum of 9 members; now the requirement is a minimum of 3 members (32.2)
- 32.2 and 32.3 still have common requirements for ARPT committees, but most of article has separated requirements for Appointment Committees and RPT Committees

Changes to Article 33 (UAAC):

- Librarian files can now be referred to UAAC
- Process for creation of UAAC is changed. President of FA and President of UVic each identify a pool of 10 faculty and 3 librarians; combined pool can be drawn on for 4 members for each UAAC case; chair jointly chosen by FA President and President of UVic
- Only Full Professors and Teaching Professors can serve on UAAC



Questions?

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