Teaching Faculty Ranks Across Canada

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Our Hero Math Teaching Faculty Is ...

Earth shaker

Capable

Creative

Wise

Productive

Warrior

Good hearted

Joy bringer

Protector

Loving

Truthful

Gate keeper

Messenger

Loving
From Olympus to Earth

How is the work of math teaching faculty appreciated, supported, and valued by colleagues and institutions?
Thank You!
Nomen est omen

• Q: What are the teaching faculty ranks at your institution?
  - “We don’t have teaching faculty.”
  - “We are in the process of establishing those ranks.”
  - “Academic Teaching Staff.”

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“Every Assistant Teaching Professor is required to eventually apply for “continuing” status, and the definition of “continuing status” in our collective agreement is word-for-word the same as the definition of “tenure.” In addition, we have the option of applying to the rank of Teaching Professor, which confers tenure.”

“Mirrors the research stream Senior Instructor - Associate Professor, Teaching Professor – Professor.”
Teaching Load

Q: What is the normal teaching load for each rank?

- Workload split:
  - Most common - 80% teaching + 20% service and 70% teaching + 20% service + 10% scholarly work.
  - Also 85% teaching + 15% service
  - From a research faculty: Teaching semester – 60% T +25% R + 15% S

- Teaching load: Six one-semester courses or equivalent
  - “Equivalent” may include: workshop/math help center coordination; major administrative duties; “teaching releases for projects they're working on;” class size; supervision of graduate students and supervision of undergraduate research projects; education related research
  - Rumor: “The lowest rank will go from teaching 6 to teaching 7-8.”
Q: What is the range of mathematics and statistics courses that a teaching faculty teaches?

A great variety of answers:

- “Almost exclusively first year courses, occasionally, a second-year calculus or linear algebra”
- “My department has been flexible on this, and I've taught a mix of first, second, and third-year courses.”
- “There's no limitation on what a teaching-stream faculty member would teach, but they are very likely to be in charge of any multi-section course they're assigned to.”
- “Teaching stream typically teaches 1st and 2nd year courses, but there is flexibility in teaching upper-year courses.”
- “Our instructors teach everything from first year courses to graduate courses! Anything and everything.”
Promotion

Q: What is the promotion process from rank to rank, including the requirements?

A variety of answers:

- “No specific formalized process for teaching faculty. At the moment, it is an agreement between the faculty and the chair as to what would constitute sufficient grounds for promotion.”
- “This has been somewhat ad hoc. This issue is currently being addressed.”
- “The promotion process is identical to that for research faculty -- there's a review at the departmental level, then at the college level, and then at the university level. Research faculty and Academic Programming faculty follow a different set of standards though -- my standards have higher expectation on teaching and less on research.”
Promotion

“Promotion from Instructor to Senior Instructor is merged with tenure. A tenure-track-instructor-stream appointment is typically initially for four years. Normally one applies for re-appointment in their third year, then applies for tenure after that. It mirrors the research-stream, only with different criteria. When applying for tenure in the instructor-stream, one submits a 3-5-page cover letter, a CV, a teaching dossier, and a list of at least three referees who are external to the Department.”

“From continual track assistant professor, teaching stream to associate professor, teaching stream, it is a 6-year probationary period. You have a review within 3 years of your continual track position. In your last year of probation, you are interviewed, evaluated on your teaching, and need to produce a teaching dossier of all your teaching activities. The promotion process can be accelerated “
Promotion

- **Lecturer -> Senior Lecturer**: excellence in teaching; examples of educational leadership; involvement in curriculum development and innovation and other teaching and learning initiatives; continuing pedagogical/professional development; an appropriate level of involvement in service to the academic profession, to the University, or to the community.

- **Senior Lecturer -> University Lecturer**: sustained record of excellence in teaching; distinction in the field of teaching and learning including demonstrated innovation resulting in a positive impact on student learning; sustained record of excellence in educational leadership; sustained and innovative contributions to curriculum development, course design, and other initiatives that advance the University’s ability to excel in its teaching and learning mandate; an appropriate level of involvement in service to the academic profession, to the University, or to the community.
Scholarly Work

Q: How much is scholarly work (publications, organizing/presenting/attending seminars, workshops, and conferences) in mathematics and statistics education valued within your rank?

- “It's valued but not absolutely necessary for promotion. “Educational leadership” is understood to be flexible.”
- “We are not required to produce scholarly work.”
- “When discussing this with my colleagues, my understanding is that scholarship is broadly defined; in particular, publishing peer-reviewed publications is not required. It is not expected or required that teaching-stream faculty members do mathematics research.”
Back to Olympus

“I was twice invited to evaluate the promotion file of a teaching stream colleague at Canadian universities. Two things struck me:

FIRST the two candidates were spectacular: innovative, dedicated to their teaching, exploring new techniques, etc. Absolutely amazing!

SECOND they were kept for large first-year courses, with maybe second-year course once in a while. These two were qualified pure mathematicians and both could have given graduate courses.”
Your Turn!

• What are the teaching faculty ranks at your institution?
• Is there a tenure track teaching stream?
• What is the normal teaching load for each rank?
• What is the promotion process from rank to rank?
• What is the range of mathematics and statistics courses that each rank teaches?
• How much is scholarly work in mathematics and statistics education valued within your rank?
• Anything else?
Thank You!

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