

## Principles

1. The Department of Anthropology's annual Research Release Program is consistent with Article 18.15 and is intended to be inclusive and equitable. The Department acknowledges that equity issues apply to all aspects of the Release Program.
2. All eligible faculty in the Department of Anthropology with a regular 2.5 FCE equivalent teaching load who demonstrate a regular pattern of research activity should expect to qualify for a release.
3. The Department acknowledges that factors mitigating research activity (eg. parental leave, illness, administrative position, graduate supervision) will be reasonably considered in favour of the applicant.
4. Members are entitled to appeal and/or grieve unit level research release decisions under the procedures outlined below and under Section 18.15 of the YUFA Collective Agreement.

## Criteria

1. The Department of Anthropology's criteria are premised upon a broad understanding of what a regular pattern of research activities and contributions entails:
  - a) Within the discipline of Anthropology, we recognize the cyclical pattern of research, and that the research process is particularly time-consuming because of the disciplinary standards of ethnographic, field-based and/or archival research which typically involves a lengthy and comprehensive period of data collection. Fieldwork may include (but is not limited to) participant observation, archival research, informant interviews, etc. This may take place at single or multiple research sites, including virtual spaces, and may take place in short bursts, year-long immersions, or at recurrent intervals over multiple years.
  - b) Thus, the candidate's application for the annual Research Release Program shall put their research activities into context by way of a research statement which explains the relevance of such activities to their research projects and the projected timelines and outcomes of the latter.
  - c) Within the discipline of Anthropology we also recognize that research activities may be diverse, given faculty members' varied critical perspectives, methodologies and fields of specialization. Therefore, the following list of indicators of research activities is not exhaustive.
  - d) In particular, we recognize that knowledge mobilization activities as described by the University White Paper on "Building a More Engaged University" such as community-based research, collaborative research and public interest research projects may have outcomes other than peer-reviewed publication that nonetheless carry equal weight in the consideration of research activity.
2. Indicators of a regular pattern of research activity may include, but are not limited to, the following categories delineated below.

**In the calendar year preceding the application, an indicator of research activity of type 2a-e) is required, OR a combination of 3a AND (3b OR 3c OR 3d) is required.**

We take any one of the following as explicitly indicative of "Research Activity". Any activity of kinds 2a-e are sufficient for release.

- a) Anthropological fieldwork is definitively indicative of research activity. Multiple years of such data collection may be required for some anthropological research projects. Research activity of this kind should be situated in a research statement in order to demonstrate that they are a part of a regular pattern of research activity. This pattern of research activity is considered as evidence of "research activity" as it will be explained in terms of its relevance to i) research projects; ii) their projected timelines; iii) and the outcomes. As a baseline measure, the length of such research will be evaluated against the norms of external funding/sponsoring agencies while keeping in mind that the diversity of anthropological research projects produces different fieldwork and output timelines.
- b) Similarly, any external grant applied for or awarded (regardless of amount) is definitively indicative of research activity for the duration of the grant. It is recognized that some complex applications (as for Infrastructure or Partnership grants) may require a lengthier period to negotiate, exceeding a year, hence need not have been submitted in order to be taken into consideration. The amount of the grant is not a consideration.
- c) Any peer reviewed publication/knowledge mobilization project/creative scholarly work appearing in the year preceding the application is definitively indicative of research activity. Dissemination of research in the form of peer reviewed (or critically reviewed) publications and/or creative scholarly activities, includes publications (including sole or jointly authored books, edited volumes/special issues, articles in refereed journals, book chapters); curation of exhibits, multimedia projects or film production; and organization of community/public events devoted to knowledge mobilization/research dissemination.
- d) Recent awards for research excellence such as external fellowships, book awards or other scholarly accomplishments. These will be taken as an external agency's acknowledgement of research activity.
- e) Evidence of ongoing activity which contributes to the *combined research endeavours of the academic community* which leads to research dissemination. These may include: organization of conferences; editorship of journals; membership on adjudicating committees of funding agencies.

3. Whereas activities 2a-e) above are sufficient in themselves as an indicator of research activity, other evidence can be utilized to demonstrate progress towards dissemination as listed in bullet point 2c).

- a) 'Manuscripts in progress' of a variety of types shall be contextualized within the candidate's research statement (see 2a).

The lengths of time required in order to achieve specific forms of publication (2c) are considered in terms of disciplinary norms. For example, we recognize that sole-authored monographs, whose publication would be indicative of at least high competence in our T&P standard, may take up to an entire sabbatical cycle (7 years); that edited volumes/special issues may average 5 years to appear; and sole-authored articles three years. We recognize, however, that these are not the only or most appropriate forms of dissemination/knowledge mobilization for all anthropological research projects and that timelines may vary in relation to a variety of factors (see 1d above). The combination of activities for each outcome of a research project listed in the research statement including fieldwork (2a), manuscript preparation, and peer reviewed publication (2c) shall not normally exceed these guidelines, subject to Principle 3, "factors

mitigating research activity (e.g. parental leave, illness, administrative position, graduate supervision)." Although multiple proposed outcomes may be possible (and are indeed probable) for any research project, only one is necessary to be indicative of research activity.

- b) Other evidence of progress in research dissemination will be considered in the form of the presentation of papers at learned conferences, articles in conference proceedings, published or unpublished research reports. They may fall outside the usual model of publication, and include research collaboration and community engagement, where collective processes/activities are themselves the form of dissemination (see 1d above).
- c) Alternate indicators of research activity will be considered in the form of internal grants for research activity (such as MURG or SSHRC Research Opportunity Grant) which will be contextualized within the candidate's research statement in order to demonstrate that they are a part of a regular *pattern* of research activity.
- d) Alternate evidence of progress in research dissemination may include the following: disproportionate graduate supervision load, consisting of primary supervisions and credited the year the student graduates; peer-reviews of manuscripts submitted to academic journals and publishing companies; organization of research-related workshops, seminars and/or meetings for graduate students and/or faculty; and other research related activities which must be contextualized in the applicant's statement.