

SCHOOL OF HEALTH POLICY & MANAGEMENT
FACULTY OF HEALTH
RESEARCH RELEASE GUIDELINES

Preamble

All professorial tenured/tenure stream faculty with Faculty of Graduate Studies (FGS) appointments are expected to apportion their time between research/scholarship, teaching, and service/administration. The intent of the research-based teaching release program is to support research/scholarly/creative activities by probationary or tenured Professorial Stream faculty whose normal teaching load is 2.5 FCE or higher and who do not already have access to another teaching load reduction related to or predicated on research related activity (Article 18.15(a), 2015-2018 YUFA Collective Agreement).

It is recognized that Article 18.15 of the 2015-2018 YUFA collective agreement was developed as a teaching equity tool for units with 2.5 or higher teaching loads and as a mechanism to encourage research engagement. As such, it is not meant to replicate the kinds of merit criteria already in place for tenure and promotion.

Research related teaching release of 0.5 FCE is to be provided/granted based on Article 18.15 of the 2015-2018 YUFA collective agreement. All professorial tenured/tenure stream faculty with FGS appointments are expected to be eligible for a 0.5 FCE research-based teaching load release/reduction under Article 18.15. Teaching releases are deducted from the faculty member's normal load following guidelines in Article 18.15(i) about maximum research-related teaching load release provided (i.e., expectation that such teaching releases cannot result in teaching load falling below 1.0 FCE).

Consistent with Article 18.15(f), notwithstanding the SHPM-developed criteria all probationary Professorial Stream faculty in the first three years of probation, and who are not in receipt of a teaching load reduction under the terms of their appointment, will receive a 0.5 FCE research-based teaching load reduction under the Research Release Program (RRP). Thereafter, they will be eligible to participate in the RRP under the SHPM determined criteria.

Eligibility Criteria

Faculty in the SHPM have international reputations and demonstrated records of research, scholarly and creative activities in areas of funded research, publication and performance. Faculty members also hold strategic research chairs, investigator awards, teaching awards, Tri-council and other government and agency funding. While united in their study of health, faculty in the SHPM come from multiple disciplines: Political Science, Political Economy, Health Policy, Education, Law, History, Psychology, Engineering, Medicine, Sociology, Fine Arts, Humanities and Health Management. As a result, there is no single disciplinary norm uniting the members. Our eligibility criteria are sufficiently broad so as to encompass the wide variety of research/ creative/ scholarly activity that take place in the school.

A faculty member will be considered eligible for a teaching release by demonstrating that they have been engaged in a regular pattern of research. These criteria may be met by producing a

combination of outputs from each of category one and two described below and would be demonstrated normally over the most recent three year period:

1. An average of at least one peer reviewed publication per year in the form of journal article, a book, a book chapter, monograph or a juried artistic/creative work. These may be published, in press or submitted.
2. At least one of the following scholarly activities:
 - a) Recent external funding, either obtained or applications submitted for funding; peer-reviewed major granting agencies and other sources of funding are acceptable. It is understood that there are disciplinary differences and fluctuations in the role and availability of external grants. Evidence of on-going research activity that is reasonably expected to result in dissemination of research outcomes/ scholarly/creative activity as in (#1). Examples also include: peer reviewed presentations at conferences or colloquia (including chairing symposia at conferences and keynote talks); editing special issues of journals and books; community outreach and partnership building; community lectures; production and performance of art works, etc.
 - b) In our department, on-going research outcomes / scholarly / creative activity extends to graduate student research outcomes/scholarly/creative activity when the faculty member is supervising. In many social science and humanities fields, mentors and supervisors do not receive authorship on a students' work despite a substantial contribution to the development of it. Consistent with the interdisciplinary nature of health studies, this recognizes the substantial research / creative / and scholarly activity associated with this type of mentorship.
 - a. Participation as a member or a chair of a graduate supervisory committee (Masters and/or PhD). Serving as an external examiner is also considered.

According to Article 18.15 of the 2015-2018 YUFA Agreement it is understood that the requirement that academic units address each of the indicators above does not entail that an individual employee must meet all of the indicators in order to qualify for a 0.5 research-based teaching load reduction under the Program. However, the SHPM will take into account stage of career and the normal expectations associated with these stages. Maternity leaves and all other approved leaves will also be taken into account. Additionally, given the diverse nature of the faculty in SHPM, applicants may provide rationale for why the normal qualifying criteria need not be met in their particular case in order to still be eligible for the 0.5 FCE release.

Procedures for Allocating Teaching Load Reductions

The SHPM will strike a committee normally comprised of the Chair, and two members of the faculty chosen randomly each year. Faculty members will submit their CVs and a brief statement outlining their achievements by X date.

Once eligibility is determined, a list of faculty recommended for the 0.5 FCE research teaching load release/reduction, along with the submitted documentation (CV and statement) will be sent to the Dean

(Faculty of Health) who will review the recommended names of eligible faculty and provide a written reply to the Chair of SHPM. Once approved by the Dean, the teaching releases will then be allocated for the next academic year (prior to determining teaching assignments). As per Article 18.15(c), where a recommendation is not accepted by the Dean, the Dean shall set out in a written reply to the Graduate Program Executive Committee, with a copy to the applicant, the reason why the recommendation was not accepted. Such decisions shall be subject to the grievance and arbitration provisions of Article 9.

In the first year of the program (2017-18) only half of the faculty who meet the qualification criteria will receive the 0.5 FCE release, with the intent that the other half receive the release the following year (2018-19). Beginning in 2019-20 all faculty who meet the qualification criteria will receive the 0.5 FCE release.