

SCHOOL OF GENDER, SEXUALITY AND WOMEN'S STUDIES

RESEARCH-BASED TEACHING LOAD REDUCTION PROGRAM

ARTICLE 18.15 – YUFA COLLECTIVE AGREEMENT

(Approved by School Council on April 4, 2017)

Final Revision by the Dispute Resolution Panel April 20, 2017

PREAMBLE

The Research-Based Teaching Load Reduction Program (see YUFA Collective Agreement, Article 18.15) grants a 0.5 teaching release to faculty members who are research active. This document identifies the principles, criteria, and procedures that determine the eligibility of YUFA faculty within the School of Gender, Sexuality and Women's Studies (GSWS) for this release. Faculty members may apply for the release through the GSWS Research-Based Teaching Load Reduction Sub-Committee.

PRINCIPLES

1. The principles, procedures and criteria for the School of GSWS's Annual Research-Based Teaching Load Reduction Program are detailed herein and are consistent with Article 18.15 of the YUFA Collective Agreement and are intended to be open, inclusive and equitable.
2. All permanent Professorial YUFA faculty members within the School of Gender, Sexuality and Women's Studies with a regular 2.5 FCE or equivalent teaching load who demonstrate a regular pattern of research activity should expect to qualify for a 0.5 FCE course release.
3. The School of Gender, Sexuality and Women's Studies acknowledges that equity issues apply to all aspects of the Research-Based Teaching Load Reduction Program, including evaluation of eligibility and allocation of research releases. It also acknowledges that factors mitigating regular research activities (e.g., parental leave, illness, administrative service positions, etc.) will be reasonably considered in favour of the applicant.
4. In the case of a disagreement, members are entitled to appeal unit-level decisions to the unit-level committee and/or appeal to the Chair and/or grieve the Dean under the procedures outlined below and in line with Article 18.15 (Research Release Program) and/or Article 9 (Grievance and Arbitration) of the YUFA Collective Agreement.

PROCEDURE

1. The annual Call for Submissions for the Research-Based Teaching Load Reduction Program will take place at the start of the fall semester.
2. All faculty applications for the Program will be reviewed by the GSWS Research-Based Teaching Load Reduction Sub-Committee, which is to be set up by the Chair of the School. It will consist of the Chair of GSWS and two permanent full-time Professorial stream faculty members (including pre-tenured faculty members). The Sub-Committee will be constituted annually and collegially approved by the School Council.

3. Eligible faculty members will fill out the form below and submit it with a statement that clearly describes the candidate's regular pattern of research activities. The statement is not to exceed two (2) pages.
4. Regarding evidence of eligibility for release, the statement of activities may indicate up to five (5) previous years of completed research, ongoing research, and/or future plans for research activity.
5. The Sub-Committee will review all applications and make recommendations based on the criteria below and in line with Article 18.15 of the YUFA Collective Agreement.
6. If it is recommended by the School's Research-Based Teaching Load Reduction Sub-Committee that a faculty member should not be awarded a release, the faculty member will be provided with the reason(s) for this recommendation in writing.
7. Faculty members can request that the Chair of the School of Gender, Sexuality and Women's Studies or an Appeals Sub-Committee reconsider a given recommendation. Any faculty member who remains unsatisfied with the Sub-Committee's renewed recommendation may appeal in writing to the Dean.
8. During the two (2) transition years, any faculty member who has either not applied for a release in Fall 2016 or has not been granted a release for 2017-18 as a result of an application made in Fall 2016 may apply in Fall 2017 for a release to be taken in 2018-2019. Faculty who apply in Fall 2016 can also indicate their preference for a release to be taken in either 2017-18 or 2018-19, which the Sub-Committee will make every effort to accommodate.
9. All Sub-Committee recommendations will be submitted to the Dean of Liberal Arts and Professional Studies and/or the Principal of Glendon College, as appropriate.
10. If the Dean of LA&PS and/or the Principal of Glendon do not accept the School Sub-Committee's recommendations for faculty release, members may exercise their rights to grieve the decision in line with the YUFA Collective Agreement.

CRITERIA

A regular pattern of research activity is broadly understood by the School of Gender, Sexuality and Women's Studies. The School is an interdisciplinary, pan-university administrative unit and recognizes that its faculty members are engaged in a variety of research activities that build on decades of women's, gender, sexuality, and feminist scholarship. Therefore, the School provides an interdisciplinary environment that encourages inquiry that focuses on gender and sexuality as they intersect with race, ethnicity, class, ability, place and age in the present and the past; it supports faculty involved in a variety of research activities across disciplines in the social sciences, humanities and/or Fine Arts. The School of Gender, Sexuality and Women's Studies gives more weight and preference to quality over quantity. The School also recognizes that the regular research activities faculty members are engaged in may be heterodox, given the diverse critical perspectives, methodologies and areas of specialization and may combine academic inquiry with community engagement. Many of these research activities involve time which can translate into years of field work as well as community-based research at the local, regional, national and international levels, some of which involve collaborative research. In addition, faculty members in the School are using a variety of modes of dissemination in their research which may result in formats other than peer-review journals that have equal value and weight in terms of research activities. Therefore the following list of criteria and indicators listed below are not understood to be exhaustive.

I – Dissemination of research in the form of peer reviewed (or critically reviewed) publications and/or scholarly/creative activities

- 1.1 Publications of single-authored or co-authored books, edited volumes/special issues, articles in refereed journals, book chapters, peer-reviewed articles in conference proceedings, encyclopedia entries
- 1.2 Cultural productions, curation of shows/exhibits, shown and exhibited works, visual art and film production, and/or performance
- 1.3 Guest editor of an issue of a scholarly journal
- 1.4 Commissioned policy papers or research reports
- 1.5 Translation of major scholarly essays or book or novels or other types of literary or scientific works.
- 1.6 Creation and launch of online research sites and/or research Spaces and/or multimedia projects and/or digital projects.

II – Application for external grants as well as successful external grants awarded

- 2.1 External grant awarded

III – Evidence of on-going research activity that is reasonably expected to result in dissemination of research outcomes/scholarly/creative activities

- 3.1 Works in progress and/or activities that are reasonably expected to result in publications or research contributions in single-authored or co-authored books, edited volumes/special issues, articles in refereed journals; book chapters, articles in conference proceedings, encyclopedia entries
- 3.2 Significant levels of graduate student supervision, especially primary supervision of an MA thesis, Major Research Paper (MRP) or PhD dissertation. Committee membership on a PhD dissertation is also recognized.
- 3.3 Editorials and articles in non-refereed journals, magazines or newspapers, both in print and electronic media.
- 3.4 Visiting faculty, fellowships and residencies
- 3.5 Designing or directing community projects or fieldwork that are intended to result in dissemination of knowledge through refereed (or critically reviewed) publication.
- 3.6 Presentation of invited or plenary papers at learned conferences or keynote addresses; presentations of papers at learned inter/national, provincial and/or local conferences; invited guest lectures
- 3.7 Organization of conferences, colloquia, roundtables or panels or workshops at conferences
- 3.8 Ongoing external grant.
- 3.9 Application for external grants

IV – Scholarly activities

- 4.1 Book reviews in refereed and non-refereed journals
- 4.2 Discussant on roundtables or panels
- 4.3 Organization or facilitation of, or participation in, workshops, on-going seminars or study groups
- 4.4 Application and/or co-application for internal grants at York University for the organization of conferences, workshops or other types of dissemination of research activities reaching broader audiences in and outside of the university
- 4.5 Consulting and/or curation for outside organizations for exhibitions
- 4.6 Membership on administrative boards of professional associations
- 4.7 Membership on the editorial board of journals
- 4.8 Membership on the adjudicating committees of funding agencies
- 4.9 Referee assessments of manuscripts, completed studies, or research proposals

- 4.10 Role as internal or external examiner on a graduate student committee
- 4.11 Work as Editor of a scholarly journal
- 4.12 Invited consultations for community groups and/or community projects

APPLICATION OF THE CRITERIA

1. Any faculty who, in the year (12 months) prior submitting their statement, has fulfilled at least one (1) indicator in Category I shall be entitled to a 0.5 research release.
2. The receipt of a SSHRC or other major research grant shall qualify a faculty member for a 0.5 Research Release.
3. Any faculty who has a combination of at least three (3) indicators with at least one from Categories I or II in the three (3) years prior to submitting their statement shall be entitled to a 0.5 research release.
4. Any faculty who has at least six (6) indicators with at least two from Categories I or II in the 5 years prior to submitting their statement shall be entitled to a 0.5 research release.
5. When reviewing the applications, the Sub-Committee will give priority to research activities in the year (12 months) prior to the application. However, as stated in the preamble, it is acknowledged that factors mitigating regular research activities (e.g., parental leave, illness, administrative service positions, etc.) will be reasonably considered in favour of the applicant. In addition, the Sub-Committee will take into consideration, as noted in the opening statement of the criteria section, that faculty may be engaged in research activities that take time and can translate into years of field work and may not provide immediate results.
6. In recognizing the potential shortcomings of applying evaluative metrics to define what counts as “research active,” colleagues in the School will be given a reasonable opportunity to make a case for their eligibility to receive a research release under this program even if their research activity or ongoing work is not neatly captured or codified by the limited list of indicators and combinations above.

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Faculty Member Submission Form

Name: _____

Title: _____

Please indicate the preferred year for which you are requesting a release:

2017/18

2018/19

I am flexible

Please attach or type below your **Statement of Regular Research Activity Summary** (not to exceed 2 pages)