Proposed criteria of qualification for the YUFA research-based teaching load reduction
Department of Philosophy, Glendon College, York University

Background:
The activities fundamental to philosophical research are reading and writing. However, the Glendon department of philosophy recognizes that self-reports of ongoing reading and writing alone are not likely to satisfy external reviewers seeking "meaningful indicators of involvement in a regular pattern of research/scholarly/creative activities." Even so, publication rates in philosophy are notably lower than in many other fields—monographs are quite rare, and even journal articles are published in much fewer quantities by philosophers than by scholars in most other fields. Additionally, it is not unusual for an influential article to have been rejected by several journals before it was published; since philosophy journals tend to have dismally long turnover times, a scholar can expect to have waited well over a year between completing a work and finally seeing it published, after rejections, perhaps revisions, resubmissions, and acceptance. The fact that a worker in philosophy has not published an article in the last couple of years thus by no means demonstrates that she has not been actively involved in research. A history of applications for research grants is also an unnecessary condition of active research: since (with the exception of a few subfields) much philosophical research requires very little in the way of materials—no labs, no data collection, etc.—a scholar can be very active without ever having applied for a grant.

The question remains what, for philosophy scholars, can be considered "meaningful indicators of involvement in a regular pattern of research/scholarly/creative activities." We take seriously the fact that the central issue is involvement in research, and not necessarily the successful completion of a research program as testified by a final product such as a book or article. (Hence, for instance, Article 18.15 (e) iii) admits "evidence of on-going research activity that is reasonably expected to result in dissemination of research outcomes" as included in indicators of involvement in research.) While in some fields data collection would be a primary sign of such pre-publication research activity, again, most research in philosophy does not involve data collection, hence some other means of recognizing ongoing research in the pre-publication stage must be acknowledged. We also note that a central way for philosophy scholars to disseminate their work is through conference presentations; often a project will be presented, reworked in the light of feedback, and presented again several times before publication, and this is a sign of a healthy research program. Finally, in evaluating the research activity of applicants for the research release, we must take into consideration the fact that many of the different areas of philosophy have divergent scholarly standards that defy one-size-fits-all models of research activity; and that different philosophers have different styles and methods of philosophical work that result in different kinds of research productivity. A philosopher who demonstrates research strengths in certain venues or formats may not demonstrate similar strengths in others. The following criteria are therefore to be regarded as flexible guidelines, rather than as mandatory requirements. With all this in mind, we propose the following criteria for qualification for the YUFA research-based teaching load reduction:

<u>Criteria:</u>
There is reasonable variation in what constitutes research activity, so this evaluation should be exercised with some flexibility. Faculty members will be given an opportunity to make a case for eligibility for a teaching load reduction by appeal to grounds that go beyond what is itemized explicitly in this document. In particular, the quality and originality of published work should be accorded greater significance than the sheer quantity. Basically, however, at least four items from the table below should typically be produced over a period of four years, including at least two items from category (i). The period of evaluation may be extended from four to five years if the faculty member's items from category (i) are deemed to appear in reputable publications (where this is understood to exclude conference proceedings).[1] In assessing these different combinations of research activity, the Research Committee will acknowledge that conference opportunities and publishing schedules are often not so regular themselves. It will also acknowledge the often significant impact that such things as career interruptions and front line administrative positions have on research output.

In accordance with the categories identified in the 2015-2018 Collective Agreement, in particular Article 18.15, the items listed in the table below will count as evidence of research activity:

Collective Agreement Categories	Evidence of Research Activity
i) dissemination of research in the form of peer reviewed (or critically reviewed) publications and/or creative/scholarly activities;	• journal articles • book chapters • single-authored books • co-authored books • co-authored journal articles • co-authored book chapters • conference proceedings
ii) applications for external grants as well as successful external grants awarded (it is understood that there are disciplinary differences and fluctuations in the role and availability of external grants)	• external grants and awards

[table continues on following page]

---

[1] What count as "reputable publications" will be determined by the department in accordance with disciplinary norms.

iii) evidence of on-going research activity that is reasonably expected to result in dissemination of research outcomes/scholarly/creative activity as in (i) above.	• edited books • co-edited books • translated books • non-refereed publications • book reviews • MA and PhD supervisions (primary supervisions only, and only for the year in which the student graduates) • organization of conferences, symposia, workshops, and panels • keynote lectures, invited talks (including those of a public nature, to a broader audience), and conference presentations