

As per article 18.15 of the YUFA Collective Agreement, a research based teaching load reduction of 0.5 FCE will be granted to all eligible faculty members¹ in the department who are actively involved in research/scholarly/creative activities. The purpose of this program is to support research by providing a .5 FCE release from teaching to research-active faculty. Faculty who already have a research related teaching load, do not qualify for this release. Faculty who already have an offload and where a 0.5 FCE reduction would bring them below a 1.0 FCE do not qualify for this release.

Research Release Procedures:

- a. Individual faculty members who wish to be considered for the reduction will submit a 'Statement of Active Research' to the Department Chair providing indications and/or evidence of applicable activity (see research indicators below). Submissions will normally be submitted by the end of September in the year preceding the requested year of research release. This will allow time for effective planning.
- b. Promptly following the submission date, the Department Executive shall meet and review submissions in consideration of the approved criteria and any mitigating factors (i.e. multi-year projects, parental or elder care leave, sabbaticals or extraordinary service contributions). All positive recommendations will be submitted to the Dean, included in the annual teaching load document and considered in the teaching assignments for the applicable year.
- c. If the committee reaches a finding of 'no research release recommended', the faculty member will be informed of the reasons in writing. The member has the subsequent right to request reconsideration.
- d. Where a recommendation for a 0.5 FCE research-based teaching load is not accepted by the Dean, the Dean shall set out in a written reply to the Chair, with a copy to the applicant, the reason why the recommendation was not accepted. Such decisions shall be subject to the grievance and arbitration provision of Article 9.

Research in the Department of Dance

Research within the School of Arts, Media, Performance and Design takes many forms, in both creative work and scholarship. In many ways it is unique among the Faculties at York University. In Fine Arts research, scholarly and creative features inform each other and are often interwoven, whether in the publishing activities of scholars in our studies programs, the practice-based activities of artists and designers in our studio programs, or areas that traverse the two, such as curatorial practice, dance studies, publishing in new media environments or interdisciplinary work.

¹ Probationary or tenured Professional Stream Faculty whose normal working 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. See article 18.15 (a)

Research Release Criteria

In determining whether a faculty member is “research active” the department will recognize past, ongoing and planned research activities. In this, we acknowledge that patterns of intensity for individual faculty may vary for numerous reasons, both personal and professional. For the purposes of fairness and clarity, our department will refer to the Senate-approved Criteria for Tenure and Promotion when assessing faculty research activity, adjusted to a three-year rather than a six-year period.

Faculty must demonstrate a level consistent with or above that of “High Competence” to be eligible for research release. In keeping with these expectations, our understanding is that faculty may demonstrate research activity with indicators occurring in category (i), or a distribution pattern across (i), (ii), and (iii). However, the expectation is that faculty research activity will not be derived by indicators exclusively from category (iii) for the three-year period, nor will a research release be granted in any year based solely on activity indicators derived from graduate supervision.

As per 18.15 (e), research indicators include:

(i) dissemination of research in the form of peer reviewed (or critically reviewed) publications and/or creative or scholarly activities; (ii) applications for external grants as well as external grants awarded (it is understood there are disciplinary differences and fluctuations in the role and availability of external grants); and (iii) evidence of on-going research activity that is reasonably expected to result in the dissemination of research outcomes/scholarly/creative activity.

In situations where faculty are requesting a research release for future research activities, they must provide information demonstrating that activities are underway (e.g. an invitation to present new research at a major performance series; an invitation to submit a chapter to an edited collection; a contract to publish or present ones research, etc.), as well as a clear timeline for completing said activities within the research release year. The Executive committee will take this information into account in assessing the application. Where applicants are unable to demonstrate High Competence in their previous research output due to mitigating factors, they must demonstrate through documentation that they will have achieved High Competence in their research activities by the end of their research period.

The following indicators will be considered when evaluating a regular pattern of research activities and/or contributions (i.e. actively involved in research). Indicators of research activity may include, but not limited to three or more from the following criteria over a three year period:

Category (i)

- a. Development and dissemination of choreographic content for a new or re-mounted dance work. This may also include producing, designing or directing

- works intended for public presentation with imminent opening dates.
- b. Dissemination of research in the form of peer or critically reviewed books, chapters, journal articles, articles in conference proceedings, internet articles, reviews, editorial pieces, edited publications or those materials submitted which are under review and with scheduled publishing date.
 - c. Involvement in the creation of a dance film or art installation. This may involve interdisciplinary, collaborative work, and/or documentaries with imminent presentation dates.
 - d. Development and documented dissemination of professional training techniques, health and wellness programs and embodied practices.
 - e. Dance in Community involving documented dissemination of activities that promote health and wellbeing, and/or further advance social/cultural connections.

Category (ii)

- f. Major grant applications, pending or successful, that will significantly impact the applicant's level of research/scholarly/creative activities.

Category (iii)

- g. Any work-in-progress or activity that promises to result in publication, distribution or public presentation, including lectures, conferences and invited talks, public lectures, presentation of papers at academic and non academic conferences and symposiums .
- h. Significant support of research through teaching activities (i.e. research in pedagogical practices), or through the guidance and/or supervision of graduate students involved in major research projects. (i.e. significant levels of graduate supervision). By this, we mean a supervisory load of four or more primary dance graduate supervisions to completion at the MA, PHD, MFA level or seven or more secondary graduate roles (within the department or faculty), including but not limited to serving on doctoral and examination committees over the three years.
- i. Other creative or scholarly dance activity that are demonstrated to be integral to an ongoing research program.

The submitted evidence and/or indications of research may be a combination of recent, current or planned for the future endeavors, and may include a major project from one area of the criteria, or a number of smaller projects from multiple criteria. It should also be noted that the unique nature of research within the faculty demands an

open approach to assessment of criteria that may be heterodox, interdisciplinary or non-normative. Most importantly, as per article 18.15, the executive committee shall base its recommendation upon finding meaningful indicators of a 'regular pattern' of research/scholarly/creative activities.

Further considerations:

1. A 0.5 FCE research-based teaching load reduction cannot be combined with any other research-based teaching load reductions AND cannot be combined with other types of teaching load reductions that would result in a teaching load of less than 1.0 FCE.
2. The research-based teaching load reduction must be taken in the academic year for which it was granted.

The Transition Years (2017-18 and 2018-19):

- a. Research-based teaching load reductions under this Program will only be available for half of the eligible faculty who meet the criteria. A faculty member provided with a 0.5 FCE research-based teaching load reduction under the program in the first year will not be eligible to receive the reduction in the second year.
- b. Beginning in 2019-20, research-based teaching load reductions will be available for all eligible faculty members who wish to apply and meet the department-specific criteria.