

MEMORANDUM

ATTENTION	Senate	DATE	June 19, 2024
FROM	Dugan O'Neil Vice President, Research & Innovation	PAGES	2
RE:	Amendment of Policy A32.03 Distinguished SFU Professor for further discussion		

BACKGROUND

The Distinguished SFU Professor program is a joint initiative of the Provost and Vice-President, Academic (VPA) and the Vice President, Research and Innovation (VPRI). Policy A32.03, sets out the criteria and terms for the appointments of Distinguished SFU Professors, which recognize SFU faculty members of distinction who have achieved exceptional performance and distinguished accomplishments. An amendment was proposed to the policy to allow Distinguished SFU Professors to keep the title permanently (beyond the 5-year funding term), with a caveat that the VPA and VPRI have the authority to revoke the title under exceptional circumstances. These proposed changes were posted for community consultation on the Policy Gazette for a three-week period. Additionally, they were submitted to Senate, Faculty Relations, SFUFA, Faculty Deans, Equity office and the advisory committee for SFU Distinguished Professors for feedback. At the June Senate meeting, a new version of the policy was approved (including some amendments made on the floor of Senate) and the policy was passed to the Board of Governors for final approval.

CONSULTATION FEEDBACK

The consultation process resulted in the following feedback and changes:

- Support for the amendment that Distinguished SFU Professors (Full Professors) should keep the title permanently (beyond the 5-year funding term), with a caveat that the VPA and VPRI have the authority to revoke the title should exceptional circumstances arise, such as contravention of any SFU policies;
- To include the title “Distinguished SFU Associate Professor of [Specialty Subject Area]” but not the title “Distinguished SFU Assistant Professor of [Specialty Subject Area]”;
- To replace “faculty of any rank” with “tenured faculty members”;
- To remove the reference to an additional stipend for a further 5-year term appointment, in very rare circumstances, at the sole discretion of the VPA and VPRI;
- To add clarifying text related to Distinguished SFU Professors receiving an internal or external award, or a senior administrative role at the university, and relinquishing/foregoing the stipend;
- To add clarifying text to clarify that alignment with EDI objectives will conform to GP19 and the SFUFA collective agreement;
- Listing the SFU/SFUFA collective agreement in section 6; and
- Editorial type changes.

THE ISSUES RAISED BY THE BOARD OF GOVERNORS FOR FURTHER DISCUSSION

On June 19 a Board committee (GRCC) met to discuss the proposed changes to A32.03. Several issues were raised and further discussion of the policy changes was deferred to the September Board meetings. Since these issues involve potential changes to the version of the policy approved by Senate, they are being brought back to Senate for further discussion at the July Senate meeting.

The issues raised by BOG include:

- Section 4.1.3 of the policy currently reads:

“...have achieved pre-eminence in their field while also aligning with the University’s strategic objectives and/or emerging priorities; and”

The Board questioned whether the policy should include “while also aligning with the University’s strategic objectives and/or emerging priorities”? If this is an award to recognize a lifetime of research achievement, is it relevant to consider whether those achievements align with current (or emerging) university priorities?

- The Board requested clarification on the primary purpose of the policy. Is it, for example, focused on retention, recognition of lifetime achievement, career advancement, or something else? This influences the eligibility criteria “tenured research faculty”. Depending on the purpose, it may be wise to limit this award to full professors and to be clear about what happens to the designation when a full professor retires from the university. This can then be spelled out in the policy.
- The Board notes that clause 4.4 limits the number of faculty members receiving a stipend to “not normally exceed 4% of the SFU professoriate at any one time”. This does not place any limit on the fraction of the SFU professoriate that holds the title. Concern was expressed that, without a limit or a guideline, the prestige associated with this title may diminish over time. The Board asked management to report on limits placed on similar policies at other universities when this item comes back for their consideration.

NEXT STEPS



After Senate discussion, the updated DUP policy would need to be approved again by Senate and then submitted for the GRCC Board committee to recommend and the full Board to approve. Once the proposed amendments are approved by the Board of Governors, revised policy A32.03 will go into effect immediately and an announcement will be sent to the SFU community.

ATTACHMENTS

1. Revised Policy A32.03 Distinguished SFU Professor - with amendments marked
2. Revised Policy A32.03 Distinguished SFU Professor – clean copy
3. Summary of feedback received and responses to feedback



MEMORANDUM

ITEM TITLE	Amendment of Policy A32.03 Distinguished SFU Professor
DATE	May 22, 2024
COMMITTEE	GRCC
SESSION	Open
ACTION REQUESTED	<input type="checkbox"/> For Information/Discussion <input checked="" type="checkbox"/> Committee to Recommend, Board to Approve <input type="checkbox"/> Committee to Approve, Board for Information <input type="checkbox"/> Board to Approve
BOARD AGENDA	<p>To maximize the efficiency and effectiveness of the Board meeting, Committee to Recommend/Board to Approve items that are routine and/or non-controversial, and do not require debate, discussion or explanation at the full Board meeting, may be appropriate to include on the Board's consent agenda</p> <input checked="" type="checkbox"/> Consent Agenda <input type="checkbox"/> Regular Agenda
SUBMITTED BY	Dugan O'Neil, Vice-President, Research & Innovation
RECOMMENDED BY	Dugan O'Neil, Vice-President, Research & Innovation 
ENDORSED BY PRESIDENT	

REASON(S) WHY THIS ITEM IS BEFORE THE BOARD

This item is being brought before the Board as required by Policy B10.00 - Policy on University Policies and Procedures.

MOTION

For Committee to recommend/Board to approve:
“That the revised policy A.32.03 Distinguished SFU Professor, be approved effective immediately.”

EXECUTIVE SUMMARY

The Distinguished SFU Professor program is a joint initiative of the Provost and Vice-President, Academic (VPA) and the Vice President, Research and Innovation (VPRI). Policy A32.03, sets out the criteria and terms for the appointments of Distinguished SFU Professors, which recognize SFU faculty members of distinction who have achieved exceptional performance and distinguished accomplishments relative to their rank and years of service. An amendment was proposed to the policy to allow Distinguished SFU Professors to keep the title permanently (beyond the 5-year funding term), with a caveat that the VPA and VPRI have the authority to revoke the title at any time, and at their discretion. These proposed changes were posted for community consultation on the Policy Gazette for a three-week period. Additionally, they were submitted to Senate, Faculty Relations, SFUFA, Faculty Deans, Equity office and the advisory committee for SFU Distinguished Professors for feedback.

CONSULTATION FEEDBACK

The consultation process resulted in the following feedback and changes:

- Support for the amendment that Distinguished SFU Professors (Full Professors) should keep the title permanently (beyond the 5-year funding term), with a caveat that the VPA and VPRI have the authority to revoke the title should exceptional circumstances arise, such as contravention of any SFU policies;
- To include the title “Distinguished SFU Associate Professor of [Specialty Subject Area]” but not the title “Distinguished SFU Assistant Professor of [Specialty Subject Area]”;
- To replace “faculty of any rank” with “tenured faculty members”;
- To remove the reference to an additional stipend for a further 5-year term appointment, in very rare circumstances, at the sole discretion of the VPA and VPRI;
- To add clarifying text related to Distinguished SFU Professors receiving an internal or external award, or a senior administrative role at the university, and relinquishing/foregoing the stipend;
- To add clarifying text that alignment with EDI objectives will be in all aspects of the canvassing, selection and promotion process;
- Listing the SFU/SFUFA collective agreement in section 6; and
- Editorial type changes.

CONSIDERATIONS

The proposed substantive amendments have followed the following process, as per B10.00:

1. Briefing memo with proposed policy amendments was submitted to University Secretary, General Counsel and Executive Team; confirmed that amended policy would go to Senate for information.
2. Consultations with key stakeholders were conducted: Senate, Faculty Relations, SFUFA, Faculty Deans, Equity office and the advisory committee for SFU Distinguished Professors.
3. Community consultation conducted from February 22, 2024 to March 15, 2024.
4. Confirmed with Senate office/SCAR that Senate would receive post-consultation materials for information.
5. Post-consultation briefing memo and materials submitted to University Secretary and General Counsel.
6. Post-consultation briefing memo and materials submitted to Executive Team.
7. Post consultation briefing memo and materials submitted to Senate (for information) and to Board of Governors (for approval).

NEXT STEPS

Once the proposed changes are approved by the Board, revised policy A32.03 will go into effect immediately and an announcement will be sent to the SFU community.

ATTACHED SUPPLEMENTARY MATERIALS

1. Revised Policy A32.03 Distinguished SFU Professor - with amendments marked
2. Revised Policy A32.03 Distinguished SFU Professor – clean copy
3. Summary of feedback received and responses to feedback

Distinguished^[RG1] SFU Professor

Date

Number

A 32.03

Date of Last
Review/Revision

TBA

Mandated
Review

TBA

Policy Authority: Provost and Vice-President, Academic and ~~Provost~~ and Vice-President, Research and International Innovation

Associated Procedure(s): Distinguished SFU Professor Procedure

EXECUTIVE SUMMARY

The Distinguished SFU Professor program is to recognize and celebrate Simon Fraser University members of distinction who have achieved exceptional performance and distinguished accomplishment in their scholarly or creative work/or innovation such that their accomplishments are nationally and internationally recognized. This policy sets out the criteria and terms for the appointments of Distinguished SFU Professors. The procedure and related documents establish the process to be followed by the Provost and Vice-President Academic Vice President, Academic and ~~Provost~~ and Vice-President, Research and International Innovation in the nomination, adjudication and appointment of SFU Distinguished Professors.

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1.0 PREAMBLE

- 1.1 A joint initiative of the ~~Provost and Vice-President Academic~~ ~~Vice President, Academic and Provost~~ and the Vice-President, Research and ~~International~~ ~~Innovation~~, the purpose of the Distinguished SFU Professor program is to recognize SFU faculty members of distinction who have achieved exceptional performance and distinguished accomplishments relative to their rank and years of service.

2.0 PURPOSE

- 2.1 The purpose of this policy is to set the criteria and terms for the appointment of Distinguished SFU Professors and set parameters for such appointments.

3.0 SCOPE AND JURISDICTION

- 3.1 This policy applies to ~~research-tenured research~~ faculty ~~members of any rank~~.

4.0 POLICY

- 4.1 The title of Distinguished SFU Professor recognizes and rewards ~~research-tenured research~~ faculty ~~members of any rank~~ who meet the following criteria:

- 4.1.1 Have a demonstrated and sustained record of distinguished, exemplary accomplishments in their scholarly or creative work and/or innovation ~~relative to their rank and stage of their career~~;
- 4.1.2 Have a national and international reputation;
- 4.1.3 Have achieved pre-eminence in their field while also aligning with the University's strategic objective and/or emerging priorities; and
- 4.1.4 Have a demonstrated commitment to collegial leadership and to engagement.
- 4.2 Distinguished SFU Professors will bear the title "Distinguished SFU ~~[Rank]~~ Professor of [Specialty Subject Area]", or "Distinguished SFU Associate Professor of [Specialty Subject Area]", or "Distinguished SFU Assistant Professor of [Specialty Subject Area]." ~~There is no expiry date to the title of "Distinguished SFU Professor of [Specialty Subject Area]" although it can be revoked at the discretion of the Provost and Vice-President Academic~~ ~~VP Academic and VP Research & International Innovation should exceptional circumstances arise, such as contravention of any SFU policies. The titles "Distinguished SFU Associate Professor of [Specialty Subject Area]" and "Distinguished SFU Assistant Professor of [Specialty Subject Area]" will expire at the end of the term~~ 5 years after the date of the initial appointment. ~~unless an additional 5-year term has been approved (see section 4.5)~~ All areas of scholarship will be considered with nominations whose scholarly activities align with and advance SFU's strategic priorities encouraged.
- ~~4.3 Faculty members who hold internal or external named awards, such as endowed chairs and professorships, Canada Research Chairs or major salary awards from granting agencies are not eligible to be nominated for a Distinguished SFU Professorship. A faculty member who holds a Distinguished SFU Professorship must relinquish it if they receive such an award.~~
- 4.3
- 4.4 The cohort of Distinguished SFU Professors ~~(including Associate Professors) receiving a salary stipend~~, will not normally exceed 4% of the SFU professoriate at any one time. Appointments are phased to ensure appointment opportunities every year. Normally, at least two Distinguished

SFU Professors are available for each Faculty. It is recognized that larger ~~faculties~~ Faculties may receive more.

4.5 Distinguished SFU Professorships ~~are awarded for up to a 5-year term and~~ come with a salary stipend of \$20,000 per annum ~~for a 5-year term~~ over and above the holder's regular ~~academic faculty~~ salary ~~for a 5-year term for the duration of the award~~. The holder may request that the stipend be provided as a research grant instead of salary. ~~While this salary stipend will normally be provided for a single 5-year term only, will be the norm, in very exceptional circumstances an additional stipend for a further 5-year term appointment stipend may be considered at the sole discretion of the VP Academic and the VP Research & International. The number of appointments salary stipends beyond 5 years will not normally exceed 10% of the total number of existing~~ ~~Distinguished SFU Professors~~. A faculty member who holds a Distinguished SFU Professorship and then receives an internal or external named award, such as endowed chairs and professorships, Canada Research Chairs or major salary awards from granting agencies, must relinquish any future stipends related to the Distinguished SFU Professorship. A faculty member who accepts a senior administrative role at the university would normally forego any stipends related to the Distinguished SFU Professorship for their duration of their senior administrative role. For certainty, a Distinguished SFU Professor who holds the title "Distinguished SFU Professor of [Specialty Subject Area]" will retain that title (unless otherwise revoked in accordance with Section 4.2 above) even after no salary stipend is available to that Distinguished SFU Professor.

4.6 Equity considerations will be upheld in the evaluation of nominees and selection of awardees, in accordance with the SFU/SFUFA Collective Agreement and as described in SFU policy GP19. The principles of academic freedom will be upheld in the evaluation of nominees and selection of awardees, in accordance with the SFU/SFUFA Collective Agreement. The Distinguished SFU Professorship initiative will align with SFU's equity, and diversity and inclusion objectives in all aspects of the canvassing, selection and promotion process.

5.0 ROLES AND RESPONSIBILITIES

5.1 The responsibilities of Distinguished SFU Professor will include giving public lectures and participating in other public events as requested by the ~~Provost and Vice-President Academic~~ Vice President, Academic and Provost and/or the Vice-President, Research and ~~International~~ Innovation, as well as participating in mentorship and tutoring of junior faculty or other duties helping advance careers and excellence.

6.0 RELATED LEGAL, POLICY AUTHORITIES AND AGREEMENTS

6.1 The legal and other University Policy authorities and agreements that may bear on the administration of this policy and may be consulted as needed include but are not limited to:

6.1.1 *University Act*, RSBC 1996, c 468

6.1.2 *Freedom of Information and Protection of Privacy Act*, RSBC 1996, c 165

~~6.1.26.1.3~~ SFU/SFUFA collective agreement

7.0 ACCESS TO INFORMATION AND PROTECTION OF PRIVACY

7.1 The information and records made and received to administer this policy are subject to the access to information and protection of privacy provisions of British Columbia's *Freedom of Information and Protection of Privacy Act* and the University's Information Policy series.

8.0 RETENTION AND DISPOSAL OF RECORDS

- 8.1 Information and records made and received to administer this policy are evidence of the University's actions to administer the Distinguished SFU Professor program. Information and records must be retained and disposed of in accordance with a records retention schedule approved by the University Archivist.

9.0 POLICY REVIEW

- 9.1 This policy must be reviewed every three years and may always be reviewed as needed.

10.0 POLICY AUTHORITY

- 10.1 This policy is jointly administered under the authority of the [Provost and Vice-President Academic](#) ~~Vice-President, Academic and Provost~~ and the Vice-President, Research and [International Innovation](#).

11.0 INTERPRETATION

- 11.1 Questions of interpretation or application of this policy or its procedures shall be referred to the [Provost and Vice-President Academic](#) ~~Vice-President, Academic and Provost~~ and the Vice-President, Research and [International Innovation](#), whose decision shall be final.

12.0 PROCEDURES AND OTHER ASSOCIATED DOCUMENTS

- 12.1 The procedures for this policy are: Distinguished SFU Professor Procedure.

Distinguished SFU Professor

Date

Number

A 32.03

Date of Last
Review/Revision

TBA

Mandated
Review

TBA

Policy Authority: Provost and Vice-President Academic and Vice-President, Research and Innovation

Associated Procedure(s): Distinguished SFU Professor Procedure

EXECUTIVE SUMMARY

The Distinguished SFU Professor program is to recognize and celebrate Simon Fraser University members of distinction who have achieved exceptional performance and distinguished accomplishment in their scholarly or creative work/or innovation such that their accomplishments are nationally and internationally recognized. This policy sets out the criteria and terms for the appointments of Distinguished SFU Professors. The procedure and related documents establish the process to be followed by the Provost and Vice-President Academic and Vice-President, Research and Innovation in the nomination, adjudication and appointment of SFU Distinguished Professors.

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1.0 PREAMBLE

- 1.1 A joint initiative of the Provost and Vice-President Academic and the Vice-President, Research and Innovation, the purpose of the Distinguished SFU Professor program is to recognize SFU faculty members of distinction who have achieved exceptional performance and distinguished accomplishments relative to their rank and years of service.

2.0 PURPOSE

- 2.1 The purpose of this policy is to set the criteria and terms for the appointment of Distinguished SFU Professors and set parameters for such appointments.

3.0 SCOPE AND JURISDICTION

- 3.1 This policy applies to tenured research faculty members.

4.0 POLICY

- 4.1 The title of Distinguished SFU Professor recognizes and rewards tenured research faculty members who meet the following criteria:

- 4.1.1 Have a demonstrated and sustained record of distinguished, exemplary accomplishments in their scholarly or creative work and/or innovation;
 - 4.1.2 Have a national and international reputation;
 - 4.1.3 Have achieved pre-eminence in their field while also aligning with the University's strategic objective and/or emerging priorities; and
 - 4.1.4 Have a demonstrated commitment to collegial leadership and to engagement.
- 4.2 Distinguished SFU Professors will bear the title "Distinguished SFU Professor of [Specialty Subject Area]", or "Distinguished SFU Associate Professor of [Specialty Subject Area]". There is no expiry date to the title of "Distinguished SFU Professor of [Specialty Subject Area]" although it can be revoked at the discretion of the Provost and Vice-President Academic and VP Research & Innovation should exceptional circumstances arise, such as contravention of any SFU policies. The title "Distinguished SFU Associate Professor of [Specialty Subject Area]" will expire 5 years after the date of the appointment. All areas of scholarship will be considered with nominations whose scholarly activities align with and advance SFU's strategic priorities encouraged.
- 4.3 Faculty members who hold internal or external named awards, such as endowed chairs and professorships, Canada Research Chairs or major salary awards from granting agencies are not eligible to be nominated for a Distinguished SFU Professorship.
- 4.4 The cohort of Distinguished SFU Professors (including Associate Professors) receiving a salary stipend, will not normally exceed 4% of the SFU professoriate at any one time. Appointments are phased to ensure appointment opportunities every year. Normally, at least two Distinguished SFU Professors are available for each Faculty. It is recognized that larger Faculties may receive more.
- 4.5 Distinguished SFU Professorships come with a salary stipend of \$20,000 per annum over and above the holder's regular academic salary for a 5-year term. The holder may request that the stipend be provided as a research grant instead of salary. A faculty member who holds a Distinguished SFU Professorship and then receives an internal or external named award, such as

endowed chairs and professorships, Canada Research Chairs or major salary awards from granting agencies, must relinquish any future stipends related to the Distinguished SFU Professorship. A faculty member who accepts a senior administrative role at the university would normally forego any stipends related to the Distinguished SFU Professorship for their duration of their senior administrative role. For certainty, a Distinguished SFU Professor who holds the title “Distinguished SFU Professor of [Specialty Subject Area]” will retain that title (unless otherwise revoked in accordance with Section 4.2 above) even after no salary stipend is available to that Distinguished SFU Professor.

- 4.6 Equity considerations will be upheld in the evaluation of nominees and selection of awardees, in accordance with the SFU/SFUFA Collective Agreement and as described in SFU policy GP19. The principles of academic freedom will be upheld in the evaluation of nominees and selection of awardees, in accordance with the SFU/SFUFA Collective Agreement.

5.0 ROLES AND RESPONSIBILITIES

- 5.1 The responsibilities of Distinguished SFU Professor will include giving public lectures and participating in other public events as requested by the Provost and Vice-President Academic and/or the Vice-President, Research and Innovation, as well as participating in mentorship and tutoring of junior faculty or other duties helping advance careers and excellence.

6.0 RELATED LEGAL, POLICY AUTHORITIES AND AGREEMENTS

- 6.1 The legal and other University Policy authorities and agreements that may bear on the administration of this policy and may be consulted as needed include but are not limited to:

6.1.1 *University Act*, RSBC 1996, c 468

6.1.2 *Freedom of Information and Protection of Privacy Act*, RSBC 1996, c 165

6.1.3 *SFU/SFUFA collective agreement*

7.0 ACCESS TO INFORMATION AND PROTECTION OF PRIVACY

- 7.1 The information and records made and received to administer this policy are subject to the access to information and protection of privacy provisions of British Columbia’s *Freedom of Information and Protection of Privacy Act* and the University’s Information Policy series.

8.0 RETENTION AND DISPOSAL OF RECORDS

- 8.1 Information and records made and received to administer this policy are evidence of the University’s actions to administer the Distinguished SFU Professor program. Information and records must be retained and disposed of in accordance with a records retention schedule approved by the University Archivist.

9.0 POLICY REVIEW

- 9.1 This policy must be reviewed every three years and may always be reviewed as needed.

10.0 POLICY AUTHORITY

- 10.1 This policy is jointly administered under the authority of the Provost and Vice-President Academic and the Vice-President, Research and Innovation.

11.0 INTERPRETATION

- 11.1 Questions of interpretation or application of this policy or its procedures shall be referred to the Provost and Vice-President Academic and the Vice-President, Research and Innovation, whose decision shall be final.

12.0 PROCEDURES AND OTHER ASSOCIATED DOCUMENTS

- 12.1 The procedures for this policy are: Distinguished SFU Professor Procedure

Feedback on changes to policy A.32.03 from consultations with stakeholders and community

Updated May 1, 2024

Deans Council feedback	Response
<p>Clarify that at the end of the 5 years, any other arrangements/benefits made by the Faculty also come to an end, in addition to the \$20K, otherwise it is assumed that other benefits will continue.</p>	<p>Decided that additional supports are at the discretion of the Dean and should not be included in this policy.</p>
<p>A process should be followed when considering to remove the title and it should be consistent with the disciplinary framework in the collective agreement. Be careful about academic freedom.</p>	<p>A clause on revoking the title has been added as follows: There is no expiry date to the title of “Distinguished SFU Professor of [Specialty Subject Area]” although it can be revoked at the discretion of the VP Academic and VP Research & Innovation should exceptional circumstances arise, such as contravention of any SFU policies.</p>
<p>Consider adding a process where there is a regular review every 5 years instead of having a revoking clause.</p>	<p>Decided to include a clause on revoking rather than a regular review process for all DUPs to reduce the administrative burden for something that will be very unlikely to happen.</p>
<p>Could this title be used for recruitment purposes or does it assume professorship at SFU?</p>	<p>Nothing in the policy specifies that the scholarly impact of a faculty member has to happen at SFU. Therefore, it is possible to create a procedure to recognize someone as a DUP based on work done elsewhere and have the DUP title conferred at the time, they take their SFU appointment.</p>
<p>Clarity around what is not counted against the 4%.</p>	<p>The 4% soft limit is only applied to people receiving stipends but also includes Distinguished Associate Professors. Updated the wording as follows: The cohort of Distinguished SFU Professors (including Associate Professors) receiving a salary stipend, will not normally exceed 4% of the SFU professoriate at any one time.</p>
<p>Can there be a Distinguished Emeritus Professor?</p>	<p>As Emeritus is itself an honorary title, we have not investigated the implications of adding DUP to that honour.</p>

SFUFA/Faculty Relations feedback	Response
<p>In the section of the Collective Agreement titled "Awards for Chairs, Fellows, and Professorships" clause 42.51 states <i>"The salary supplement and/or research grants provided will end upon conclusion of the appointment as University Chair/Fellow/Professorship at which time the Member's salary will revert to the academic salary level without the supplement."</i> Based on this clause, there is a request to remove the reference to the salary stipend being extended in exceptional circumstances.</p>	<p>Based on this feedback from SFUFA/Faculty Relations, the following text was removed from section 4.5: <i>"While this salary stipend will normally be provided for a single 5 year term only, in very exceptional circumstances an additional stipend for a further 5 year term appointment stipend may be considered at the sole discretion of the VP Academic and the VP Research & International. The number of appointments salary stipends beyond 5 years will not normally exceed 10% of the total number of existing Distinguished SFU Professors."</i></p> <p>In section 4.2, the following text was removed since there is no possibility of an extension: <i>"unless an additional 5 year term has been approved (see section 4.5)."</i></p>

Equity office feedback	Response
<p>There should be well defined criteria for considering an additional 5-year stipend as there is the potential for creating inequities. I think it would be best to ensure that there is good conversation in advance in terms of what are the applicable criteria are, sometimes policies come with procedures as well so am not aware of the process or what is available in this case.</p>	<p>Due to feedback from SFUFA and Faculty Relations regarding clause 42.51 in the Collective Agreement, the reference to an extension to the salary stipend in exceptional circumstances and the possibility of an additional 5-year term was removed.</p>
<p>The statement on aligning with SFU's EDI objectives could be a bit more substantive by explaining how. For example, with the merit criteria, process of award nomination and approval, process for selecting committee members.</p>	<p>This information is already captured in the terms of reference and procedures for the committee which is more appropriate than adding those details to the policy.</p>

<p>The VPPEI recommended that additional language be added to section 4.0 as follows: “...may be revoked for contravention of any SFU policies at the discretion of...”</p>	<p>The wording has been updated as follows:</p> <p>There is no expiry date to the title of “Distinguished SFU Professor of [Specialty Subject Area]” although it can be revoked at the discretion of the VP Academic and VP Research & Innovation should exceptional circumstances arise, such as contravention of any SFU policies.</p>
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Senate feedback	Response
<p>Bit puzzled about the distinguished associate and assistant idea. I mean, surely if somebody's sufficiently distinguished to get one of these awards and they're an assistant professor, they should be going up for tenure and promotion and ditto of someone who's an associate professor. If they're sufficiently distinguished to get one of these awards, they should be going for full professor. I don't quite understand the logic of having these two categories.</p>	<p>The Associate and Assistant titles were added due to the reference in the policy in section 4.1 that “The title of Distinguished SFU Professor recognizes and rewards research faculty of any rank who meet the following criteria:” There has never been an assistant professor nominated but there was one associate professor who was awarded the title.</p> <p>This feedback was raised by several people and a decision was made to remove the Assistant title. A reference to “tenured faculty members” has been added and the words “of any rank” has been removed.</p> <p>In section 4.1.1 the words “relative to their rank and stage of their career” has been removed now that there is a limit to tenured professors only.</p>
<p>If somebody is declared to be a distinguished assistant professor and then they get promoted, do they automatically become a distinguished full professor or do they need to be re-distinguished at that point? And then related to that also in 4.2 of the policy it states that the title can be renewed if an additional five-year term has been approved. I'm not sure if that is intended to limit it to one additional five term or if you can have multiple additional five terms.</p>	<p>The way the policy is written, an Associate Professor (Assistant was removed) would need to be re-distinguished at the full professor level.</p> <p>Reference to the title being renewed has been removed.</p>
<p>I just wanted to comment in support of the idea that if a full professor is a distinguished full professor, that does mean that on top of having the record that's promoted to full, they've done</p>	<p>This feedback was raised by several people and a decision was made to remove the Assistant title.</p>

<p>something to distinguish themselves. That generally is not going to be a kind of small set of accomplishments. I'm not sure about using distinguished Professor for assistant or associate professors, but it strikes me that to be distinguished yourself as an assistant professor does not necessarily involve a lifetime accomplishment in the same way that a full professor does. So I appreciate this distinction, and I think it's important and defensible.</p>	
<p>Since this is being opened up and the title distinguishes being, I guess given to assistants and associates, and with the increase in number of lectures that we are hiring, is there any appetite to have a distinguished lecturer, senior lecturer (university lecturer). Same thing. Because otherwise all I see right now is a focus on the research and 4.11 to 4.14 doesn't really say research, it says distinguished in their scholarly and creative work and I will read that: Relative to their rank and stage of their career. So lecturers is also a rank.</p>	<p>This feedback was considered but the current criteria are designed to recognize scholarly accomplishments with impact on a national and international scale. Aspiring to perform that kind of scholarly work is part of the job of tenure-track research professors whose duties provide them with time to pursue such ends. Lecturer duties are focused on excellent teaching. Directly comparing an accomplished lecturer to an accomplished research faculty member using these criteria would therefore not be fair. Lecturers can be recognized instead through university teaching awards. Alternatively, the university can consider creating other forms of recognition – but Distinguished University Professor is not the right mechanism to recognize this form of excellence.</p>
<p>Do you want to talk about the relationship between the distinguished Professor and the CRC program? And I mean, to some degree, this program has evolved in part for people who've timed out of the CRC programs as well. So it matches those types of criteria. I don't know if you want to say anything more about.</p>	<p>There were a number of reasons why the policy was originally created, and one of which was to recognize exceptional accomplishment for senior chairs whose chairs had limited duration and then to allow that kind of recognition to continue. This feedback didn't lead to any changes being made.</p>
<p>I'm just curious about this, you know, the 10% or more of people that can hold a stipend for a second term or third term or fourth term. I just think that's like over complicating things. So I think, you know, you get it for five years, you get your stipend for five years, some faculties also have like teaching release or other goodies attached to this to try to bring them in alignment with CRC's...not quite, but that's what we do in our faculty and then at the end of that, I would just say you get to keep being a distinguished professor, but you're out of the pool and that way you bring in, you know, new blood, new</p>	<p>Along with feedback from SFUFA and Faculty Relations about clause 42.51 in the Collective Agreement, the reference to an extension to the salary stipend in exceptional circumstances was removed.</p>

<p>people. There's funding to support it. So I would actually, I'm not in favor of never ending stipends of this. I think it's five years you get your goodies, you're done, but you get to keep the title. Just a thought.</p>	
<p>I just wanted to say that I heartily agree with the notion of having, for example, distinguished university lecturer. I think that that is in keeping with the value of teaching and teaching scholarship in the university itself, and I'm pretty sure that we have a number of quite remarkable lecturers and university lecturers.</p>	<p>This feedback was considered but the current criteria are designed to recognize scholarly accomplishments with impact on a national and international scale. Aspiring to perform that kind of scholarly work is part of the job of tenure-track research professors whose duties provide them with time to pursue such ends. Lecturer duties are focused on excellent teaching. Directly comparing an accomplished lecturer to an accomplished research faculty member using these criteria would therefore not be fair. Lecturers can be recognized instead through university teaching awards. Alternatively, the university can consider creating other forms of recognition – but Distinguished University Professor is not the right mechanism to recognize this form of excellence.</p>

Community feedback	Response
<p>If a faculty member received a University Professorship in the past, can they call themselves a Distinguished Professor? Also, I received this honour 2015-2020, which was just prior to the newly named award. At that time, full professors such as myself who were in their first term, could not reapply since the policy changed to Distinguished Professor. Are those of us who were caught in this transition allowed to apply to the Distinguish Prof. for their second 5 year term? Does the policy allow for those with a prior University Professorship (prior to 2019) to apply?</p>	<p>In this situation a faculty member will need to be nominated for this specific program to be considered for this title because the Distinguished University Professor program is different from the previous University Professorship program.</p> <p>Those with a prior University Professorship can be nominated for the Distinguished Prof award because they are different programs. A current University Professor (within the 5-year term) wouldn't be eligible based on item 4.3 in the policy "Faculty members who hold internal or external named awards, such as endowed chairs and professorships, Canada Research Chairs or major salary awards from granting agencies are not eligible to be nominated for a Distinguished SFU Professorship".</p>
<p>I was named a Distinguished SFU (Associate) Professor in 2019. I believe I was the only Associate Professor granted this status in the inaugural year. I'm emailing with two questions about the proposed amendment to Policy A32.03</p>	<p>The proposed amendments won't be approved before this year's application deadline.</p> <p>It was confirmed that the individual would need to be nominated for the program again so that</p>

<p>seeking to allow Distinguished SFU Professors to keep the title permanently (beyond the 5-year funding term) except in exceptional circumstances.</p> <p>1. Will a decision on the proposed amendment be made before this year's application deadline? My Distinguished SFU Professor status is set to expire this year and, as such, I was planning to reapply for another 5-year term, primarily to maintain the title.</p> <p>2. I was named a Distinguished SFU Associate Professor in 2019 and granted promotion to Full Professor in 2022. If the proposed amendment is approved, would I be able to hold the Distinguished SFU Professor title indefinitely because I am currently a Full Professor? Or would I need to reapply at my current rank?</p>	<p>she can be considered under her new rank of Professor. The title of Distinguished Associate Professor won't automatically become Distinguished Professor.</p>
<p>I was awarded the Distinguished Professor title and agree that the title is a recognition of achievement, which should not be revoked after the term of salary stipend is expired. Conceptually it is hard to understand why I will no longer be a distinguished professor after a term. This honour gives me motivation to continue to excel in all aspects of the job, which is beyond financial benefits. If this honour expires together with the salary stipend, it tints the glory of this award.</p> <p>I commend this initiative and I believe it will have a long-term impact on faculty morale.</p>	<p>Feedback affirms changes.</p>
<p>It is an excellent change. It makes a lot of sense to have the title permanently.</p>	<p>Feedback affirms changes.</p>
<p>I support making Distinguished SFU Professor a permanent title, for the reasons listed below. Having it for only 5 years is unusual — it's normally a permanent title at other universities in North America.</p> <p>I do not see the point of having titles of Distinguished Assistant or Associate Professors. If an Assistant Professor performs at a distinguished level, they can apply for early tenure and promotion. Similarly, nothing prevents an Associate Professor applying for promotion. I haven't see that at other universities.</p>	<p>Feedback regarding the Assistant and Associate titles was raised by several people and a decision was made to remove the Assistant title.</p> <p>The nominating feedback can be considered in the procedures.</p> <p>Feedback on using a different name was considered but didn't lead to any changes.</p>

<p>I also feel like the procedure for nominating for Distinguished Professor could be made more transparent. Perhaps make it possible for faculty members to submit applications, rather than having the Dean decide on who to nominate based on Dept Chair's suggestion.</p> <p>As implemented now at SFU, Distinguished Professor is much like a retention award. But this is not how the title is perceived by the outside world. Everywhere else, Distinguished Professor is the next rank after Professor. If the intent was to use it like a retention award, then SFU should think of a different name to avoid confusion.</p>	
<p>The proposed changes to allow previously honoured "Distinguished Professors" to retain their title after the funding period has ended seems appropriate to me and in line with the intention of the designation.</p> <p>However, I don't see the purpose of awarding the "Distinguished Assistant Professor" nor the "Distinguished Associate Professor" roles. To my mind, we have Canada Research Chairs and Named Professorships specifically to recognize and retain these earlier career researchers. SFU may run the risk of undermining the significance of an award and designation meant to recognize an individual and a body of work over much of a career by giving out the same titled award to more junior scholars.</p> <p>If retention is the issue and the alternative chairs are not sufficient, I recommend calling the early career designations some other title.</p>	<p>Feedback regarding the Assistant and Associate titles was raised by several people and a decision was made to remove the Assistant title.</p>
<p>Thank you for sharing the proposed policy revision. My question is, what are the "exceptional circumstances" that could arise? This is pretty vague. What is the purpose of the clause? I look forward to hearing your reply.</p>	<p>A situation of exceptional circumstances would be quite rare but if there was a finding that a Distinguished Professor was guilty of a major violation of a university policy (e.g. responsible conduct of research like falsifying data), or if someone committed a crime where they ended up in prison, there would need to be consideration of revoking the title because otherwise the title could still be used since there is no natural end point.</p>
<p>As you may know, the VMSI work group has an administrative awards and resources allocations sub-committee. When we (the sub-committee,</p>	<p>Feedback regarding the Assistant and Associate titles was raised by several people and a decision was made to remove the Assistant title.</p>

cc'd) saw the community consultation email on the Distinguished SFU Professor Award policy we decided to review the proposed policy changes together and collaborate on feedback.

Generally speaking we think this is a great change to make (re: not losing distinguished professor status), totally makes sense. We have a few small suggestions to improve the inclusivity of the policy. And one clarifying question re: what happens to the assistant and associate titles when they get promoted within their 5-year term. All of these are in comments in the attached PDF version of the policy. We are happy to chat further should there be any need for clarification etc. What if you are promoted? Do you lose the title or do you keep the Distinguished SFU Associate Professor despite promotion?

Perhaps add a 4.1.5 - reflecting community/public/impact within and beyond academia OR add something about impact in practice. For example, Have had a major impact on their discipline or field of study and/or practice.

Consider changing "All areas of scholarship will be considered with nominations whose scholarly activities align with and advance SFU's strategic priorities encouraged" in section 4.2 to "All areas of scholarship will be considered with nominations whose scholarly activities align with and advance SFU's vision, purpose, values and strategic priorities"

In section 4.6, could further detail or clarity be added? Is this alignment in the process aspects or is this part of selection? Could we add something about valuing all forms of scholarship?

An individual with the Associate title will keep the title for the 5-year term but can also be nominated for the program again so that they can be considered under their new rank of Professor. For clarity, the title of Distinguished Associate Professor won't automatically become Distinguished Professor.

If an Associate Professor is promoted during the 5-year term, they don't lose the title and can be nominated to the program again to be considered under their new rank of Professor.

With regards to adding a 4.1.5. It seems that the existing 4.1.1 (Have a demonstrated and sustained record of distinguished, exemplary accomplishments in their scholarly or creative work and/or innovation) covers impact on their discipline. It is true that there is no explicit reference to impact beyond academia, but this can be captured under "exemplary accomplishments". We do not currently include a list of ways accomplishments can be exemplary in the policy, if we did, it would be a long list and subject to debate (and change over time). The peer review committee terms of reference might be a more appropriate place to provide guidance of this type.

In section 4.2 it is important to note that all areas of scholarship will be considered and that the nomination process should allow nominations for any type of scholarly activity. The encouragement to nominators to consider strategic priorities recognizes that the award can be a way to advance those priorities. It may, for example, be strategic for the university to have a Distinguished Professor of X. This statement is encouraging the nominators to consider this when seeking candidates to nominate.

The wording of section 4.6 (and similar sections in other policies) has been streamlined to say that the approach to EDI used in the program will align with the EDI objectives of the university. Otherwise, each policy effectively rewrites the university EDI approach. It does indeed refer to

	<p>the processes used as part of the initiative. To clarify this, the following text has been added:</p> <p>“in all aspects of the canvassing, selection, and promotion process.”</p> <p>The valuing all forms of scholarship sentiment is conveyed in 4.1, which specifies the criteria used to evaluate nominations. 4.1 attempts to provide a set of high-level guidelines which is inclusive of any form of scholarship.</p>
<p>I am pleased that the University recognizes the accomplishment made by the Distinguished Professors and thereby allowing the recipients to retain the title permanently. However, having the title and not providing the funding after the initial 5 years is a concern. In my experience, the Distinguished Professors are likely to request some kind of salary retention award as they do not want to see a drop in their income after the first 5 years, especially if the title continues.</p> <p>I do not think SFU is doing enough to simply allowing faculty members to keep their title and not provide the related funding on a continuing basis. What this change is essentially doing is to pass on the monetary responsibility to Faculties without the corresponding change in the Faculty budget allocation model. This in turn may jeopardize the Faculties abilities to assign adequate resources to the teaching priorities.</p> <p>In summary, this proposal advances the research aspect at the expense of the teaching output of some, if not all the Faculties. I am copying the “VPA office” as I would like to bring to their attention what this proposal, if passed, may impact the Faculties.</p> <p>-----</p> <p>Feedback from VPA office (person #1) on this issue:</p> <p>Further to these concerns, is there some sort of precedent or past practice that we can draw on regarding this change? Are there similar programs where the title is retained but not the funding? This person has a point in that faculty members may want to continue receiving</p>	<p>Based on feedback from SFUFA and Faculty Relations about clause 42.51 in the Collective Agreement (CA), the reference to an extension to the salary stipend in exceptional circumstances was removed. This also addresses the issue raised from this feedback since in order to be compliant with the CA, the stipend cannot continue.</p> <p>Deans can do as they wish within the confines of the collective agreement. What they choose to do or not to do is not the subject of this policy.</p>

<p>monetary compensation/research funds/course release if the title is retained. To my knowledge, this is the first program that the VPA Office administers where the title is retained but funds are not since they do typically go hand in hand. Also, since we have new Distinguished Profs every year, the number may increase exponentially in later years.</p> <p>If some Faculties are providing and paying for the stipend themselves and not others, won't this lead to an unfair advantage and inconsistencies in handling Distinguished Prof appointments?</p> <p>Feedback from VPA office (person #2) on this issue: This is an important concern. One potential way to address the concern would be for the revised policy to revise the language in 4.5 to remove the possibility of a stipend from any source after 5 years. I cannot really see a reason why the stipends should be extended now that recipients are being allowed to retain the title.</p> <p>Have the implications of a decentralized approach to these awards been considered in light of Article 42 of the SFUFA collective agreement?</p>	
<p>Thank you for the opportunity to provide input to this proposed policy amendment. My comments are as follows:</p> <p>4.5: "A faculty who holds a DUP and then receives an internal or external named award...must relinquish any future stipends related to the DUP."</p> <ul style="list-style-type: none"> • If the intent is to not offer a salary stipend while the DUP holds another salary award, then should the wording be, "must relinquish their stipend related to the Distinguished SFU Professorship during the term that they hold the internal or external named award." This would enable the DUP to resume their salary stipend after the term of their other salary award ends if it is less than 5 years. 	<p>We considered the possibility of placing a "hold" on the DUP stipend for a period of time. However, most of the awards which would lead to relinquishing the stipend are at least 5-years in duration. Some of them can be 14 years (CRC T1) or more. Since the original stipend period was only meant to be 5 years, creating a clause in which the stipend term could be postponed indefinitely was not consistent with the intent. If the external award is very short term (e.g., 1 year) it likely would not fit the criteria of needing to relinquish the DUP stipend in the first place.</p> <p>The following text has been added: "A faculty member who accepts a senior administrative role at the university would normally forego any stipends related to the Distinguished SFU Professorship for their duration of their senior administrative role."</p>

<ul style="list-style-type: none"> • I suggest that faculty members who are appointed to a senior administrative position during their term as a DUP also forego their salary stipend during the term of their appointment. • Consider adding that the DUP title is "for life while a member of the SFU faculty association and upon retirement, will bear the title of DUP Emerita/us." <p>4.6: "The DUP initiative will align with SFU's equity, diversity and inclusion objectives."</p> <ul style="list-style-type: none"> • Implied, but could be strengthened by explicitly adding, "in all aspects of the canvassing, selection, and promotion process." 	<p>There is some flexibility provided in this wording, as some nuanced cases exist (e.g., a faculty member agreeing to serve as Dean pro-tem for 3 months in an emergency situation).</p> <p>Added "in all aspects of the canvassing, selection, and promotion process." to 4.7.</p>
<p>I agree with the proposed amendments to the policy.</p>	<p>Feedback affirms changes.</p>
<p>Re this consolation, I want to first thank you for this proposal. This makes sense and I will be honoured to continue to hold this title, should this be approved.</p> <p>One question: Is there going to be any opportunity to apply to continue the salary top up, or how is that being handled? I appreciate the university is in a tight financial situation, but what I want to avoid is that those that ask to maintain the salary level are able to keep it versus something more equitable. Thanks for any clarification!</p>	<p>Based on the feedback from others and from SFUFA/Faculty Relations about clause 42.51 in the Collective Agreement, the reference to an extension to the salary stipend in exceptional circumstances was removed.</p>
<p>I think I forgot to add a note that capitalization of "Faculty" (e.g. Science) is inconsistent in the policy. In some sentences it is lower case; others it is upper case. Detailed comments in an attachment:</p> <ul style="list-style-type: none"> • Consider adding a definition of "Distinguished SFU Professor" to section 1.1 • Consider referring to the title as "award" instead of "title" in section 4.1; The award of... • Consider adding "Recipients of..." at the beginning of 4.2 to keep distinction between position and title clear • Consider adding "contravention of any SFU policies or collective agreements." 	<p>Capitalization inconsistencies were reviewed. There are different uses of capitalization depending on how the word is being used. If referring to faculty members, then lower case; if referring to the academic unit, then upper case.</p> <p>Other items listed still need to be considered.</p> <p>Section 1.1: The purpose of the program is defined in section 1.1. We believe that text defines Distinguished SFU Professor.</p> <p>Section 4.1: We believe "title" is more appropriate here. A DUP adds "distinguished" to their title and can include this in their CV, email signature, etc. in a way that would be unusual for an "award".</p>

<ul style="list-style-type: none"> • Consider changing “The titles...” to “Appointments of...” in section 4.2 • If the Associate Professor appointment is renewed, what happens with the stipend should be addressed in section 4.5. • Section 4.3 is more like selection criteria and could move to 4.1 (4.1.5) • Consider moving the first sentence in 4.4 to 4.5 or as the last sentence of 4.4 • Consider adding “receiving a salary stipend as part of the Distinguished Professor award” in the first sentence of 4.4 • Consider changing “faculty salary” to “academic salary” in the first sentence of 4.5; this is more consistent with other policies, etc. • Consider changing “further 5-year term” to “second 5-year term” in 4.5 – this section was deleted • Consider adding SFUFA/SFU Collective Agreement to section 6.0 (related legal, policy authorities and agreements) 	<p>Section 4.2: This is related to the comment above – DUP is a title, not just an award.</p> <p>Section 4.2: How would a faculty member violate a collective agreement in such a way that their title would be revoked, but was not also a violation of SFU policy? Perhaps this is possible, but we have not been able to come up with a case.</p> <p>Section 4.5: it is no longer possible to consider renewing the associate professor title.</p> <p>Section 4.1 vs., 4.3: 4.1 are the selection criteria for the award while 4.3 lists an eligibility exclusion. Combining them is an interesting suggestion, but we don’t think it adds clarity (ie. doing this would require careful thought to the wording).</p> <p>Faculty salary changed to “academic” salary.</p> <p>Collective agreement added to related legal documents.</p>
<p>The VPA title is incorrect. It should be Provost and Vice-President Academic rather than Vice-President Academic and Provost.</p>	<p>The VPA title was updated to “Provost and Vice-President Academic” along with the VPRI updated title “Vice-President, Research and Innovation”.</p>