



SIMON FRASER UNIVERSITY
ENGAGING THE WORLD

TO: Senate

FROM Joy Johnson
Chair – Senate Committee on Agenda and Rules (SCAR)

DATE: February 22, 2024

SUBJECT: Changes to Policy A32.03 – Distinguished SFU Professor Program

SCAR has reviewed S.24-30 (Changes to Policy A32.03 – Distinguished SFU Professor Program) and is forwarding it to Senate for consultation.




MEMORANDUM

ATTENTION SCAR DATE February 14, 2024

FROM Dugan O’Neil
Vice President, Research & International PAGES 1

RE: Changes to Policy A32.03 – Distinguished SFU Professor Program



The purpose of the Distinguished SFU Professor program (policy A32.03) is to recognize SFU faculty members of distinction who have achieved exceptional performance and distinguished accomplishments relative to their rank and years of service. This is a joint initiative of the Vice President, Academic (VPA) and Provost and the Vice President, Research and International (VPRI). An amendment to Policy A32.03 is recommended to allow Distinguished SFU Professors (Full 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 should exceptional circumstances arise.

Rationale for change:

- The title of “Distinguished SFU Professor of [Specialty Subject Area]” is earned for a body of work achieved over a long period of time, an accomplishment that is not diminished after 5 years of being first awarded the title. If the same individual was nominated again in subsequent years, it would be for the same, or for even bigger achievements;
- The primary purpose of this policy is (i) to recognize faculty members of high distinction, and (ii) to increase retention of such individuals;
- If a faculty member loses the title of Distinguished SFU Professor after a 5-year term, this is not in alignment with the main intention of the policy.

Another recommended change is to include the titles “Distinguished SFU Associate Professor of [Specialty Subject Area]” and “Distinguished SFU Assistant Professor of [Specialty Subject Area].” It is proposed that these titles expire 5 years after the date of the initial appointment unless an additional 5-year term has been approved. All other changes are editorial or for clarification.

These policy changes have been reviewed by the Executive Team, Faculty Relations, Deans, SFUFA and the Equity office for feedback. The changes will be sent out for community consultation on February 21, 2024.

Distinguished SFU Professor

Date	Number
	A 32.03
Date of Last Review/Revision	Mandated Review
TBA	TBA

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

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 Vice President, Academic and Provost and Vice President, Research and International in the nomination, adjudication and appointment of SFU Distinguished Professors.

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1.0 PREAMBLE

1.1 A joint initiative of the Vice President, Academic and Provost and the Vice President, Research and International, 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 faculty of any rank.

4.0 POLICY

4.1 The title of Distinguished SFU Professor recognizes and rewards research faculty 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 VP Academic and VP Research & International 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 annual cohort of Distinguished SFU Professors (including Associate and Assistant 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.

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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 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. 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.

4.5.4.6 The Distinguished SFU Professorship initiative will align with SFU's equity, ~~and~~ diversity and inclusion objectives.

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 Vice President, Academic and Provost and/or the Vice President, Research and International, 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

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 Vice-President, Academic and Provost and the Vice-President, Research and International.

11.0 INTERPRETATION

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

12.0 PROCEDURES AND OTHER ASSOCIATED DOCUMENTS

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

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