

Tenure and Promotion: APAR

May 25, 2023



THOMPSON RIVERS
UNIVERSITY

FACULTY ASSOCIATION

Territorial Acknowledgement

Thompson Rivers University campuses are on the traditional lands of the Tk'emlúps te Secwépemc (Kamloops campus) and the T'exelc (Williams Lake campus) within Secwépemc'ulucw, the traditional and unceded territory of the Secwépemc. Our region also extends into the territories of the St'át'imc, Nlaka'pamux, Nuxalk, Tâilhqot'in, Dakelh, and Syilx peoples.



THOMPSON RIVERS
UNIVERSITY
FACULTY ASSOCIATION

This session will include

- Relevant collective agreement language
- Importance of APARS
- What are APARS used for?



THOMPSON RIVERS
UNIVERSITY
FACULTY ASSOCIATION

Collective Agreement Language

7.2.1 An APAR is a formative tool for a Faculty Member to report on their current academic year's activities, goals and outcomes as they relate to the Faculty Member's research/scholarship, teaching/professional role, service, and professional development, as well as identify specific goals for the upcoming academic year.



THOMPSON RIVERS
UNIVERSITY
FACULTY ASSOCIATION

Collective Agreement Language

7.2.2 Subject to 7.2.2.1, each Tenured, Tenure-track and Limited Term Contract, and University Instructor Faculty Member shall submit an APAR to their Department Chair and Dean/Director no later than June 30th.

Collective Agreement Language

7.2.2.1 Tenured Faculty Members shall be required to submit an APAR every other year. Faculty members with the highest achievable rank shall be required to submit an APAR every third year.

Collective Agreement Language

7.2.3 The APAR shall be completed on standardized forms which are proposed by the Faculty Member's Faculty/School/Division and approved by the Parties and may include additional material provided by the Faculty Member.



THOMPSON RIVERS
UNIVERSITY
FACULTY ASSOCIATION

Collective Agreement Language

7.2.4 The APAR must contain sufficient detail of the Faculty Member's activities and their outcomes to enable the Department Chair and the Dean/Director to review the Faculty Member's performance and to provide the Faculty Member with appropriate guidance to improve their performance. Such review must be received no later than **October 31st**.



THOMPSON RIVERS
UNIVERSITY
FACULTY ASSOCIATION

What are APARs Used for?

- Formative feedback tool
- Performance Review
- Tenure and Promotion



THOMPSON RIVERS
UNIVERSITY
FACULTY ASSOCIATION

Collective Agreement Language

7.3.7.2

(b) Teaching Responsibilities

(i) A teaching dossier as outlined in Article 9 – Appendix 1. Student course evaluations may be used as **evidence of students' classroom experience** and for the purposes of the Faculty Member **demonstrating reflective scholarly practice**, but the **may not** be used as evidence of teaching effectiveness

APAR AS A REFLECTIVE TOOL



[This Photo](#) by Unknown Author is licensed under [CC BY-SA-NC](#)



THOMPSON RIVERS
UNIVERSITY
FACULTY ASSOCIATION