The proposed Master of Science in Management Practice (MScMP) and Graduate Diploma in Management (GDM) programs will follow Faculty of Graduate Studies (FGS) policies in appointing faculty for teaching and supervising in the programs.

Depending on the category of appointment, the faculty may be eligible to serve as principal or co-supervisors for MScMP students, teach graduate-level courses, and participate in decision-making processes in accordance with program governance procedures. The assignment of supervisory responsibilities is within the discretion of the Graduate Program Director, in accordance with Program and Faculty of Graduate Studies procedures.

Appointment Categories and Terms
As per the FGS policy, an individual can be appointed to one of the following categories:

- Associate member;
- Member emeritus;
- Adjunct member;
- Instructor member.

Detailed descriptions of the categories are provides at [http://gradstudies.yorku.ca/faculty-staff/academic-affairs/faculty-membership/appointments-policy/#appointment.categories.terms](http://gradstudies.yorku.ca/faculty-staff/academic-affairs/faculty-membership/appointments-policy/#appointment.categories.terms)

An individual may be appointed to more than one graduate program, in which event they shall designate one of the programs as their primary graduate program. Although this designation is intended to signify an individual’s principal, but not exclusive, commitment in relation to graduate supervision, teaching and service, a faculty member may shift their principal commitments over the course of their career.

Program-specific faculty appointment criteria
The key appointment criteria to be used for the MScMP and GDM programs are outlined and interpreted below and are based on the FGS policies.

A candidate for an **Associate Member** appointment must:

1. Hold a Ph.D. (or MS or MBA with a professional designation) degree in the discipline or subject area, or possess the equivalent in accordance with the expectations of the discipline; and
2. possess teaching experience in the discipline as a course director at the university level, with positive teaching performance; and
3. **demonstrate evidence of a continuing contribution to research or scholarship or professional activity in a form that is available for peer review and critical analysis. This would normally include a combination of:**
   a. a minimum of two peer-adjudicated publications and/or book chapters during the previous seven years and evidence of new research activity every other year; and
   b. invited or peer-adjudicated presentations at conferences or symposia

A candidate for a **Member Emeritus** appointment must:

1. **Hold a Ph.D. (or MS or MBA with a professional designation) degree in the discipline or subject area, or possess the equivalent in accordance with the expectations of the discipline; and**
2. **possess teaching experience in the discipline as a course director at the university level, with positive teaching performance; and**
3. **demonstrate evidence of a continuing contribution to research or scholarship or professional activity in a form that is available for peer review and critical analysis. This would normally include a minimum of three peer-adjudicated publications, one of which should be in a high-quality journal and/or book chapters during the previous seven years and evidence of new research activity every other year**

A candidate for an **Adjunct Member** appointment must:

1. **Possess some of the following qualifications:**
   a. Hold a PhD in a relevant discipline; or
   b. have a record of research and publication in a relevant area that is equivalent to a PhD; or
   c. have a professional designation in a relevant discipline, combined with a Master’s degree in a relevant area; or
   d. have a work experience in a senior capacity in a relevant area, combined with a Master’s degree in a relevant area; and
2. **have teaching experience in the discipline as a course director at the university level, with positive teaching performance.**

A candidate for an **Instructor Member** appointment must:

1. **Possess some of the following qualifications:**
   a. Hold a PhD in a relevant discipline; or
   b. have a record of research and publication in a relevant area that is equivalent to a PhD; or
   c. have a professional designation in a relevant discipline, combined with a Master’s degree in a relevant area; or
   d. hold a professional designation in a relevant discipline, combined with an undergraduate degree in a relevant area and a completion of a graduate professional program and five years of work experience in a relevant area; and
2. **have teaching experience in the discipline as a course director at the university level, with positive teaching performance.**
Note 1:

While these represent reasonable expectations, it is recognized that not all candidates can be expected to produce the same number of publications or show equally high levels of research funding including: as yet untenured recent PhD’s, those deeply involved in the practice of a management or management-related profession, and faculty heavily involved in administration. The program recognizes that these candidates can make valuable contributions to a Graduate program and that their circumstances should be taken into account in an evaluation of their candidacy.

In addition, other means of demonstrating a contribution to research or scholarship or professional activity will be considered including: contract research, provision of services that contribute to the development of the academic literature, discourse and analysis or professional practice in the candidate’s field.

Other types of publications, professional activities, and awards may also be taken into consideration including:
- Organization and direction of major conferences, symposia etc.
- Publication of non-refereed articles;
- Honours, awards or grants related to the field;
- Participation in outside professional or scholarly organizations, directly related to the discipline, including editorial roles and/or advisory roles;
- Creation of multi-media works, software packages, etc.
- Professional activity: applied work on social issues; consultants for community groups; bilateral, multinational and international agencies; reports; media appearances, etc.

Note 2:

With many SAS faculty having limited access to graduate teaching/supervision in the past years, it is expected that the absence of graduate teaching/supervising experience will not be used to preclude a full-time SAS faculty from joining the program.

Note 3:

Because both MScMP and GDM are professional programs designed to prepare students for managerial jobs, special value will be assigned to work experience, industry associations, and company positions of candidates for adjunct and instructor membership.

Procedures for Appointment/Re-Appointment

All individuals seeking appointment, re-appointment or periodic review of their appointment must submit an up-to-date C.V. and a statement describing their graduate teaching and supervision assignments. Individuals may also provide supplementary material to help in an assessment of suitability for appointment or re-appointment.

The Graduate Program Director is responsible for making recommendations to the Dean of the Faculty of Graduate Studies on appointments, re-appointments and review of appointments. The recommendation of
the Graduate Program Director is based on the assessment made by the Executive Committee of the MScMP or GDM program regarding the individual’s suitability for appointment, re-appointment or a continuing appointment with the support of the Dean of the Faculty of LA&PS. This recommendation is based on the criteria established by the Senate of York University, Faculty of Graduate Studies (http://gradstudies.yorku.ca/faculty-staff/academic-affairs/faculty-membership/) and the specific interpretations of these criteria laid out above.