Faculty Relations Plan

PROGRESS REPORT 2022

Goal: Indigenize faculty
  • “Grow our Own Faculty”: nurture our own Indigenous undergraduate/graduate students to become faculty members
  • Departments apply for funding/support for promising senior undergrads/MA candidates. Assist these students with funding for graduate courses and possibly funding for PhD training at another Canadian university
  • This program could and should lead to designated positions for these homegrown scholars

Goal: Growing Leaders
  • Identification of leadership gaps, determine current and future leadership requirements, work on succession planning, develop leadership pipeline
  • Identify potential future leaders (encourage succession planning within departments)
  • Building leadership capacity such as Head’s Up mentorship sessions
  • Coaching, mentoring, empowerment, job shadowing, rotational leadership on committees – identifying current leaders that can provide in these areas

Goal: “Improve” Diversity / Equity / Inclusion
  • Updating department standards
  • Diversity programs for departments with tenure-track hires
  • Increasing diversity in departments
  • Develop structures and strategies to assist leaders in managing diversity

Goal: Improve Faculty Mentorship
  • Modifications to existing new faculty mentorship program

Goal: Celebrate and Recognize Faculty Achievement
  • Support events around college/ university award recipients and encourage award winners to hold talks to showcase their success
  • Recognition of retirements
  • Acknowledge outputs developed from sabbatical leave