



▶▶ **FAST FORWARD** = completed or accelerated activity

▶ **PLAY** = in-progress/ ongoing

|| **PAUSE**

## 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 ▶