

UTM Office of the Dean Newsletter

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Nearly two dozen faculty members from across the University of Toronto's three campuses delivered messages of hope and support for students in a video released on Jan. 18 – a day dubbed “Blue Monday” for its reputation as a time of post-holiday blahs. Click [here](#) to watch the video.

1. From the Desk of the Dean

Welcome back to the Year of the Ox (aka 2021) at UTM. I hope you all had a restful break over reading week, as well as the December holidays. We all recognize that 2020 was not the year that we were all expecting; the COVID-19 pandemic has brought so many changes and challenges to our working lives that were all but impossible to foresee at the start of the year. I am extremely grateful and proud of our team here at UTM for their hard work and dedication during these ever-changing times, and I am thankful for every one of your efforts.

With that being said, we need to recognize and celebrate the achievements of a few of our colleagues over the past year:

- Fiona Rawle (our uniformly adored Associate Dean, Undergraduate) received a **Minister of College and Universities' Award of Excellence** for her extraordinary contributions to the COVID-19 response in Ontario. In the early weeks of the pandemic, she asked faculty and students on social media how they could better help each other – and then collaborated with colleagues Ann Gagne and Simone Laughton to help faculty and librarians share their experiences and advice. She also designed and led a series of virtual sessions on remote learning for faculty, staff, and teaching assistants.

- Professor Kathi Wilson (Vice Dean, Faculty) received the **Desmond Morton Research Excellence Award** which recognizes outstanding achievement in research and scholarly activity by faculty members of the University of Toronto Mississauga. Professor Wilson is known internationally as a leading scholar in Health Geography, and she has made vital contributions to two areas of studies - Indigenous Health and Immigration Studies.
- Lucy Gaspini (Director of Academic Success and Integrity) is co-recipient of the **Principal's Service Award for Excellence**. Her extensive list of accomplishments includes championing ICCIT's upcoming Professional Experience Certificate in Digital Media, Communications and Technology; planning and development of two successful Experiential Education Fairs; the EEU Student Ambassador Program and the Lecture Me! series, hosted in collaboration with the Mississauga Central Library; and finally, overseeing an extremely busy Academic Integrity group at UTM.

Please join me in congratulating these inspiring award recipients!

In addition, in 2020 we welcomed new faces to our team here at UTM:

- Professor Kathi Wilson joined our office in July 2020 for a five-year term to June 30, 2025. Kathi served as Chair of Geography at UTM for 7 years and served as Acting Vice-Dean, Faculty. She holds numerous research grants from SSHRC and CIHR and is an extremely highly regarded scholar in her field, geography of health. Kathi relies on both qualitative and quantitative research methods to advocate for community-based solutions to issues of inequality, exclusion, and access to health by Aboriginal and recent immigrant populations. Kathi has published widely in the premier journals of her discipline and has an excellent reputation as a research supervisor. She is an excellent leader and is deeply committed to teaching and pedagogy as well as faculty development.
- In September 2020, Jade Hazell joined the Academic Integrity Unit (AIU) in the role of Academic Integrity Assistant where she has been providing (much-needed) administrative support for the academic integrity and discipline portfolio. She graduated from UofT with a B.A in Health Studies and Sociology and recently completed her MEd at OISE.
- In October 2020, Rachel Gorjup also joined AIU on a casual basis in the role of Academic Integrity Assistant to further support the portfolio. Rachel is a recent graduate of Western University, where she obtained her M.Sc. in Health and Rehabilitation Sciences.
- Rachel Hughes joined the office as the Executive Assistant to the Dean in December 2020. Rachel has 5+ years as an administrator supporting top leaders in government, non-profit and private organizations, such as the Toronto Central LHIN as well as the British Government and PricewaterhouseCoopers (PwC) in Belfast, Ireland. Rachel holds a LLB Bachelor of Laws Degree from Queen's University in Northern Ireland and an award for the completion of an Erasmus Law placement at the University of Zaragoza.

We are delighted to have welcomed these individuals to UTM!

I also want to take a moment to recognise departmental Chairs that ended their terms in 2020:

- Department of Economics – Professor Miquel Faig
- Department of Historical Studies – Professor Rebecca Wittmann
- Department of Philosophy – Professor Diana Raffman
- Department of Sociology – Professor Anna Korteweg

Please join me in extending a heartfelt thank you to these Chairs for their steadfast dedication to furthering the objectives and success of their Departments over the years!

I also want to give thanks to Professor Angela Lange for serving as Vice Dean, Faculty from 2016 to July 2020. Angela brought a wealth of experience as an academic administrator to the position and she graciously served as a fantastic Acting Dean on two separate occasions. Angela was a great support to me and the

Office of the Dean, and to innumerable faculty at UTM. Please join with me in thanking Angela for her outstanding commitment and contribution to UTM!

Mental Health and Wellness

I wanted to highlight that last month on the 28th January 2021 was Bell Let's Talk Day which is a campaign targeted at increasing conversation and awareness around mental health in Canada. This is even more relevant this year due to the continuing COVID-19 pandemic. Although we have entered a new year, we are still living under constraints and we continue to have to make huge changes to our daily routines. The realities of working from home, home-schooling of children, and lack of physical contact with other family members, friends and colleagues are lifestyle changes that can affect us all mentally. Adapting to lifestyle changes such as these, managing the fear of contracting the virus and worry about people close to us who are particularly vulnerable, are challenging for all of us.

The Health and Counselling Centre hosted its annual Let's Talk UTM Week, organizing several events such as the "Resiliency during Covid-19 Virtual Photo Exhibit," "Mental Health Resource Fair," and peer-led activities, among others.

The University of Toronto Mississauga Students' Union (UTMSU) also held its annual Mental Health Week to promote mental well-being. UTMSU collaborated with multiple organizations to host different virtual events and programs for the UTM community throughout the week.

The Mental Health Town Hall was the third and final event of UTM's Mental Health Week and took place on January 27. The town hall aimed to provide UTM students with the opportunity to share their thoughts and concerns about mental health. The event also allowed students to learn more about the mental health services available to them.

For staff and faculty, it is important that we support and care for each other and make time for our well-being. Vice-President & Principal Alexandra Gillespie recently released a video 'Battling Burnout: Well-being during the 'COVID winter' in which she shares ways she and her family have been coping with the difficulties the pandemic has brought. You can watch this video [here](#).

Also, the University has a variety of services available, both internally and externally which I encourage you to make use of if you would like support during this time. Please see links below:

[Health and Safety | UTMTogether \(utoronto.ca\)](#)

[Support and Advice for Employees During COVID-19 – The Division of Human Resources and Equity \(utoronto.ca\)](#)

Black History Month



Every February, people across Canada are invited to participate in Black History Month festivities and events that honour the legacy of Black Canadians and their communities.

UTM has organized many campus events, which are being held virtually this year. The UTM Black History Month Committee is a coalition between the University of Toronto Mississauga Students' Union (UTMSU), the Black Students Association (BSA), Caribbean Connections (CC), the African Students' Association (ASA), and Black Literature Club (BLC). This year, the committee will be hosting their highly anticipated Black History Month celebration via Zoom with collaborations with the Canadian Federation of Students (CFSFCEE) and the UTM Food Centre. Please see the full calendar of events [here](#).

2. Vice-Dean, Faculty

At UTM we have an extraordinary faculty, and this comes through in the awards that faculty receive. To highlight some of these, the following were awarded:

University of Toronto Distinguished Award is given to advance and recognize individuals with highly distinguished accomplishments and those who display exceptional promise. These individuals should exhibit an extraordinary and sustained level of activity in their research and scholarly work and have achieved pre-eminence in their field in line with the University's stated objectives and emerging priorities. This year, two (2) faculty members, Professors Steven Bernstein and Philip Oreopoulos, received the University of Toronto Distinguished Award in recognition of their outstanding work.

UTM Faculty & TA Teaching Excellence Awards were given to the following:

- Senior Faculty Award went to Tracey Bowen (ICCIT)
- Junior Faculty Award went to Marc Laflamme (Chemical & Physical Sciences)
- Sessional Lecturer Award went to Sarah Richardson (Historical Studies & Visual Studies)
- TA Award went to Deepka Sharma (Economics)

Congratulations to all on their achievements and the awards that recognize their work!

2021-22 Complement Planning

The Call for Submissions for the 2021-22 academic searches will be sent out to Departments in early March 2021 for submission to the Office of The Dean in early April 2021. So stay tuned!

Workshops and Resources for Chairs and Directors

Leading tenure, continuing status, and promotion reviews is the responsibility of the Chairs, Directors, and Single Department Faculty Deans. These sessions, offered by the Office of the Vice-Provost, Faculty & Academic Life, are intended to provide unit heads with an overview of assessment processes. We will discuss materials unit heads need to gather to support each review and will offer key strategies for success. The goal of these sessions is to help unit heads run fair and robust reviews and avoid common pitfalls. Please register for any and all sessions relevant to you.

Topic: Interim & Tenure Review

Date and Time: March 4 from 10am to 12pm

Topic: Promotion in the Teaching Stream

Date and Time: March 10 from 1pm to 2pm

Topic: Promotion in the Tenure Stream

Date and Time: March 31 from 1pm to 2pm

Topic: Probationary & Continuing Status Review

Date and Time: April 1 from 10am to 12pm

All workshops will be held online via Zoom and registration is required in advance. You will be sent a Zoom link a few days prior to the event.

Please register via this link: https://faculty.utoronto.ca/programming/#section_1

Recruitment and Hiring for Chairs and Directors

A unit's ability to hire the best possible candidates for academic positions can depend on effective management of the recruitment process. This session, for Chairs, Directors, Single Department Faculty Deans, and supporting staff, is intended to provide information about the following topics that are critical to the success of this process:

- Recruitment plan
- Job ads
- Immigration considerations
- Appointment Files
- Search Report

Date and Time: May 6 from 10am to 11:30am

All workshops will be held online via Zoom and registration is required in advance. You will be sent a Zoom link a few days prior to the event.

Please register via this link: https://faculty.utoronto.ca/programming/#section_1

Hiring TAs, Course Instructors, and Sessional Lecturers

This session will provide Chairs, Directors, Associate Chairs, TA Coordinators, and Administrative Staff responsible for the administration of CUPE 3902 appointments with the tools and information necessary for posting, hiring, and filling positions under the CUPE 3902 Unit 1 and Unit 3 Collective Agreements. Topics will include: subsequent appointment assignments, job security commitments, timelines, job postings, and navigating the hiring criteria.

Date and Time: March 2 from 1pm to 3pm

All workshops will be held online via Zoom and registration is required in advance. You will be sent a Zoom link a few days prior to the event.

Please register via this link: https://faculty.utoronto.ca/programming/#section_1

Workshops and Resources for Faculty

Preparing for Your Promotion from Associate Professor to Professor in the Tenure Stream for Faculty

This session is for tenured faculty only.

The University expects that most tenure-stream faculty will achieve the rank of Professor during their career at this institution. This session is intended for Associate Professors in the tenure stream who are preparing for promotion to Professor. We will discuss the process and timelines, how candidates may be identified, and how they can develop a professional development plan in preparation for promotion in the tenure stream.

Date and Time: February 24 from 1pm to 2pm

Preparing for Your Probationary and Continuing Status Review for Faculty, Teaching Stream

This session is only for teaching stream faculty in continuing appointments who are prior to their continuing status review.

Achieving continuing status is an important milestone in the life cycle of teaching-stream faculty. Understanding expectations and knowing what constitutes a complete and thorough file is critical. This session, intended for pre-continuing status faculty who are preparing for their probationary or continuing status reviews, will cover the process and associated timelines for each review. Experienced Chairs will be on hand to provide insight into how files are read and assessed in the teaching stream.

Date and Time: February 22 from 1pm to 3pm

Preparing for Your Promotion from Associate Professor, Teaching Stream to Professor, Teaching Stream for Faculty

This session is only for teaching stream faculty who have already completed their continuing status review and have been promoted to the rank of Associate Professor, Teaching Stream.

The University anticipates that many teaching-stream faculty will achieve the rank of Professor, Teaching Stream. This session is intended to help associate-rank teaching stream faculty prepare for promotion. We will discuss the process and timelines, how candidates may be identified, and how they can develop a professional development plan in preparation for promotion to Professor, Teaching Stream.

Date and Time: March 3 from 10am to 11am

Faculty who wish to attend any of the above workshops must register in order to attend.

All workshops will be held online via Zoom and registration is required in advance. You will be sent a Zoom link a few days prior to the event.

Please register via this link: https://faculty.utoronto.ca/programming/#section_0

Webinars from the National Centre for Faculty Development & Diversity

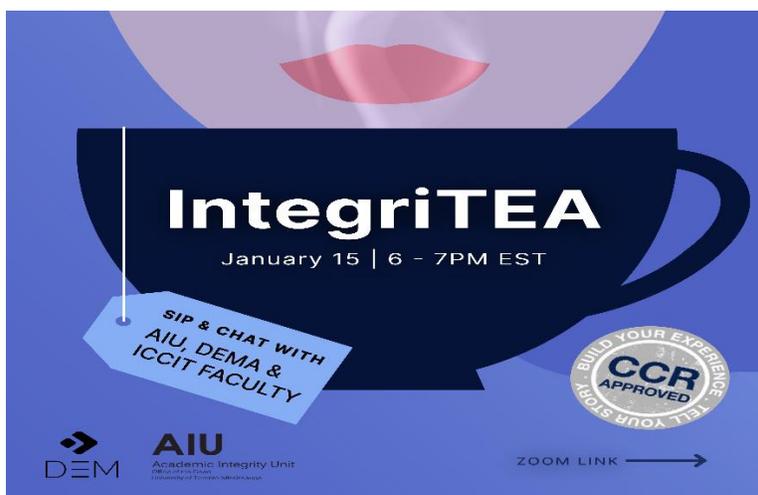
The National Center for Faculty Development & Diversity is an independent professional development, training, and mentoring community for faculty members and they provide support to academics in making successful transitions throughout their careers.

For further information on services and to activate your NCFDD membership, please click the link: <https://www.facultydiversity.org/institutions/utoronto>

Save the Date: New Faculty Orientation, 2021

Please note that the central University of Toronto 2021 New Faculty Orientation will be held on August 16 and 17.

3. Vice-Dean, Academic Experience



Academic Integrity: *IntegriTEA* Sessions:

- Over the course of the Winter 2021 term, the Academic Integrity Unit (AIU) will be holding several virtual “IntegriTEA” sessions. Students are encouraged to grab a cup of tea and chat with the AIU staff and special guest speakers on all topics related to academic integrity. The first “IntegriTEA” session was held on January 15, 2021, in collaboration with the Digital Enterprise Media Association (DEMA) and the Institute of Culture, Communication, Information, and Technology (ICCIT); it was attended by over 40 students who openly shared their thoughts, experiences, and questions related to Academic Integrity. If anyone in your unit is interested in participating in this unique opportunity to host an open and honest discussion on all topics related to academic integrity, please contact Tali Ajimal, Academic Appeals and Integrity Coordinator, at t.ajimal@utoronto.ca.

New Academic Internship Course in 2021-22

- With the support of the Experiential Education Unit (EEU), the Department of Political Science is preparing to launch POL450Y5 Political Science Internship during the 2021-22 academic year. An Experiential Learning Officer has been embedded within the Department to assist Professor Naomi Adiv with employer outreach and facilitating student placements.

Update on WIL Professional Certificate Programs

- In May 2020, 16 students were admitted to the [Professional Experience Certificate in Digital Media, Communication, and Technology](#). Students are now in the process of applying to employers and will begin the first of their two paid summer work terms in May 2021.
- The Department of Management's [Certificate in Effective Business Practices and Leadership Skills](#) will begin accepting applications for its first cohort of undergraduate students in May 2021.

Research Opportunity Program (ROP)

- The ROP recorded another year of growth in 2019-20. The EEU approved 283 instructor projects, which attracted 3,608 student applications. 328 students were subsequently accepted and enrolled into ROP courses running Summer 2019 through Winter 2020.
- Due to the transition to remote learning, the ROP observed a slight decrease with 231 approved projects for 2020-21. By contrast, student demand increased with 4,986 applications. 368 students were finally enrolled in ROP courses running Summer 2020 through Winter 2021.
- The ROP is accepting project and funding proposals for Summer 2021, Fall 2021, and Winter 2022 courses until February 3, 2021. Please visit uoft.me/UTMROP for more information.

Ontario Human Capital Research & Innovation Fund

- The EEU is pleased to announce its successful application to the [Ontario Human Capital Research & Innovation Fund for 2019-20](#). In July 2020, it launched the [Linking Skills](#) project, a new research and experiential learning (EL) initiative designed to enhance the career outcomes of Humanities graduates. The EEU is collaborating with five Humanities departments and multiple campus partners on the development of parallel student-facing and employer-facing frameworks to enhance EL opportunities in Humanities courses.

Experiential Education Fair

- The EEU hosted the second annual [Experiential Education Fair](#) on October 8, 2020. Facilitated virtually over Zoom, the event provided an opportunity for students to learn about the wide variety of EL opportunities available at UTM. Staff, faculty, and community partners came together to host 18 “virtual tables” and 16 information sessions, engaging 350 registered students in a meaningful, informative discourse on EL.

Post-Secondary Consultation on Experiential Learning

- Over the past year, the EEU has continued to engage in active discussions with local and international post-secondary institutions to offer insight on UTM's innovative approach to EL. Most recently, Bow Valley College (Alberta, Canada) met with the Experiential Education Unit and Robert Gillespie Academic Skills Centre in January 2021 to discuss how to effectively implement and maintain WIL programming at their institution.

Experiential Learning Matters: A Resource Handbook for Faculty and Staff

- The Experiential Education Unit has recently published the inaugural edition of its *Experiential Learning Matters. A Resource Handbook for Faculty and Staff*, edited by R. Banwait, A. Pasquali and K. Sousa (Welland: éditions Soleil Publishing inc., 2020), which represents the Office of the Vice-Principal Academic and Dean's ongoing commitment to the University of Toronto Mississauga's Academic Plan and its goal of providing high-quality experiential education opportunities to all UTM undergraduates. All academic units will have received a print copy in October 2020 as appropriate. We welcome your comments that will help us to improve future editions. A copy of the *Handbook* may be downloaded here:
<https://www.utm.utoronto.ca/experience/faculty/resources-faculty>

Jackman Scholars-in-Residence (SiR): May 3-28, 2021

- From May 4-29, 2020, UTM hosted the [Jackman SiR program](#) for the third consecutive year. In light of the evolving COVID-19 public health emergency, UTM ran a Virtual SiR program that utilized virtual collaboration and training tools to conduct online research. Four of the five proposed UTM projects successfully proceeded remotely with a total of 19 UTM students accepted into the program.
- The SiR program will return remotely to UTM in May 2021. Please encourage your students to apply. SiR is a unique opportunity to work intensively with UofT faculty, to enhance students' research skills (along with their *résumé*), and to make some new friends.

Selected students will spend May 3-May 28, 2021 working on one of 25 research projects led by a UofT faculty mentor. In addition to valuable, hands-on research experience, students will also receive a \$1,000 Jackman Scholar Award.

While COVID-19 means that selected RAs will not live in residence this year, participants will still benefit from the workshops, talks, and community-building events that have enriched the program in the past.

Online Application: <https://humanities.utoronto.ca/funding/39475>

Deadline for Applications: February 22, 2021.

For information about the Scholars-in-Residence program, contact Program Manager, Dr. Ira Wells, at ira.wells@utoronto.ca

For website assistance, contact JHI Associate Director, Dr. Kim Yates at jhi.associate@utoronto.ca

- In recognition of its continued efforts in fostering undergraduate research, the University of Toronto Alumni Association bestowed the [Northrop Frye Award](#) on faculty members leading the Jackman Scholars-in-Residence program in May 2020.

Lecture Me! a series

Lecture Me! a series

- In collaboration with the Mississauga Library System, [Lecture Me! a series](#) has returned virtually for its 2020-21 season.
- Fall 2020 speakers included: Professor Judith Andersen (Department of Psychology), Professor Mohamad Tavakoli-Targhi (Department of Historical Studies), Professor Erin Tolley (Department of Political Science).
- Winter 2021 speakers include: Rosa Hong (Department of Language Studies), Professor Tracey Rogers (Department of Anthropology, Forensic Science program), Professor Mohan Matthen (Department of Philosophy), and Professor Rhonda McEwen (Institute of Communication, Culture, Information & Technology).

4. Vice-Dean, Teaching and Learning Collaboration

The Teaching and Learning Collaboration (ILC) at UTM aims to build a community centered on a shared interest in teaching and learning. Please see below upcoming events we will be hosting to provide an avenue for you to collaborate with others in our community.

Teaching and Learning Collaboration Events:

[Round-Table Discussion: Inclusive Pedagogy - Equity Approaches](#)

February 25th 1pm - 2pm

[Indigenous Lunch & Learn: Being Comfortable with Being Uncomfortable](#)

March 10th 12pm - 1:30pm

[Community Engaged Learning](#)

March 17th 2pm - 3:30pm

[Demystifying the Dossier Series: Preparing the Teaching Dossier](#)

March 24th 11am - 1:30pm

[Curriculum Mapping](#)

March 31st 1pm - 2pm

[Mental Health Syllabus Workshop](#)

April 8th 10am - 11:30am

[Teaching with Technology Showcase](#)

April 20th 2pm - 3:30pm

The U of T Teaching and Learning Symposium, co-hosted by the Centre for Teaching Support & Innovation and the Desautels Centre for Integrative Thinking, Rotman School of Management, is scheduled for May 12-14, 2021.

5. Team Building

While adjusting to this new socially distant world that we are living in, we are always trying to find ways of being 'together apart' and maintain an atmosphere of community here at UTM. Before the holidays, staff in the Dean's Office had a team building event organized by our Office Supervisor Anna Reale. During this event we played a game of 'Two Truths and a Lie'. In this game each team member submitted three statements about themselves – two of which are true, one of which is a lie. The other team members were tasked with identifying which one of these were a lie. We all became better acquainted with each other during this game and had a lot of fun getting to know one another better! Congrats to the winner, Stephanie Vega who scored an impressive 17 out of 27 - she clearly knows us all better than we think!