MEMORANDUM DCD #29, 2021-22

To: Chairs, University of Toronto Scarborough
Cc: Chairs' Assistants
From: Professor Jessica Fields, Vice-Dean Faculty Affairs, Equity & Success
Date: 15 February 2022
Re: Revised FCC Timeline
Note: For distribution

I write today with a revised timeline and process for the 2022-23 process.

My office received fewer than expected FCC proposals for 2022-23 searches. Over the last few months, Vice-Principal Academic & Dean Gough (VP Dean) and I have confirmed Chairs' FCC plans: whether they would submit a proposal this year; departmental hiring priorities; and the possibility of designating a proposed search a specifically Equity, Diversity, & Inclusion (EDI) position.

After confirming all chairs' FCC plans, VP Dean Gough and I realized that we have funds to support all final submitted proposals and thus can streamline the FCC process.

Most notably, we are going to eliminate the review and rating of proposals this year. Instead, we will circulate all final proposals next week, and ask chairs simply to read proposals in advance of the scheduled 25 March meeting. At the meeting, we will discuss the following:

- Our collective progress toward parity in the diversity of the U of T Scarborough faculty complement;
- Possible collaborations among departments as anticipated hires join us on campus;
- Support for departments launching searches under the EDI heading; and
- The FCC process as a whole.

The revised FCC timeline is as follows.

- **07 Feb** – Final proposals due to Vice-Dean Faculty Affairs, Equity & Success (VDFAES)
- **14 Feb** – VDFAES sends Chairs memo outlining 2022 FCC process
- **22 Feb** – VDFAES circulates FCC proposals to Chairs
- **25 March** – FCC meeting—discussion of Net New Positions **and** Replacement and Diversity Positions
- **08 April** – VDFAES submits FCC proposal letter to the Vice-Principal Academic & Dean

Thank you for your flexibility as we work to ease the demands placed on chairs. We trust this new timeline will free some time for you. Please contact me with questions.