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Welcome to New Faculty Orientation 2018

Maydianne CB Andrade
Professor, Biological Sciences
Vice Dean Faculty Affairs & Equity

Office of Vice Principal Academic & Dean



Introduction to:

- People & Resources
- Key policies, considerations & tips

Goals:

- Thrive (*not just survive*)
- Efficient use of your time





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Supports for success in your new role

Communication

Relationships



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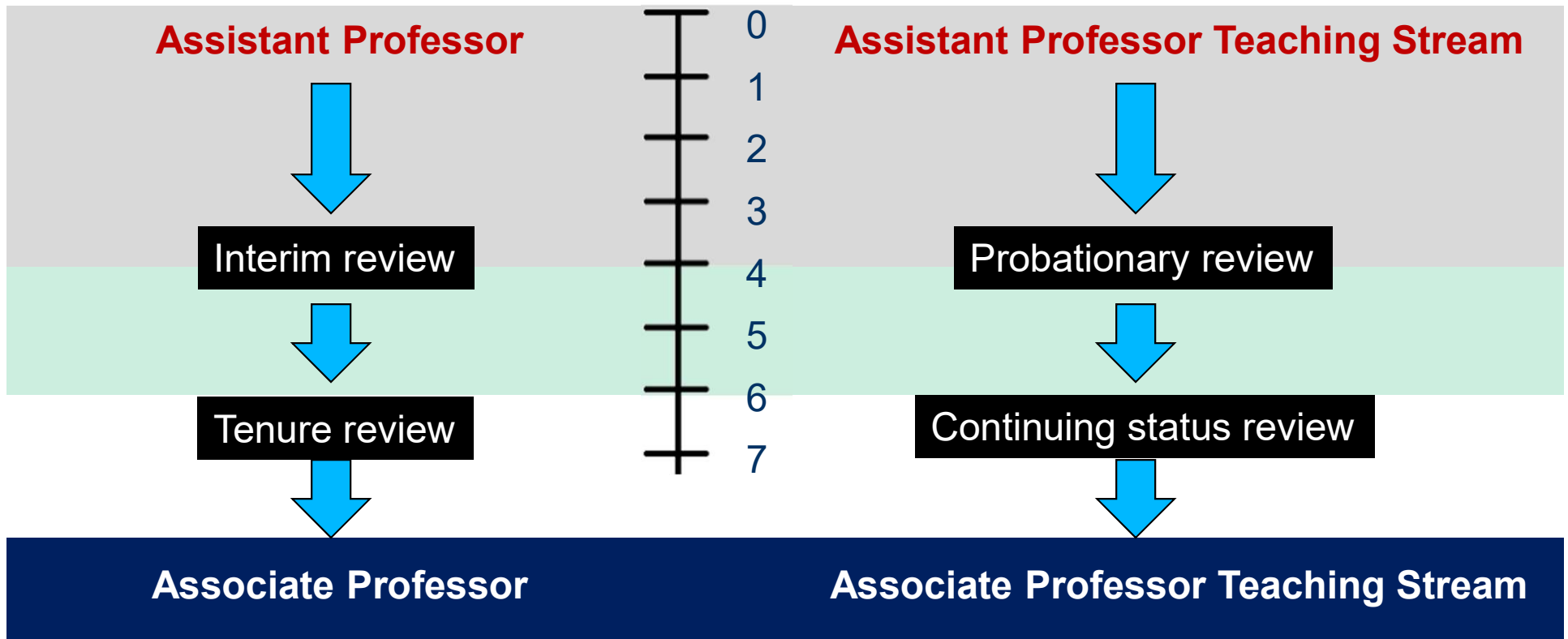
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Tenure stream (tenure track)

Years
since
hire:

Teaching Stream (continuing status track)



Professor

Professor Teaching Stream



Career reviews: Policies & Procedures

- Policy and Procedures on Academic Appointments (PPAA)
- Provostial Guidelines for Developing Written Assessments of Effectiveness of Teaching in Promotion and Tenure Decisions
- Guidelines for the Assessment of the Effectiveness of Teaching (UTSC)
- Policy and Procedures Governing Promotions
- Policy and Procedures Governing Promotions in the Teaching Stream 2016



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Career paths at U of T



Career reviews: Workshops



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Interim & Probationary reviews

Has the appointee's performance been sufficiently satisfactory for a second probationary appointment to be recommended?

If reappointment is recommended, what counselling would assist the appointee to improve areas of weakness and maintain areas of strength?



PTR: Progress through the ranks

- Chair & PTR committee provides written assessment of accomplishments relative to expectations
- Determines Merit-based components of salary increases (there is also an across-the-board component)
- Important, yearly communication



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Stay tuned for:
Lunches with the Dean



Prof. William Gough

**Vice Dean
Graduate**



Prof. Mary Silcox

**Vice Dean
Undergraduate**



Prof. Mark Schmuckler

**Vice Dean Faculty
Affairs & Equity**



Prof. Maydianne Andrade



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Prof. William Gough

**Associate Dean
Teaching & Learning**



Prof. Karen McCrindle



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Office of Vice Principal Research



Bernie Kraatz

Director



Dr. Zahra Bhanji

Research Administration Officers



Dr. Monica Caverson



Dr. Suzanne Jaeger



New Faculty Orientation



- Facilities: down the hall, near entrance to AA building
- Teaching sessions (CTL, green)
 - Additional faculty present
 - Attend 4 or more & qualify for book
- Different sessions in different rooms, please move as a group
- Directions & questions: Chris or Mike (Undergrad Co-op students)
- Today & Tuesday lunch: 'Ask a student' table



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New Faculty Orientation

Communication



Relationships

Your Name
New Academic Unit(s)



Teaching at UTSC*

Prof. Clare Hasenkampf

Professor, Biological Sciences

Former Associate Dean Teaching & Learning

3M teaching fellow, Member of President's Teaching Academy

Dr. David Chan

PhD, Educational Developer, Centre for Teaching and Learning
(CTL)