



Call for Proposals: 2022/23 Mentorship Initiatives Fund

Call date: 7 February 2022; Deadline for applications: 17 March 2022

The Office of the Vice-Principal Academic & Dean (OVPD) has established a *Mentorship Initiatives Fund (MIF)* to support grass-roots initiatives of UTSC Faculty or Librarians aimed at supporting career development through mentorship. We define mentorship broadly to include one-to-one and group efforts and support offered by peers and by more experienced scholars. Drawing on [the work of the National Center for Faculty Development and Diversity](#), we understand mentorship to involve access to opportunities, accountability, emotional support, intellectual community, professional development, role modeling, safe space, sponsorship, and writing support. No matter its focus, mentorship is most meaningful when intentional, reflective, and focused on the mentees' needs.

Examples of eligible proposals include, but are not limited to, invited speakers, panel discussions, mentorship workshops or symposia, lunches that facilitate informal discussion, and reading groups. Proposals may focus on activities for affinity groups (e.g., these might be based on librarian or faculty rank, stream, or other self-identified demographics) or communities of practice (e.g., based on field of scholarly interest). Funding may be for a single event or a series of planned meetings across a term or academic year. If in person, funded activities are expected to take place at UTSC; online activities are eligible if necessary to comply with public health and university guidelines or to facilitate participation.

We especially encourage applications that advance established and emerging OVPD priorities and activities, including support for Black, Indigenous, and racialized faculty; engagement with the final report of the Anti-Black Racism Task Force; responses to Covid-19's immediate and long-term impacts; and recognition and support for Teaching Stream faculty.

Any UTSC UTFA-appointed faculty (full-time, part-time, and CLTAs; tenure stream or teaching stream) and full-time librarians are eligible to apply. A faculty member may be the lead applicant on only one application in each competition round, although faculty members may be involved as collaborators on more than one proposal.

Titles and leaders of previously funded proposals are available on the [Funding Opportunities](#) page on the website of the Office of the Vice-Principal Academic & Dean.

Applications are now invited for initiatives to be implemented during the 2022-23 academic year.

Fund Allocation & Adjudication:

- Up to \$30,000 is available to support several MIF proposals, with no award expected to exceed \$7500.
- Expenses related to research projects or course/curricular development are not normally eligible for MIF support, unless
 - research or course/curricular development pertains to best practices or innovations in mentorship, or

- research or course/curricular development capacity of faculty members is pursued through mentorship (e.g., in a community of practice)
- Proposals will be reviewed by members of the Mentoring Excellence and Diversity (MEAD) Advisory Group, an inter-disciplinary committee struck by the Vice Dean Faculty Affairs & Equity & Success which includes representatives from the teaching and tenure streams across UTSC's campus. MEAD members will recommend allocation of funds to the Vice Dean Faculty Affairs, Equity & Success.
- Favorable review will require
 - clearly articulated need for the proposed initiative;
 - communication of the expected impact of the proposed initiative;
 - support from the literature or elsewhere that suggests the approach suggested follows recommended practices for effective mentorship; and
 - a budget proposal that can clearly support the proposed initiative.
- Successful proposals may be posted on the website of the UTSC Office of the Vice-Principal Academic & Dean

Oversight and Accountability:

- Successful applicants will provide a brief final report to the MEAD Steering Committee, including evidence of uptake/effectiveness. This information may be made available on the Office of the Vice Principal Academic & Dean website.
- Faculty leads must submit final reports by 31 August 2023; funds not spent by this time will be pulled back to the Office of the Vice-Principal Academic & Dean. A final report is required to be eligible to apply for funding in future competition years, if funding is available.

Application:

- Applications must include:
 - the application cover sheet (<https://www.utoronto.ca/vpdean/funding-opportunities>)
 - a detailed proposal, including an estimated budget (2-page maximum)
- Submit applications to deanhr@utoronto.ca by 17 March 2022.