



MEMORANDUM

To: Faculty & Staff, University of Toronto Scarborough
Cc: Senior Team, VP Dean's Group
Cheryl Regehr, Vice-President & Provost
Heather Boon, Vice-Provost, Faculty & Academic Life
Kate Enros, Director, Academic Human Resources Services & Faculty Relations
Karima Hashimi, Executive Director, Inclusion, Equity & Diversity
Archana Sridhar, Assistant Provost
Melanie Woodin, Dean, Faculty Arts & Science
Amrita Daniere, Vice-Principal Academic & Dean, U of T Mississauga

From: William A. Gough, Vice-Principal Academic & Dean, U of T Scarborough
Date: 17 December 2020
Re: Vice-Dean Faculty Affairs, Equity & Success

As you may recall from last Spring, Professor Maydianne Andrade agreed to an extension of her term as Vice-Dean Faculty Affairs, Equity, & Success in order to support U of T Scarborough's responses to the pandemic at a very critical time. Now that our plans are on a relatively steady footing, she has decided to return to her faculty role on January 1, 2021, in preparation for a well-deserved sabbatical leave. I am very pleased to note that Professor Andrade will remain in the Office of the Vice-Principal Academic & Dean as a Special Advisor, focusing on inclusive recruitment and equity education until March 31, 2021.

Professor Andrade has made an indelible impact on U of T Scarborough and the University of Toronto more broadly. She has enabled us to change the way we think about bias in the academy. In 2019, Professor Andrade received the University of Toronto's Ludwik and Estelle Jus Memorial Human Rights Prize for launching the transformative University-wide education program in unconscious bias and inclusion that was developed with the Toronto Initiative for Diversity and Excellence (TIDE). As Vice-Dean, Professor Andrade has bolstered new faculty orientation and mentorship programs, and re-conceptualized the complement planning process including a focus on inclusive hiring of faculty. I am deeply grateful that she served as Acting Dean while I was on leave last year, when she led a decanal portfolio self-study. More recently, her superlative organizational prowess was key to the success of the National Dialogues hosted by U of T Scarborough. It has been both a pleasure and an honour working with her.

Pending final approvals, in January I will announce the appointment of an interim Vice-Dean Faculty Affairs, Equity, & Success to serve until June 30, 2021. Early in the new year I will convene a search committee for a longer term appointment.



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Office of the Vice-Principal Academic & Dean

A handwritten signature in black ink, appearing to read 'W. A. Gough'.

William A. Gough
Vice-Principal Academic & Dean
University of Toronto Scarborough