Call for Proposals: 2024 Mentoring Partnership Fund
Deadline for applications: February 22, 2024

As part of the 2023-24 Year of Mentorship, the Office of the Vice-Principal Academic & Dean (OVPD) will pilot a **Mentoring Partnership Fund** to support UTSC teaching and tenure stream faculty and librarians; this pilot will draw on funds previously administered through the Mentorship Initiative Fund.

Rachel Endo (2020) describes the "mentoring partnership model" as a "dynamic system that moves beyond the one-on-one model of mentorship traditionally used in higher education." With principles like "collective care" and "the intentional interrogation of hierarchical relationships" at the center of the model (2020: 173), mentoring partnership emerged as a response to the experiences of Black, racialized, and Indigenous faculty working in predominantly white institutions. This alternative paradigm holds appeal for all faculty and librarians interested in a dynamic and multi-level approach to mentorship.

Mentoring partnerships take many forms, including (but not only) collaborative writing and research projects; accountability groups working together toward a new career stage; communities of practice focused on teaching practice and assessment; and communities of scholars organizing a series of workshops that address a shared identity, lived experience, or interest. No matter the activity, mentoring partnerships share the broad aim of "sustaining dynamic networks of support for multiple individuals within a specific community" (Endo 2020: 173).

Proposals to the Mentoring Partnership Fund should be tied to significant and clearly defined activities. The list above is meant to suggest possibilities; it is not exhaustive, and we look forward to proposals for support of a wide range of activities. Proposals should also reflect a commitment to alternative paradigms of mentorship, collective care, and the interrogation of hierarchical relationships through, for example, shared leadership across ranks and streams or the development of "working agreements" to guide the partnership. We encourage applicants to read Endo's 2020 article for further guidance.

Mentoring partnerships may include full- and part-time UTSC UTFA-appointed faculty (tenure stream or teaching stream) and librarians. Each partnership must have a nominated lead who holds a full-time position at UTSC as either a librarian or faculty member. Teams will include at least 3 faculty and/or librarians and may include up two co-leads. We especially encourage proposals from teams that represent multiple positions (faculty and librarians), streams (teaching and tenure), academic units, disciplines, and ranks. We also encourage applications that address and advance established and emerging OVPD priorities and activities, including, but not only, the success of Black, Indigenous, and racialized faculty; teaching stream faculty success; disability and able-ism; and support for academic administrators. Proposals may be for up to two years of funding, with work finished by March 31, 2026.

Fund Allocation

- We expect to fund 5-7 proposals, across a range of disciplines and fields, with no award exceeding $25,000.
- Reflecting the two-year award period, funds must be spent by March 31, 2026. Unspent funds will be returned to the OVPD.

- Funds may be used to support a range of costs, including (but not only) honoraria and travel costs for guest speakers, readings and supplies, hospitality, and research assistance. We encourage applicants to assess the administrative needs associated with their proposed activities and to consider including funds in their budgets to support student research assistantships.
- Funds may not be used to support course releases.

Adjudication

- Proposals will be reviewed by a committee of staff and faculty in the Office of the Vice-Principal Academic and Dean; the Vice-Dean Faculty Affairs, Equity, and Success will chair the committee.
- Reviewers will consider the following when reviewing proposals:
  - Significance and clarity of proposed activities;
  - Extent to which proposed activities
    - reflect the principles and practices of the mentoring partnership model;
    - promise to contribute to a culture of mentorship at UTSC; and
    - reflect and promise to advance campus priorities;
  - Composition of applicant team, including (but not only) leadership of members from equity-seeking groups and membership that spans a variety of positions (faculty and librarians), streams (teaching and tenure), academic units, disciplines, and ranks;
  - Feasibility of proposed activity and timeline, including likelihood that work can be completed within two years and by March 31, 2026; and
  - Appropriateness of proposed budget.

Oversight and Accountability

Successful proposals may be posted on the website of the UTSC OVPD. Successful applicants will provide a brief final report to the Vice-Dean Faculty Affairs, Equity, and Success and OVPD. Submission of this report is required for faculty to be eligible for future OVPD funding.

2024 is the first year these funds will be offered. The OVPD will review the application and adjudication process as well as funding outcomes before committing to ongoing faculty support through this mechanism.

Application and Questions

Applicants must complete an online application by 5pm February 22, 2024.
Questions? Contact deanhr.utsc@utoronto.ca or drop in to the online Office Hours for Faculty and Librarians Tuesday, January 23, 2024, 4-5 pm.

Reference

Rachel Endo (2020) Retaining and Supporting Faculty Who Are Black, Indigenous, and People of Color: The Promise of a Multi-Leveled Mentoring-Partnership Model, *Multicultural Perspectives*, 22:4, 169-177, DOI: 10.1080/15210960.2020.1845178