



**MEMORANDUM DCD #12, 2021-22**

**To:** Faculty, University of Toronto Scarborough  
**From:** Professor Jessica Fields, Vice-Dean Faculty Affairs, Equity & Success  
Professor Irena Creed, Vice-Principal Research & Innovation  
**Date:** 14 September 2021  
**Re:** **Supports for Research and Pedagogical / Professional Development**  
**Note:** For broad distribution

September is usually an exciting time for faculty: an opportunity to meet new students, welcome new colleagues to campus, and reconnect with longstanding faculty, and student, and staff colleagues. This September, we understand that excitement may be dampened as some of us begin the academic year already exhausted, and all of us contend with the realities and uncertainties of an ongoing pandemic.

Our doors are open. We want to hear about your needs as scholars, and we want to work with you to address the concerns that get in the way of your success. These concerns may have emerged or been exacerbated by the conditions of scholarship in the context of COVID-19, or they may be ongoing and entrenched concerns. You may be thinking about accelerating your research and pedagogical/professional development, restarting your scholarship after 18 months of it lying fallow, or you may be contending with ongoing delays. You may be thinking about how best to resume in-person teaching and mentoring, or how you and your students can thrive when most interactions remain online.

Our offices have already begun to meet to consider a series of events and responses to support faculty as we respond to COVID's impacts on our scholarly lives. Possible responses include the following:

- A celebration of major research, scholarly and artistic works published by U of T Scarborough authors since January 2021;
- Support for international research and pedagogical/professional development suspended or interrupted by travel restrictions;
- Support for the resumption of research and pedagogical/professional development put aside due to other demands during the pandemic;
- Recognition of and support for faculty with family members in places where vaccinations are not broadly available; and
- Recognition of and support for faculty who face workplace microaggressions for their response to the pandemic year.

These are just ideas. Let us know: are there other ways we can support you and your career?

We understand that the Fall 2021 term offers an opportunity to return, however cautiously, to some form of campus life. We also realize that no matter how cautiously or enthusiastically we return, most of us are feeling some long-term impacts of the last year and a half, and ongoing impacts caused by the uncertainty for the future. We also recognize that these impacts are not the same for everyone, with some faculty being disproportionately impacted because of their stage of career or by their social location or personal circumstances.

To better understand these realities and guide future programming and supports, our offices will conduct research on responses to and returning from the pandemic year. Faculty input on this research will be crucial to understanding our community's specific needs and concerns.

We take seriously our responsibility to support your success as we make our way back to campus and our scholarly lives, and we look forward to hearing from you about the supports you need.