Welcome to New Faculty Orientation 2018

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Vice Dean Faculty Affairs & Equity

Office of Vice Principal Academic & Dean
Supports for success in your new role

Introduction to:
• People & Resources
• Key policies, considerations & tips

Goals:
• Thrive (not just survive)
• Efficient use of your time
Supports for success in your new role

Communication

Relationships
Career paths at U of T

Tenure stream (tenure track)

Assistant Professor
- Interim review
- Tenure review

Associate Professor

Professor

Teaching Stream (continuing status track)

Assistant Professor Teaching Stream
- Assistant Professor
- Probationary review
- Continuing status review

Associate Professor Teaching Stream
- Assistant Professor
- Probationary review
- Continuing status review

Professor Teaching Stream

Years since hire:
0
1
2
3
4
5
6
7
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
Career paths at U of T

Career reviews: Workshops
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
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
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
New Faculty Orientation

Communication

Relationships

Your Name

New Academic Unit(s)

Maydianne C.B. Andrade  Office of the Vice Principal Academic & Dean
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)