



**Call for Proposals: 2023 Mentorship Initiatives Fund**  
**Deadline for applications: 31 January 2023**

The Office of the Vice-Principal Academic & Dean (OVPD) has established a *Mentorship Initiatives Fund* (MIF) to support grass-roots initiatives of U of T Scarborough 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 & 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.

As part of their ongoing work in 2022, the Teaching Stream Working Group (TSWG) has recommended that the Vice-Dean Faculty Affairs, Equity & Success (VDFAES) review internal funding sources and reimagine support for pre-continuing status faculty. A complete report of TSWG findings will be available this spring, and it is anticipated that new internal funding will be put in place for the 2023-24 academic year per their recommendations. **The VDFAES expects that this is the last year that this fund will be offered, and that it will be replaced with other mechanisms of comparable amounts beginning in the 2023-24 academic year.**

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 and librarians
- engagement with the final report of the Anti-Black Racism Task Force
- responses to Covid-19's immediate and long-term impacts
- recognition and support for Teaching Stream faculty
- Leadership development
- Publicly engaged scholarship/research

Any UTSC UTFA-appointed faculty (full-time, part-time, and CLTAs; tenure stream or teaching stream) and full-time librarians are eligible to apply. An individual may be the lead applicant on only one application in each competition round, although one 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.

**Fund Allocation & Adjudication:**

- Up to \$30,000 in total is available to support several MIF proposals, with no award expected to exceed \$7,500.
- 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 or librarians 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 advisory group 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;
  - expected impact of the proposed initiative;
  - plans for advertising/recruitment (if applicable);
  - 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.
- Project leads must submit an exit report including an accounting of expenditures by **November 30, 2023** to [deanhr@utsc.utoronto.ca](mailto:deanhr@utsc.utoronto.ca); funds not spent by this time will be pulled back to the Office of the Vice-Principal Academic & Dean.
- Timely receipt of an exit report is required to retain eligibility for current or future Decanal funding opportunities, and to remain in compliance with the terms of this grant.

**Application:**

- The application cover sheet is available at [www.utsc.utoronto.ca/vpdean/funding-opportunities](http://www.utsc.utoronto.ca/vpdean/funding-opportunities)
- Applications should be submitted to [deanhr@utsc.utoronto.ca](mailto:deanhr@utsc.utoronto.ca)
- Application deadline: 31 January, 2023