Teaching Stream Faculty Working Group
Terms of Reference
December 2021

Background: Promotion is meant to be an attainable goal for all continuing faculty members at the University of Toronto. Teaching stream faculty at the University of Toronto became eligible for promotion to Professor, Teaching Stream in 2016.[1] At the time, Governing Council emphasized that the criteria for promotion, including the criteria for establishing teaching excellence and rigorously assessing candidates' work, should be clear to candidates and Promotions Committee members. The Governing Council also understood that these processes would "evolve over time."[2]

The U of T Scarborough's Office of the Vice-Principal Academic & Dean aims to further clarify criteria for promotion in the Teaching Stream and to support Teaching Stream faculty members' efforts to meeting those criteria. The current policy "explicitly recognizes that the University has very few faculty members in the teaching stream who have as yet attained the rank of Professor, Teaching Stream."[3] The University of Toronto Scarborough (UTSC) currently has 4 full-time Professors, Teaching Stream and 65 full-time Associate Professors, Teaching Stream. UTSC aims to shift the balance toward more promotions in the Teaching Stream by, for example,

- recognizing the range of pedagogical and curricular expertise that Teaching Stream faculty contribute to campus,
- developing a campus culture of mentorship,
- clarifying review criteria and processes,
- identifying better practices in securing external assessors,
- supporting colleagues in preparing and reviewing Teaching Stream dossiers, and
- advancing Teaching Stream faculty members' pedagogical and professional achievement and other vital contributions to the scholarly life of campus.

A Teaching Stream Faculty Working Group is being formed to identify barriers and opportunities to pedagogical and professional achievement and to support the success of Teaching Stream faculty across a range of career stages. The group will meet monthly January 2022 to June 2022, with a goal of producing a report with recommendations by 31 August 2022. Working Group member nominations and self-nominations should be submitted **no later than Friday, 14 January 2022.**

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[1] https://governingcouncil.utoronto.ca/secretariat/policies/promotions-teaching-stream-policy-and-procedures-governing-january-1-2021

[2] https://governingcouncil.utoronto.ca/sites/default/files/ogc/reports/r1124-2016-2017ab.pdf

[3] https://www.aapm.utoronto.ca/academic-administrative-procedures-manual/promotions/promotion-for-teaching-stream-faculty/

Key areas of consideration

The following items serve as a starting point. Considerations will be developed in consultation with working group members and stakeholders.

- Engage Teaching Stream faculty to understand the range of experiences and needs as they relate to faculty success and career trajectories;
- Engage with faculty members, chairs, and review committee members (1) to clarify review criteria and (2) to identify obstacles to meeting those criteria in the Teaching Stream;
- Clarify the Teaching Stream promotion review process, including the role of the tri-campus decanal committee;
- Identify, on the one hand, internal and external supports available to Teaching Stream faculty and, on the other, barriers to Teaching Stream faculty gaining access to these resources and others that would promote their success;
- Consider the need for additional support; and
- Develop recommendations to support Teaching Stream faculty and stakeholders in advancing success in the Teaching Stream.

Stakeholders

Stakeholders include, but are not limited to, the following:

- Professors, Teaching Stream;
- Associate Professors, Teaching Stream;
- Assistant Professors, Teaching Stream;
- Department Chairs
- Departmental Promotions Committee Members;
- Director, UTSC Centre for Teaching & Learning; and
- Vice-Dean Faculty Affairs, Equity & Success.

Methods

Working group methods will include, but are not limited to, the following:

- Monthly meetings;
- Environmental scan of Teaching Stream supports at UTSC and in peer institutions;
- Literature review;
- Stakeholder meetings; and
- Stakeholder surveys.

Chair: Vice-Dean Faculty Affairs, Equity & Success, Professor Jessica Fields
Committee: To be appointed by Vice-Dean Fields, drawing on nominations and self-nominations from the Stakeholder list above
Support: Suma Philip and Eileen Egan-Lee