MEMORANDUM

To: Faculty, Staff, and Students, University of Toronto Scarborough
CC: UTSC Executive Group
Professor Melanie Woodin, Dean, Faculty of Arts & Science, U of T
Professor Amrita Daniere, Vice-Principal Academic & Dean, UTM

From: Professor William Gough, Vice-Principal Academic & Dean, UTSC
Date: 21 February 2020
Re: Academic Administrative Appointment – Vice-Dean Faculty Affairs, Equity & Success

The Office of the Vice-Principal Academic & Dean is undergoing changes to increase capacity, inter-portfolio connections, and strategic oversight of key aspects of UTSC’s academic mission. Changes involve the addition of new roles, updated roles, and reporting structures within the VP Dean’s portfolio. These are required to ensure stability of operations and success of our strategic aspirations now that UTSC is equivalent to a mid-sized University in both size and complexity. The new structure will facilitate collaborative and synergistic relationships within and across units on campus, and University-wide.

The Vice-Principal Academic & Dean has initiated a search for the Vice-Dean Faculty Affairs, Equity & Success (VDFAES new title and expanded role). Professor Maydianne Andrade’s term as Vice-Dean Faculty Affairs & Equity ends on 30 June 2020 and she is eligible for reappointment.

In accordance with Section (83) of the Policy on Appointment of Academic Administrators, I have formed an advisory committee with the following membership:

- William Gough, Vice-Principal Academic & Dean, UTSC (Chair)
- Suzanne Erb, Chair, Department of Psychology, UTSC
- Thembela Kepe, Chair, Department of Human Geography, UTSC
- Natalie Rothman, Chair, Department of Historical & Cultural Studies, UTSC
- David Zweig, Chair, Department of Management, UTSC
- Rene Harrison, Professor & Associate Chair, Department of Biological Sciences, UTSC
- Iris Au, Professor, Teaching Stream, Department of Management, UTSC

Your input is important for the success of the selection process. You are invited to nominate, in writing, individuals who have the attributes we should be looking for in these positions. Please briefly indicate the reasons for your nominations. Your opinions will be treated in confidence and be made known only to committee members. These should be sent to the attention of Maryam Ali at marym.ali@utoronto.ca no later than 28 February 2020.

The VDFAES will address the following key areas of responsibility with an Inclusive Excellence lens:

- Strategic Complement Planning
- Faculty Recruitment and Retention
• Faculty HR Support
• Faculty Orientation, Mentoring, and Career Development, in collaboration with VPRI and other Vice-Deans
• Departmental/EDU-A&B Governance
• Equity Initiatives and Education
• Monitoring Implementation and Outcomes of Inclusion Initiatives, and Responding as Appropriate
• Labour Relations: CUPE Unit 3
• Space: Faculty Research space and offices (with VPR & CAO)