

We acknowledge and respect
the ləkʷəŋən peoples on whose
traditional territory the
university stands and the
Songhees, Esquimalt and
WSÁNEĆ peoples whose
historical relationships with the
land continue to this day.

What is the Faculty Mentorship Program?
What are the program's main objectives?



UVIC FACULTY MENTORSHIP PROGRAM



PREPARING FOR THE PROMOTION, TENURE OR CONTINUING APPOINTMENT PROCESS AS AN INDIGENOUS SCHOLAR

Today's Mentor Facilitators:



Dr. Jeannine Carrière



Dr. Maureen Ryan



Agenda

01 : Introduction (Maureen)

02 : Teaching (Maureen)

03 : Research and Scholarship (Jeannine)

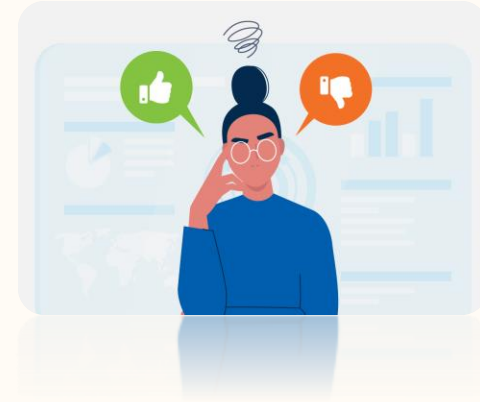
04 : Service and resources (Jeannine and Maureen)

01 : Introduction



Faculty Mentorship Program

- mentorship support for tenure, promotion, continuous appointment



Promotion process

- navigating the CA
- recognizing the contributions of Indigenous Scholars

01 : Collective Agreement – Important Dates



- Advance notice from Chairs/Directors of faculty who will be seeking reappointment, tenure, promotion and continuing appointment Assistant and Associate Teaching Professors effective **July 1, 2022** **April 15**
- Departmental Report on reappointment AND continuing appointment of Assistant and Associate Teaching Professor (Article 33.34.a) **Oct 15**
- Departmental Report on tenure (Article 33.34.b) **Nov 15**
- Departmental Report on promotion that will confer tenure (Article 33.34.b) **Nov 15**
- Departmental Report on promotion (Article 33.34.c) **Jan 15**



[Click to Access CA Calendar](#)

01 : Collective Agreement

Two streams of faculty – Research stream & Teaching Stream



Normal Workload (NWL) – the balance among the components of work associated with an appointment type

Research stream: e.g., 40% Teaching, 40% Research, 20% Service

Teaching stream: e.g., 70% Teaching, 10% Scholarly Activity, 20% Service
(S.12-12.20)

01 :: Opening Circle



Who are you?

What questions do you
bring today?

02 : Teaching Performance



- Collective Agreement 25.5, 25.6, 25.7
- Collective Agreement 25.11, 25.12, 25.13



- How do I demonstrate the quality and impact of my teaching?
- How do I engage with SoTL?

02 : Articulating your teaching activity



- Teaching dossier
 - Teaching philosophy/narrative statement of teaching effectiveness
 - Teaching responsibilities and practices
 - Products of good teaching
 - Evaluating and improving one's teaching
 - Contributions outside the classroom
 - Information from students
 - Information from peers

Guide to Preparing Your Teaching Dossier

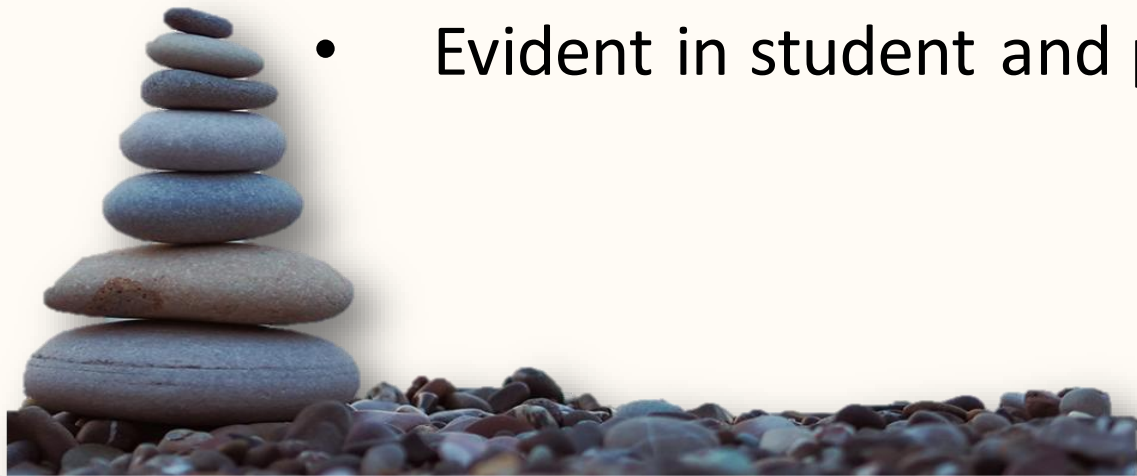
03 : Articulating your teaching activity



02 : Articulating your teaching activity

Teaching philosophy/narrative statement of teaching effectiveness

- Evident in teaching practices e.g. course outline, classroom practices, assignment design, grading
- Evident in student and peer feedback



02 : Teaching Performance



02 : Evidencing your teaching activity

Peer Review/Observation

- Intentional selection of peer reviewer
- Meet prior to classroom/online visit to discuss what feedback you are seeking
- Provide materials in advance so reviewer can provide feedback
- Debrief and link feedback to traceable changes in teaching activity

[Click Here to Access LTSL - Peer Review/Observation](#)



02 : Scholarly activity in teaching



02 : Scholarly activity in teaching

- Iterative assessments
- Research intensive teaching
- Lands based and community-engaged teaching
- Grants/Awards
- Partnerships and relationships that inform teaching
- Experiential learning
- Inter/intradisciplinary partnerships (break down silos)

02 : Scholarly activity in teaching

Recognizing and responding to current discourse about teaching relationships

- Decolonizing and Indigenizing
- Anti-racism and addressing Indigenous specific racism
- Universal course design
- Accessibility and Accommodation
- Trauma informed pedagogy
- Mentorship of students

02 : Questions?

QUESTIONS?



02 ∴ Preparation is Ceremony: Organization



02 :: Organization is Key



Meetings:

With your Director or Chair
Other faculty who have gone forward



Documentation:

Collective Agreement,
Department and Faculty Unit standards and policies



Creating files

02 :: Organization is Key



PEER REVIEW

What is Peer Review?
Is it required?*

**Peer reviews for research stream faculty are not required in the Collective Agreement (CA) but may be required in the Faculty Evaluation Policy or the Unit Standard. Peer reviews are required for teaching stream faculty under sections 27.10 and 27.15 of the CA.*



EXTERNAL REVIEWERS

What do external reviewers provide?
How do you select one?



RESOURCES

What resources are available?

LTSI, Faculty Mentors,
other Colleagues



UVIC CV

Maintain and regularly update your UVic CV.

Necessary for salary reviews.

02 : Research Faculty Dossier

- Teaching Pedagogy'
- Teaching Dossier
- Summary of Major Contributions
- Updated CV
- Opening Letter
- Sample of refereed peer reviewed publications
- Grants
- Letters for Re-appointment
- Faculty Review
- Referees- 3 for Assoc and 6 for Full



02 : Indigenous Research and Knowledge Building

- Indigenous Methodologies
- Indigenous Scholarship at UVic
- Community Engagement and research



02 : Research, scholarship, and creative activity

QUESTIONS?



04 : Service: Jeannine and Maureen



04 : Resources

Resources:



[Collective Agreement](#)



[CA Calendar](#)



[Learning and teaching support and innovation](#)

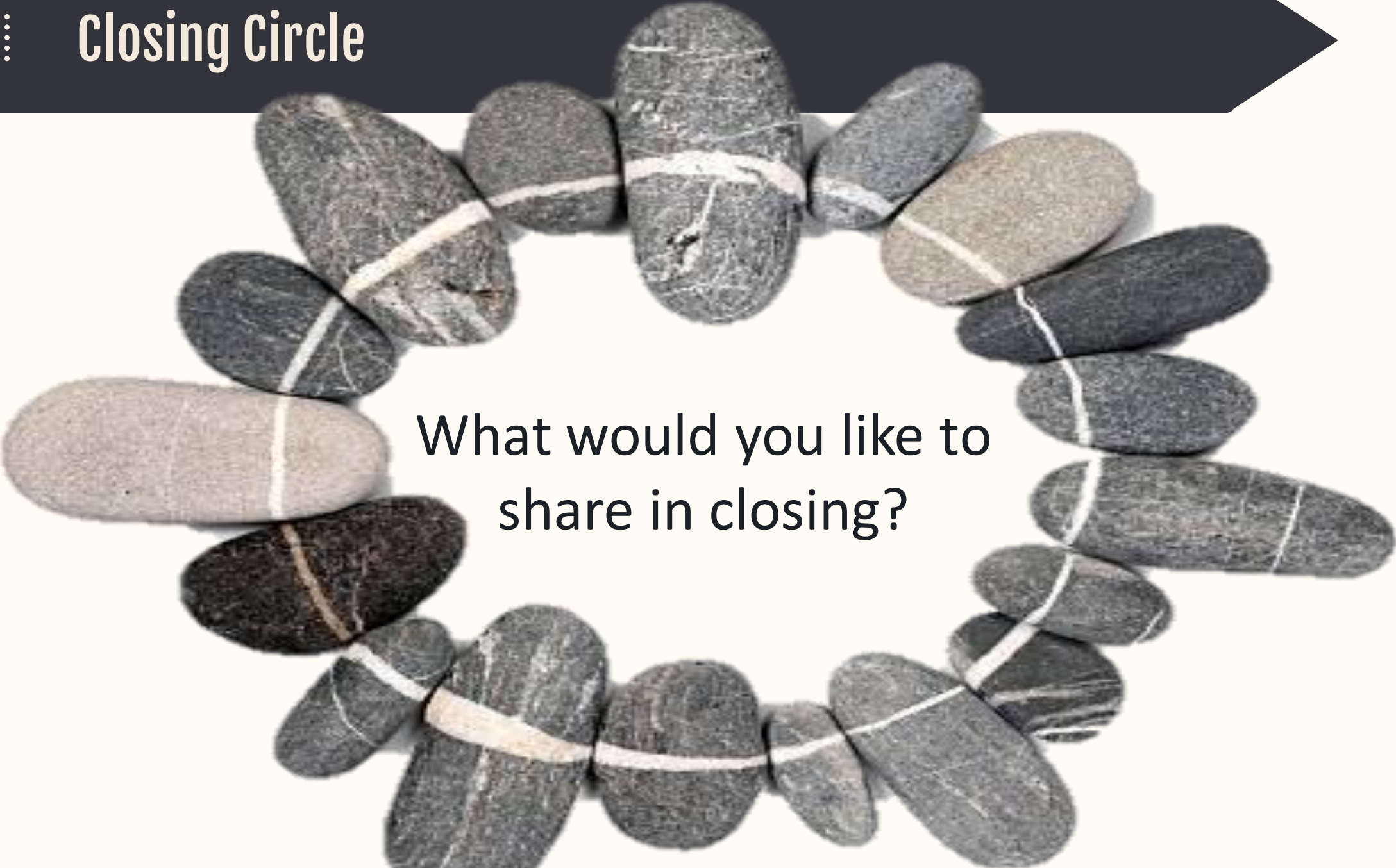


[LTSI - Peer Review/Observation](#)



[UVic Faculty Mentorship Program](#)

05 : Closing Circle



What would you like to
share in closing?