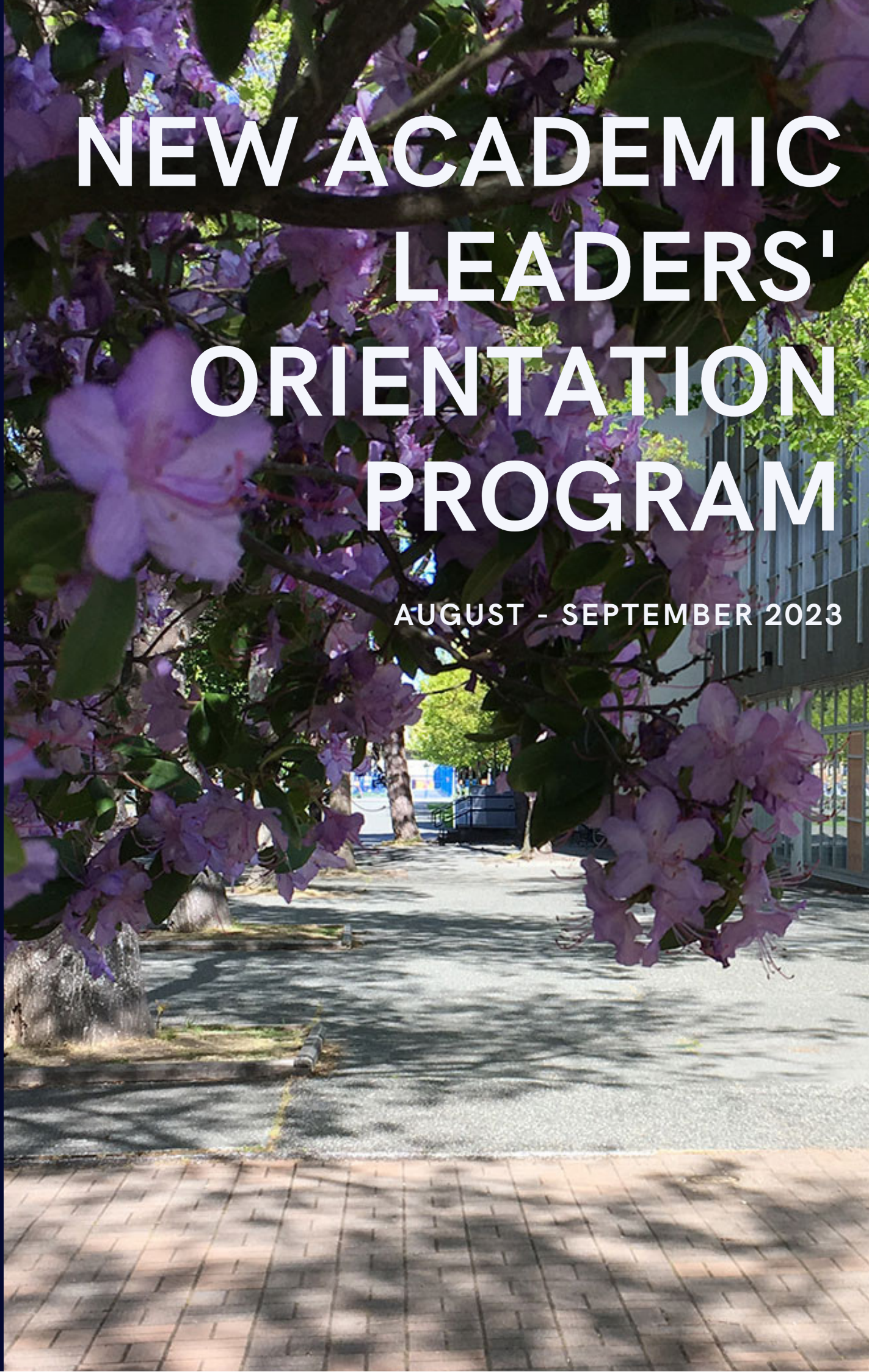


NEW ACADEMIC LEADERS' ORIENTATION PROGRAM

AUGUST - SEPTEMBER 2023



PROGRAM OF EVENTS



DAY 1

Monday, August 21, 9:00am-12:00pm

First People's House (FPH)



Welcome to the Territory & Blanketing Ceremony*

9:00-12:00 PM

Join us for this traditional Indigenous welcome to the territory where new Indigenous Faculty/Librarians and Academic Leaders can seek permission to live and work on these lands and be individually blanketed by the host family. Non-Indigenous attendees will also have an opportunity to collectively request permission to live and work on these lands.

The Welcome Ceremony will be accompanied by an Indigenous traditional blessing of the food, and everyone will be invited to share in some refreshments.

**If you identify as Indigenous and wish to participate in the blanketing ceremony, register your interest by July 10th --> [Click Here](#)*

DAY 2 - AM

Tuesday, August 22, 9:00am-12:00pm

University Club (UClub) - [Click HERE to register](#)



UVic Compass; commitments and aspirations

9:15-10:45 AM

What guides our work? What matters most to UVic? Where do we want to be in 30 years? Hear from University executives on the various plans that guide our work at UVic.



Equity, Diversity and Inclusion at UVic

11:00-11:15 AM

Learn more about the Equity Action Plan and the function of EQHR at UVic.

- Executive Director EQHR, Cassbreea Dewis



Digital Learning Plan

11:15-11:30 AM

Learn about the Digital Learning Plan at UVic and what supports are available to you.

- Associate Vice-President Academic Programs, Dr. Elizabeth Adjin-Tettey



Accessibility Plan

11:30-11:45 AM

Learn about the Accessibility Plan, which includes guiding principles and existing resources. It summarizes consultations, barriers, and priorities for the next three years to address those barriers.

- Deputy Provost, Dr. Helga Hallgrímsdóttir



Supporting Student Success at UVic

11:45-12:00 PM

Learn more about our students, our core purpose for being here, including who they are, what interests and inspires them, and how we support their success at UVic.

- Executive Director Student Services, Division of Student Affairs, Joel Lynn

BUFFET LUNCH (12:00-12:45 pm)

University Club (UClub)



Leading at UVic

12:45-1:45 PM

Hear from the VP Academic and Provost about the academic direction of the university and gain perspective on the current challenges and opportunities in academic units at UVic.

Explore further with the VPAC team about the unique roles of academic leaders and learn more about how we support you on your leadership journey.

- Vice-President Academic and Provost, Dr. Elizabeth Croft



Leaders' Community

1:45-2:30 PM

You are part of a community of leaders at UVic. This time is for you to connect with current leaders in your role who can and are willing to help guide you along your path.



COLLECTIVE
AGREEMENT

Your Role

2:45-3:45 PM

Learn more about what your specific leadership roles and responsibilities are under The Faculty and Librarian Collective Agreement, relating to academic and strategic initiatives, as well as budgetary and resource planning.

- Associate Vice-President Faculty Relations and Academic Administration, Michele Parkin
- Deputy Provost, Dr. Helga Hallgrímsdóttir
- Associate Vice-President, Academic Resource Planning, Tony Eder



Leading Toward a Culture of Accountability and Care

3:45-4:30 PM

Building on your growing awareness of the vision for UVic from multiple plans and perspectives, this session will set aside time for new leaders to understand their role in culture creation and continuation.

- Associate Vice-President Faculty Relations and Academic Administration, Michele Parkin
- Deputy Provost, Dr. Helga Hallgrímsdóttir



Reception

4:30-6:00 PM

Adjourn to the patio of the University Club to enjoy a cocktail reception with your colleagues and university leaders.

SUB Upper Lounge



Leading for Student Engagement

9:00-9:55 AM

We believe that a university education is a transformational experience when students fully engage in their curricular and co-curricular activities. As academic leaders it is critical that we build effective, collaborative working relationships with you and your teams. Learn more about the Division of Student Affairs, our identified priorities for the coming academic year, and some of the major institutional initiatives underway. Consider and discuss the opportunities and challenges related to student enrollment and our increasingly diverse student body within and beyond the classroom.

- Associate Vice-President Student Affairs, Jim Dunsdon



Exploring Inclusive Excellence in Teaching and Learning

9:55-10:50 AM

Explore the leader's role in supporting Community-Engaged Learning (CEL), Indigenous pedagogy and the principles of Universal Design for Learning. Understand what supports are available to you in implementing diverse teaching and learning methods.

- Executive Director LTSL, Dr. Shailoo Bedi
- CEL Manager, Rhianna Nagel
- Associate Director of the Centre for Indigenous Research and Community-Led Engagement (CIRCLE), Dr. Jeff Corntassel



Staff and Faculty Relations

11:05-12:00 PM

Learn more about the principles and policies that guide how academic leaders work effectively with faculty and staff. Understand applicable Collective Agreements and the role of academic leaders in union relations. Discuss how to host productive performance development conversations.

- Director Faculty Relations and Academic Administration, Pamela Richards
- Director Labour Relations and HR Consulting, Vanessa Cartwright



LUNCH break

12:00-1:00 PM

Enjoy a lunch in the SUB Upper Lounge, catered by UVSS.

DAY 3 -PM

Wednesday, August 23, 1:00–4:00pm

SUB Upper Lounge



Supporting Indigenous Faculty, Staff and Students

1:00-1:55 PM

Learn more about the new Indigenous Plan and how to enact the principles and teachings in your leadership. Work with your colleagues to define your roles under the Indigenous Plan and how you can action the work.

- Associate Director, Indigenous Academic & Community Engagement (IACE), Dr. Rob Hancock



Leading Research and Innovation

1:55-2:50 PM

Take a deep dive into Aspiration 2030 and discuss the critical role that leaders play in UVic's research and creative activities.

Consider and discuss opportunities and challenges with regard to the University's research mission.

- Associate Vice-President Research, Dr. Cynthia Milton
- Associate Vice-President Research, Dr. Fraser Hof



Global Engagement

3:05-4:00 PM

UVic's AVP Global Engagement will share about the formation of our International Plan and current initiatives for global engagement.

- Associate Vice-President Global Engagement, Dr. Elango Elangovan

DAY 4

Thursday, August 24, 9:00am–12:00pm

INDIGENOUS CULTURAL ACUMEN TRAINING



First Peoples House (FPH), Ceremonial Hall – [Click HERE to register](#)

Gain a broader understanding of Indigenous peoples, issues, colonialism, and education here in Canada. Increasing Indigenous cultural acumen includes taking responsibility, developing skills, and changing mindsets. It involves asking ourselves, "What am I going to do differently based on what I know now?" and "What will you and your unit do moving forward?"

NEXT STEPS



ACADEMIC LEADER HUB

Click [HERE](#) to access online

The University of Victoria recognizes the critical contributions of academic leaders in moving forward the university's mission and strategic priorities. We are grateful for those who agree to serve in this capacity and endeavour to provide support, guidance and resources that will equip leaders to lead knowledgeably and well.



ACADEMIC LEADERSHIP INITIATIVE

Click [HERE](#) to access ALI online

Access the ALI program for a broad overview of and access to mandatory and recommended training and other leadership development opportunities.



FRAA PORTAL

Click [HERE](#) to access online

Access the Academic Administrator's Portal for resources, templates, guides, information and contact details.



FACULTY AND LIBRARIAN HUB

Click [HERE](#) to access online

Access the VPAC website for resources, support and information compiled specifically for faculty and librarians, new faculty and librarians, and academic leaders and administrators.



THE COLLECTIVE AGREEMENT FOR ACADEMIC LEADERS

Early October - ZOOM

In this session, the Director of Faculty Relations and Academic Administration will give a broad overview of the Collective Agreement and identify particular obligations under it, particularly as related to appointment, reappointment, promotion and tenure/continuing appointment and other common processes.

QUESTIONS?

Click [here](#) to contact VPAC Training and Development Manager