

Executive Summary
Director, Faculty Renewal
Office of the Vice President and Provost

Mandate of Office

The Director, Faculty Renewal works with the Vice Provost, Academic in the Office of the Vice President and Provost. The scope of the office is broad and includes:-

- Policy development;
- Maintenance of contacts at other institutions and organizations to monitor recruitment, integration and retention practices, particularly within other major research intensive universities;
- Assessment of human resources policy, other University policies and government legislation for their impact on issues relating to faculty;
- Assisting the Vice Provost Academic and the Assistant Vice-Provosts with the development, assessment and implementation of academic human resources policy and procedures
- Faculty recruitment initiatives, particularly in relation to proactive recruitment, equity and diversity;
- Integration and retention of University of Toronto faculty;
- Education and training for new faculty, mid-career faculty and academic administrators.
- Assisting academic administrators in faculty recruitment and ensuring the successful integration of new faculty.

Key Accomplishments

I started in this position on the 1st September 2005 and am unable to report on key accomplishments that occurred prior to the beginning of my tenure.

Key Priorities for the Coming Year

- Conduct research with new faculty to determine their needs for integration.
- Conduct research with faculty partner and spouses in spousal appointments to explore the benefits of the policy.
- Analyse the current recruitment advertising strategy in the Provost's Office.
- Work with academic administrators to increase their knowledge of and access to proactive recruitment resources.
- Development of campus climate survey for faculty and staff.
- Development and implementation of new faculty integration program.
- Evaluate the current new academic administrators training program and co-ordinate the development of new sessions as required.
- Conduct training sessions for Provostial Assessors and Dean's Representatives as necessary.