

RECOMMENDATIONS: Gender Diversity in Faculty Leadership Forum (2014)

Faculty Action Plan from Participating Faculties: Sauder, Land and Food Systems, Forestry, Law

As a follow-up to the April 2014 Gender Diversity in Faculty Leadership Forum, the Faculties involved in the forum ran follow-up activities. Below are summaries of ongoing action plans discussed at those follow-up activities.

SAUDER:

Follow-up meetings covered accessibility and transparency of Faculty processes and procedures. Goals discussed included identifying opportunities for leadership roles, and promotion of shared governance and faculty engagement. Specific faculty areas mentioned included workload, maternity/parental/adoptive leaves, service and leadership appointments.

In 2014-15, leadership appointments included:

- 1) Creation of Chaired Professor in Leadership Studies: Gender and Diversity
- 2) Appointment of Associate Dean for Equity
- 3) Increased Diversity in Division chairs appointments

LAND AND FOOD SYSTEMS

Following the appointment of a new Dean in 2014, recommendations were communicated to the leadership on transparency in faculty policies, procedures, and workload. Complementary proposals indicated the need for improved mentoring. The following action items are ongoing:

- 1) Development of transparent policies for faculty related to Maternity/Parental/Adoptive Leaves (2014)
- 2) Development of a proactive mentoring program
- 3) Improved Merit/PSA practices, with increased transparency
- 4) Improved policies and practices for workload assignments
- 5) Increased participation in hiring and equity orientations

FORESTRY

In 2014-15, the Faculty of Forestry held regular gatherings with the Associate Dean for Research and women faculty, and integrated an equity plan in the Faculty self study. Actions supporting their ongoing work include:

- 1) Appointment of Assistant Dean for Equity
- 2) Increased diversity in new hires in 2014-15
- 3) Continued implementation of equity plan, broad participation in equity orientations, Faculty external review recommendations

LAW

A number of follow-up meetings were held with representatives from the faculty and Dean's office. A range of subjects were discussed, particularly with the knowledge that there would be a new Dean in 2015.

- 1) Improved mentorship at the Associate Level needs to continue, could also run activities to provide CV advice
- 2) An initial discussion of equity at the Faculty retreat identified some areas for implementation and on-going development
- 3) There is an opportunity to review the distribution and type of committee and service assignments, looking for opportunities for shared governance to promote diversity in leadership development, while also considering prioritizing areas for efficiency. Some steps in this direction have already taken place in 2015.
- 4) The recent workload policy has a focus on teaching assignments, and there are other areas of faculty activities in which it could be broadened and developed. Related procedures like merit/psa and P&T would also benefit from increased transparency.
- 5) The Faculty has a system that highlights accomplishments of its faculty members, increasing visibility. It should seek to increase the diversity in these communications and media coverage.
- 6) Looking at the outcomes of recent faculty searches, the Faculty should compare diversity of interviewees with diversity of hires. Furthermore, the Faculty should track success and retention of recent hires.
- 7) How will future programs and leadership appointments support diversity in Faculty? E.g. search for the Feminist Legal Studies Chair, other areas?