Notes: LEADERSHIP ADVISORY GROUP: May 28, 2015

Action items summary: See items 1.A, III, IV

Meeting discussion:

I. Recap of three recommendations from 2014:

1. Emerging Leaders Program: Proposed program still a proposal, will be taken to leadership umbrella once that is established. Difficult to get started during the various top level leadership transitions and budget challenges. However: there is an opportunity to revisit opening some activities in ALDP to emerging leaders. Recommendation: revisit this with ALDP during summer 2015 to identify options for 2015-2016. This is valuable for emerging leaders, and for (sr) faculty to have a better understanding of leadership for shared governance. Recommendation: Better understanding of potential barriers: e.g. salary increase issues for Assoc. Deans, flexibility in job descriptions, encouragement given as part of recruitment?
2. Career Advancement Series: UBC-wide mentoring program for women faculty - matched mentors for about 70 faculty (50 pre-tenure, 20 post tenure). Also ran several activities to bring groups together to discuss other ways to support mentorship. Several workshops ran together with FoS-APSC-Forestry-LFS on managing tenure/promotion and working towards leadership opportunities. Opportunities to continue to run these with these and other Faculties.
3. Leadership Council: The (Faculty) Peer Support Group, discussed below, is one step in developing this type of leadership group. Some work on this side has been done already on the staff side (check notes).
4. Other topics: Recommendation: Find opportunity to identify with new AVP-EI how this group can be involved with new directions in EIO

II. UBC Leadership Umbrella – Terms of Reference: Briefly discussed, but did not go into detail as Lisa Castle could not attend.

III. Sr Advisor on Women Faculty: RK finishing her term in December 2015. There is some discussion to rethink faculty coverage in the Provost’s office. This should include both general faculty coverage and equity/diversity.

Action item: The group recommended to put together a document on outcomes from the Sr Advisor’s work and collaborations, as well as ongoing commitments and items needing coverage in the future. Both Sr. Advisor and Special Advisor on Academic Equity Initiatives meeting with Acting Provost and President’s office on these topics (met in early June). Continue to communicate with Leadership Advisory Group and others interested in this position to advocate during the transition period for appropriate future coverage. Link to future of university, including both internal and external aspects.

IV. Work of the Break-out groups:

1. Peer support desk: In addition to the draft plan, the group identified several important elements for implementation. 1) Organizational structure: Need a chair that supports group, organizes training/orientation, makes sure running smoothly, monitors workload; 2) Efficiencies: Peers should be focused on certain Faculties; 3) Embedded: with Assoc Dean or those in Deans office with relevant topics in their portfolios; 4) Clear messaging about the resource: e.g. building capacity – not creating dependencies: Peers’ time is for serious questions – not those that are already in SAC guide or Collective Agreement; expertise in facilitation and addressing systemic needs
2. Senate policies on leadership appointments: 1) Use existing Faculties policies/practices for heads and assoc. deans appointments to develop updates of Senate policies for leadership appointments; 2) Include aspects such as broad call for nominations/self-nominations, robust review processes, attention to diversity, transparency, term limits etc; 3) Include also institute directors, college principals, etc.

V. Other recurring themes of the meeting: Importance of solid implementation of transparent core practices and policies of departments/Faculties/UBC. Embed this in peer leadership support mechanisms –e.g. ALDP, peer support desk, Deans/heads tables, FR workshops. Good examples: Monthly sessions in UBC-IT to review core policies/practices and ensuring good understanding and implementation