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Memo

To: Faculty of Engineering Community
From: Adel Sedra
CC: Members of the Task Force on Faculty Issues
Gosia Brestovacki, Editor, Eng-e-News
Date: December 12, 2005
Re: Report of the Task Force on Faculty Issues
as part of the Vision 2010 Planning Exercise in the Faculty of Engineering

I am pleased to make public the final report of the Task Force on Faculty Issues, which I struck earlier this year as part of our Vision 2010 planning exercise. On behalf of the Faculty of Engineering, I thank Prof. Alan Plumtree, Chair, and the members of his Task Force (Profs. Peter Douglas, Susan Tighe, Ravi Mazumdar, Brian Cozzarin, Metin Renksizbulut and Paul Fieguth, and Amy Resmer) for their research and analysis of the current situation for faculty members and for their preparation of a suite of recommendations to address the recurring issues their research uncovered. I am particularly grateful for the additional effort they put toward developing a detailed proposal for the establishment of effective orientation and mentorship programs and practices for new faculty.

I am recommending the implementation of a new faculty orientation program as outlined in the supplementary report of the task force. To facilitate the development and implementation of such a program, I plan to create a new full-time staff position that will have shared responsibility for recommendations arising from the faculty issues task force and those arising from the women in engineering task force, many of which are highly synergistic.

In addition to supporting orientation efforts at the Faculty and Department level, this new staff position will collaborate with resource people and offices across the Faculty and the University, including the University's New Faculty Recruitment and Support Co-ordinator, to provide information to prospective and current Engineering faculty members. This position will also be available to support Engineering recruitment efforts by answering questions and providing information of interest to job candidates.

I plan to work with the Department Chairs in Engineering to implement more formalized mentorship for new faculty members (recommendation 4), which will be complementary to new faculty orientation programs. Depending on how the mentorship program will be structured, it is possible that a central

co-ordinating role will be required. Such a role could also be filled by the staff support position being created.

I appreciate the intent and value of recommendation 3 (enrichment programs for faculty); however, sufficient resources and expertise do not exist at the Faculty level to organize and mount such programs ourselves. In order to achieve the same means, I will work with the Associate Deans and Department Chairs to increase individual faculty participation in existing enrichment programs offered by both the University and external agencies. The new staff support position will be used to help research and identify such opportunities, to increase faculty awareness of them, and to facilitate faculty participation in them.

Furthermore, I fully support recommendations 1, regarding transparency; 5, regarding limiting new courses taught by faculty in their first three years; and 6, regarding teaching loads. I will work with the Associate Deans and Department Chairs to implement these three recommendations.

Adel S. Sedra