

Call for TT Professoriate Stream Faculty Hire Proposals: Faculty of Education & the Accelerate Phase of the President's Academic Excellence Initiative (PAEI) Faculty Hiring Plan

Ratified at Heads & Directors Meeting on March 5, 2020

- **March 5th Heads/Dir Meeting:** Discussion and Revision of Draft Call For Proposal, Proposal Template, Adjudication Advisory Committee, and Criteria
- **March 9th Dean's email to the Faculty of Education:** Faculty Call for Proposals, and Proposal Template for Accelerate Phase of the **President's Academic Excellence Initiative**
- **March 10th Faculty Meeting:** Dean hosts Q/A session with faculty members on the **Accelerate Phase of the President's Academic Excellence Initiative** Hiring Plan
- **March Department/Unit Meetings:** Proposals discussed in Department/Unit or Other Meetings
- **April 6th:** Draft Proposals provided to Department/School Heads/Director, for consideration of clusters across Units and options for collaboration
- **April 13th:** Proposals due in Dean's Office
- **April 14th – 23rd:** Proposals ranked by the Accelerate Proposal Adjudication Advisory Committee
- **April 24th:** Six Faculty of Education Accelerate Faculty hire proposals sent to the Office of Provost

Background

The [President's Academic Excellence Initiative \(PAEI\)](#) is an initiative aimed at extending UBC's research capacity and impact. One key aspect of PAEI is the University's significant central investment into the hires of new Professoriate faculty. In the Accelerate Phase of PAEI, the Office of the Provost provides Faculties an extraordinary opportunity of Faculty Renewal that is not linked to replacement, but rather, to the advancement of research excellence. The Faculty of Education (Vancouver campus) is invited to submit Faculty Renewal Proposals that could result in 6 new and centrally-funded faculty positions (2 Assoc/Prof and 4 Assistant Prof).

Key Facts

- A draft timeline is provided above.
- Proposals will only be for Professoriate Stream TT faculty hires.
- Proposals can ask for a new Assistant, Associate or Professor position, with the proviso that in total, we will only be able to forward two/six proposals at the rank of Associate or Professor.
- The most fundamental criterion here is that these new positions "are bold and compelling" and "enhance research capacity". No element of these proposals can pertain to "replacement hires".
- Departments may elect to repurpose a TT hire proposal that was already approved in the most recent adjudication of Faculty Renewal proposals, where the repurposing includes a change in rank and relatedly, the rationale for the requested position. We can't repurpose

recently approved positions that have already been advertised, but the remainder are available if you and your colleagues think that a change in rank would add value to the research intensity of the position. Departments can also repurpose High Impact proposals that were submitted and not funded in the 2018-2019 adjudication, if a strong case can be made for the compelling research advance this position would yield and can provide a clear link to the Faculty and University strategic plans.

Dr. Andrew Szeri's (Provost and Vice-President, Academic and Professor) email to Deans (Feb. 19th, 2020) provides Faculties with the *Accelerate Call for Proposals* and indicates that: "Attributes of a successful proposal include the following:

1. The proposal is not more than N pages. (Note: "N" is still TBD)
2. There is a strategy outlined in the proposal that is bold and compelling. The primary focus of the initiative is to enhance the research capacity of the University. The new lines are not simply proposed to be deployed to fill teaching gaps secondary to separations of prior faculty. Clearly, it will not be possible to benefit all areas covered by your Faculty; instead, the additive investment over and above your self-funded faculty hiring plans provides an opportunity to focus on particular strategic areas where you want to build strength.
3. The proposals should have had the benefit of broad consultation within your Faculty.
4. Proposals that – in part or in whole – feature joint action with other Faculties or departments/schools are encouraged. This could be coordinated hiring, or joint hiring – for example.
5. Hiring will be accomplished in a way that comports with the Collective Bargaining Agreement.
6. Best practices should be followed with respect to enhancing equity, diversity and inclusion in a manner that makes sense for your Faculty and the field, as we have discussed.
7. The proposal may like to address in addition matters of process, such as cluster hiring, or an internal competition for ideas, or targeted hires as components of the strategy.
8. The proposals should make it clear at what level(s) (junior/senior) you propose to search.

Key Foundational Strategic Plan and Related Priority Statements to Shape Proposal Focus

[SSHRC Challenge Themes](#)

[Faculty of Education Strategic Plan](#)

[UBC Strategic Plan](#)

The PAEI [academic renewal working group](#) terms of reference

Who can author Faculty of Education Accelerate proposals?

Accelerate proposals are for TT faculty hires in the Professoriate stream. At UBC, all TT appointments need a Departmental home. There are interdisciplinary clusters of faculty working in single units. However, there are also clusters of faculty working in academic research areas that cut across multiple units, including in *Big Data*, *Critical Race Theory*, *Mental Health*, *Health and Education*, *Arts-Based Methods*, *Globalization and Higher Education*, *Narrative Methods*, *Data Visualization*, *Digital Media and Culture*, *Indigenous Education*, *Embodiment and Wellbeing*,

Digital Storytelling, Gender and Sexuality, Teacher Education and many many more such cross-cutting major areas of scholarly work. In some cases, these clusters of faculty are linked with a particular interdisciplinary program that acts as a hub, like MET or Early Childhood Education, or with a Centre, or are working with a CRC or Endowed Professor, or other such inter-unit faculty groupings.

We encourage those submitting proposals to informally identify colleagues nationally and internationally who might be invited to apply for the delineated positions based on their research record and/or potential.

The **President's Academic Excellence Initiative** generally, and the Accelerate Faculty Renewal Call for Proposals in particular, specifically prioritizes and "encourages" proposals that feature joint action and interdisciplinary cluster themes.

Accordingly, we encourage groups of tenured or tenure-track faculty working within or across units to author Accelerate proposals. With this Call, we include a list of all the Units and/or Chairs/Professors who *may* elect to act as a proposal hub, and work with a group of colleagues from varied academic units on an Accelerate new TT faculty hire (professoriate stream) proposal.

What about Proposals in Areas that could fit in multiple Academic Units, or that are Anticipated as Joint Appointments?

Proposals that are intended to address an interdisciplinary area that could fit in more than one Academic Unit should name all those Academic Units that could serve as a Departmental Home. There could be multiple possible homes, as in, "this advertisement would likely draw applicants who would fit in LLED or EDCP" or "ECPS and KIN" or "EDST, ECPS and EDCP" etc..... This is how we already frame hires in certain interdisciplinary areas. We name all the possible units where such a hire might reasonably be expected to fit. In these hires, we anticipate only one Department home – it's just that we don't name that home up front and so we name several possible Department/School homes.

Alternately, the proposal author/s can propose a new hire that is anticipated as a "joint appointment", that would cut across multiple academic units and where one unit is named as the "home department" and another unit also formally houses a portion of that faculty member's appointment. A proposal for a joint appointment can only be authored for a position at the rank of Associate or Professor, and not Assistant Professor.

Who Submits Accelerate Proposals with Just one Anticipated Department Home and that are not Anticipated as Joint Appointments?

Where a proposal is authored uniquely by faculty within one Department/School and there is no anticipation of a joint appointment, those proposals will be submitted by the Unit Head.

Who Submits Accelerate Proposals that (a) could Fit in Multiple Academic Units, or (b) that are Anticipated as Joint Appointments?

- **Could Fit in Multiple Academic Units.** Where a proposal is authored by colleagues working collaboratively across units and there is more than one anticipated possible

Department/School home, with or without the leadership of a Centre Director or Program Director or other faculty member, Heads of all the possibilities for a single proposed home need to sign off. These proposals do not anticipate a “joint appointment” but rather, multiple possible Department homes where following interviews, the Search Committee would recommend the best fit, in consultation with Unit Heads. Such a proposed appointment could be for example, for a Professor in a research area that might fit in ECPS, EDCP or EDST. Those proposals will be submitted by the related Executive (e.g., Director of a Centre) or by the group of colleagues (with the Head/Director of the potential home unit signing off).

- **Anticipated as Joint Appointment.** Where a proposal is authored by colleagues working collaboratively across units and there is an anticipated joint appointment, with or without the leadership of a Centre Director or Program Director or other faculty member, both Heads of the proposed homes need to sign off and there should be a designated Home Department and also, a proposed % of the appointment in both units. Such a proposed appointment could be for example, for a Professor with KIN (67%) as the Home Department and ECPS as the joint appointment (33%). Those proposals will be submitted by the related Executive (e.g., Director of a Centre) or by the group of colleagues (with the Head/Director of the potential joint appointment units signing off).

How will Accelerate Proposals Address Equity and Inclusion Priorities?

As is the case whenever we seek to recruit new faculty to our Faculty and University, our commitment to a culture of inclusive excellence and to the decolonization of particular fields of academic inquiry requires us to consider (a) a diverse cross-section of highly accomplished scholars and researchers as well as (b) the way a given position/academic focus is framed – or what we might think of as the specific addressivity of a given proposal for a new TT faculty hire. Specifically the Provost’s *Accelerate Call for Proposals* indicates that, “Best practices should be followed with respect to enhancing equity, diversity and inclusion in a manner that makes sense for your Faculty and the field, as we have discussed.”

When developing proposals for the *Accelerate Faculty Renewal Plan*, authors could consult with the Senior Associate Dean, Administration, Faculty Affairs and Innovation & Faculty of Education Equity Lead in Faculty Affairs, Dr. Mary Bryson, and the Associate Dean, Indigenous Education, Dr. Jan Hare, and other colleagues for assistance in addressing how the proposed positions build on and advance the campus’s commitment to Indigenous Education specifically, and generally, diversity and inclusion at all levels. In addition, Dr. Patsy Duff, Associate Dean, Research, is available for consultation concerning how best to frame the academic significance of a proposed Accelerate position relative to a variety of research indicators and metrics as well as broad thematic interdisciplinary research clusters.

Evaluation and Proposal Ranking Criteria

Proposals will be submitted by the Heads/Director or the related Executive (e.g., Director of a Centre working with an inter-departmental cluster of colleagues), or the group of colleagues, and evaluated competitively by the Dean’s *Accelerate Faculty Hiring Adjudication Advisory*

Committee, based on seven criteria:

1. Impact on academic reputation of School/Department and the Faculty (and the University);
2. Impact on goals and outcomes linked with those Strategic Priorities of School/Department and the Faculty (and the University) that pertain to research and knowledge mobilization;
3. Impact on the Faculty of Education (and UBC's) strategic plan priorities that articulate social justice goals related to diversity, indigenization and decolonization in academic capacity and research in a key area;
4. Impact on externally funded Tri-Council (and other) research grant application outcomes;
5. Impact on research outcomes: Publications in high impact journals, other media and knowledge mobilization opportunities;
6. Impact on graduate and undergraduate student research mentoring and learning experience, curriculum and teaching innovation and the institutional research environment in Department/School and interdisciplinary graduate programs;
7. Impact on actual # of net new Professoriate stream appointments in the unit.

Questions?

Please contact Dr. Mary Bryson, Senior Associate Dean, Administration, Faculty Affairs and Innovation, at mary.bryson@ubc.ca (with a copy to assist.sradean@ubc.ca).