

Day 1

Getting Started at the University of Windsor



NEW FACULTY
ORIENTATION 2023

Today's Schedule



NEW FACULTY
ORIENTATION 2023



- Welcome!
 - NFO 2023 Guidebook
- Welcoming Remarks
- Getting to Know Each Other
- UWin 101
- Course Design Confidential
- Avoiding the Splat: Key Bylaws for Your Hip Pocket
- How Do You Get Started With Service?
- Roundtables: Research, Teaching, Service



WELCOME TO WINDSOR!
Introductory Remarks

Rob Gordon
President, University of Windsor



Theresa Sims

Indigenous Knowledge Holder and Indigenous Culture and Language Specialist, and the Inaugural Indigenous Storyteller, City of Windsor

A first-person perspective of someone standing on a narrow wooden beam high above a city. The person is wearing brown leather shoes and blue jeans. The city below is a dense urban landscape with many buildings and streets. The text "First steps can feel like this ..." is overlaid on the image.

First steps can feel like this ...

A close-up photograph of a person's legs and feet, showing the skin texture and toes. The person is standing on a light-colored surface. A semi-transparent grey banner is overlaid across the middle of the image, containing white text.

... but you might want to think of them like this.



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ORIENTATION 2023



Introducing...You

Erika Kustra, Acting Associate Vice-President, Academic

Where you've been...

Where did you *last* come from?





Where You Came From...

How far is Windsor from where you call home?

Where You're Headed.....

What's one key thing you're looking forward to contributing to UWindsor?





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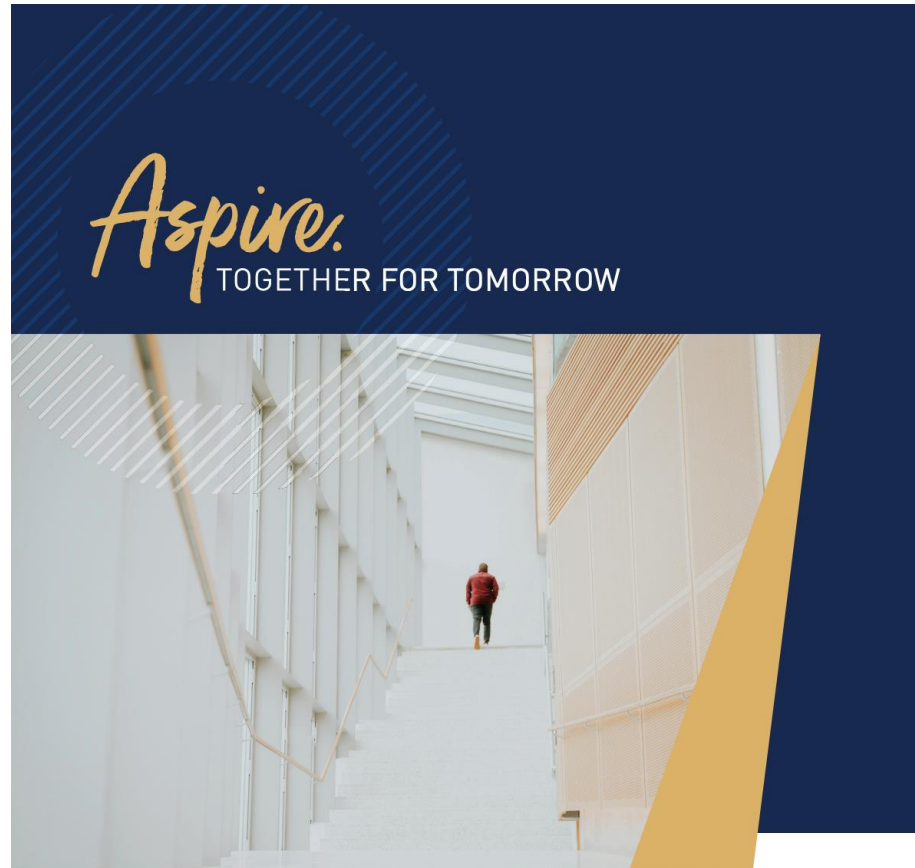
UWin 101

Beverley Hamilton, Chief of Staff, Office of the President

Who are we?

Go to www.menti.com
Enter code: 9832 0298

*Where
are we
headed?*



**UNIVERSITY
OF WINDSOR
STRATEGIC PLAN**

2023-2028



<https://engageuwindsor.ca/aspire-strategic-planning>

An open calendar is shown from a top-down perspective, slightly angled. The pages are white with a grid layout for days of the month. Red numbers indicate the days. Some text is visible on the calendar pages, such as 'Martin Luther King, Jr. Day' on the left page and '18' on the right page. A blue cursive font is overlaid across the center of the calendar, reading 'The Academic Year'.

The Academic Year

Important Dates



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Office of the Registrar:

<https://www.uwindsor.ca/registrar/events-listing?page=1>

NFO Guidebook: Page 12

The screenshot shows the University of Windsor Registrar's Office website. The page title is "Important Academic Dates". The left sidebar lists various services such as "Home", "Return to Campus Info", "Timetable Information", "UWinsite Student", "Request a Transcript", "Registration Information", "Grade Processing", "Service Fees", "Transfer Students", "Academic Calendars", "Fee Estimator", "Where do I pay?", "Maintaining Conditional Offer of Admission", "Change of Program/Major", "Apply as a Returning Student", "Change of Name", and "Degree Verification". The main content area lists the following dates and events:

Date	Event
Sep 8th, 2022	Nursing Year 1 Program Orientation
Sep 16th, 2022	Apply to Graduate at Fall 2022 Convocation: Final deadline...
Sep 21st, 2022	Academic Add/Drop for Fall 2022 (excluding Education and Law).....
Oct 5th, 2022	Financial Drop Date: Fall 2022...
Oct 8th, 2022 to Oct 16th, 2022	Reading Week (Oct 8 - 16), except JD Law
Oct 10th, 2022	Thanksgiving Day: University Closed
Oct 14th, 2022 to Oct 15th, 2022	Fall 2022 Convocation
Nov 16th, 2022	Last Day to Voluntarily Withdraw from Fall 2022 courses
Dec 7th, 2022	Last Day of Fall 2022 Classes (excluding Law and Education)
Dec 10th, 2022 to Dec 21st, 2022	Final Exams for Fall 2022 - Dec 10 - 21 (excluding Law and Education)
Dec 15th, 2022	Fees Due: Winter 2023
Dec 22nd, 2022	Alternate Final Exam Day

On the right side, there is a section for "UPCOMING EVENTS" with the following details:

- Last Day to Voluntarily Withdraw from Summer Session (6 week) courses: Mon, 07/25/2022
- Validation (Shopping Cart) Opens in UWinsite Student for RETURNING students - Fall 2022: Mon, 07/25/2022
- Civic Holiday: University Closed: Mon, 08/01/2022
- Registration Opens in UWinsite Student for RETURNING students - Fall 2022: Tue, 08/02/2022
- Make up date for Monday, Aug 1 Classes: Mon, 08/08/2022

At the bottom right, there is a "VIEW EVENT CALENDAR" button with an ICal icon and a promotional banner for the "2022 Yearbook" with the text "This is your time."

Key Dates

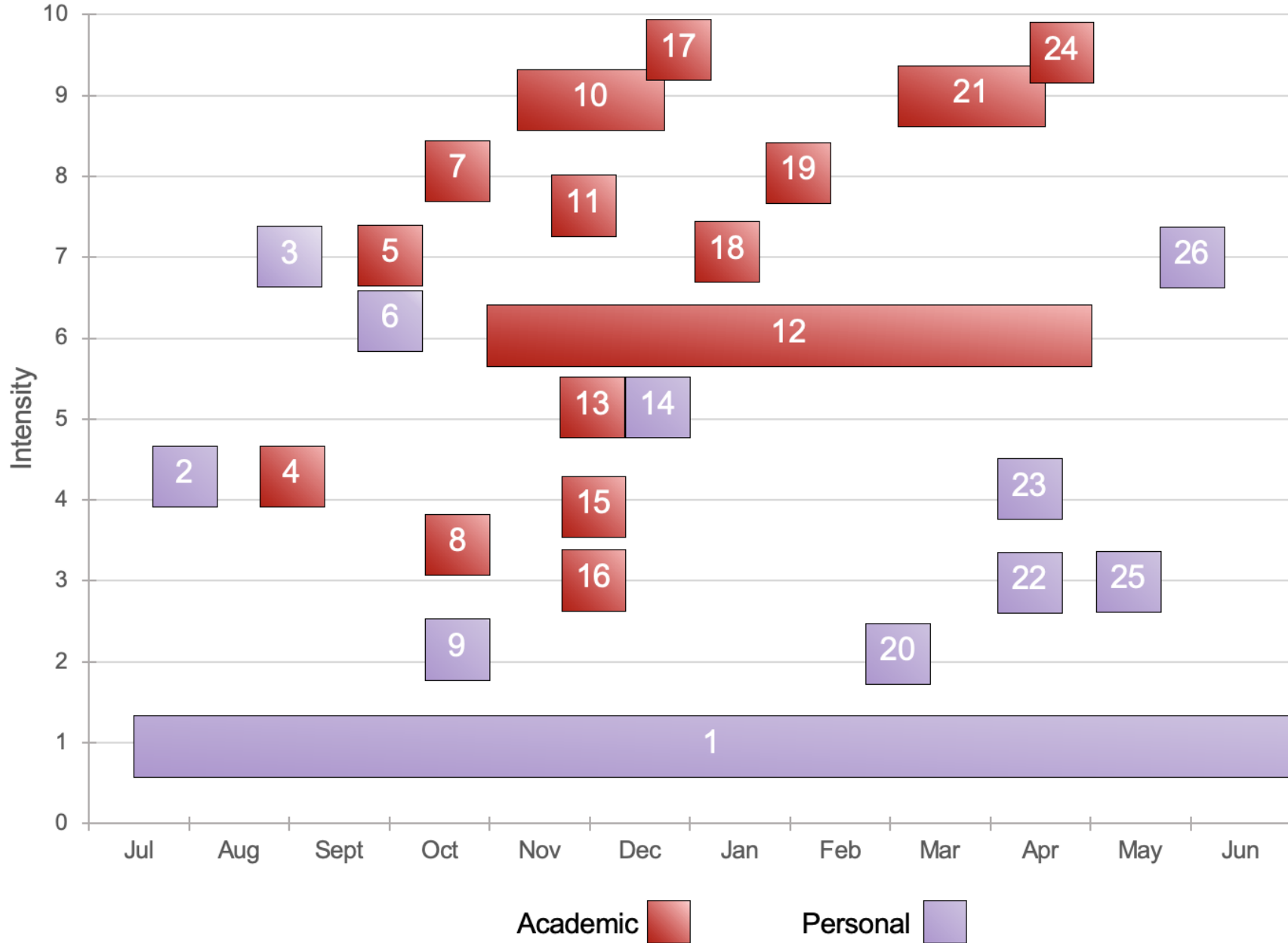


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- Term starts
- Add/Drop Deadlines
- Voluntary Withdrawal Deadlines
- Deadlines for Master's and PhD process
- Reading Weeks
- Exams

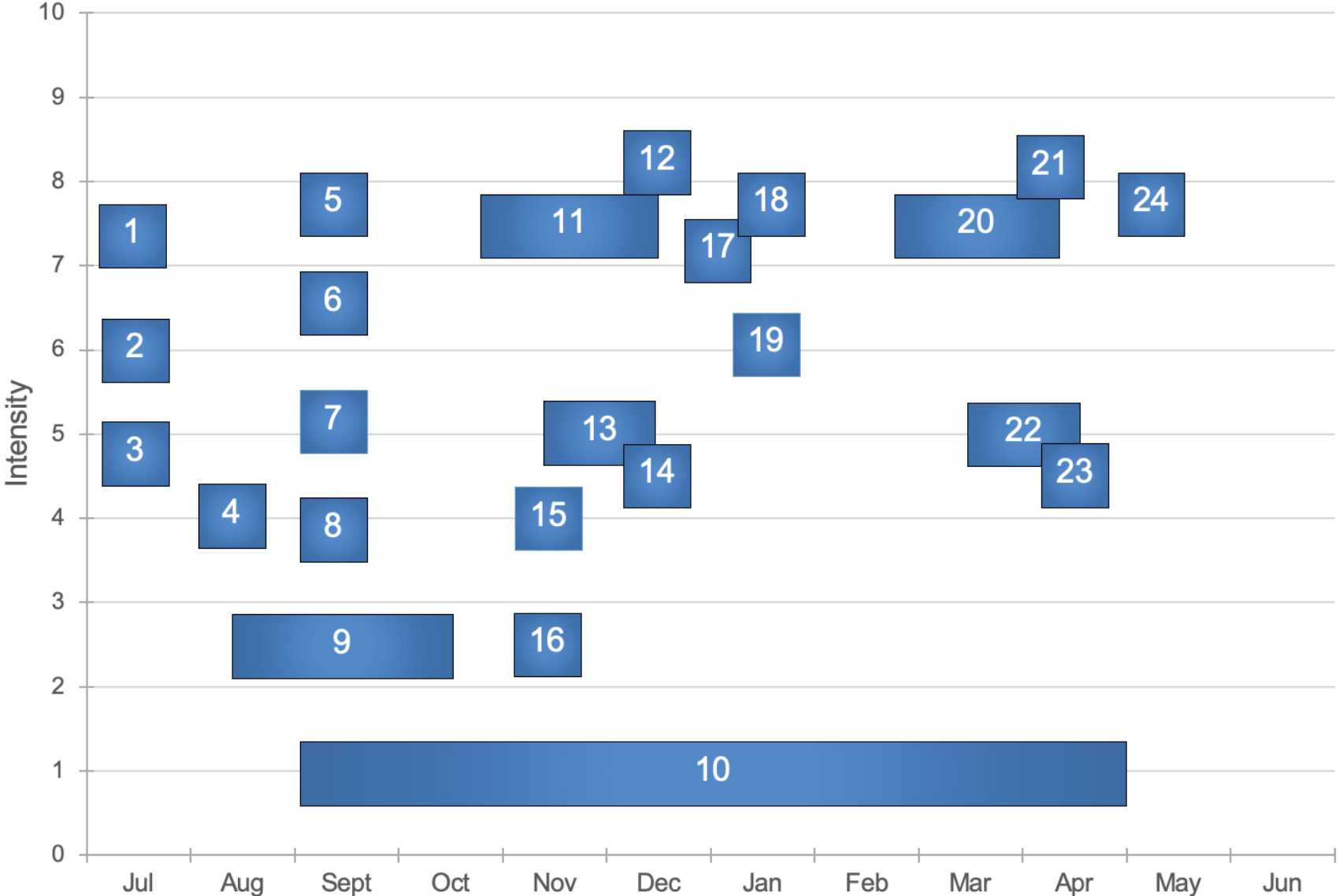
Undergraduate Student Needs/Challenges Timeline



Legend

1. Job stress
2. Registration and program problems
3. OSAP registration problems
4. Prepare for classes
5. Add/drop courses
6. Sexual assaults most common
7. Add/drop date (money or registration issues)
8. Surprise/disappointment at lower grades compared to high school
9. Break ups after first visit home
10. Midterms, final assignments, exams, extension requests
11. Voluntary Withdrawal day
12. Academic integrity problems
13. Students question abilities/consider not returning for second semester
14. Money problems
15. Registration and program problems
16. Finalize winter schedule
17. Grade appeals
18. Class preparation
19. Add/drop courses
20. Stress about next term, applying for jobs/positions
21. Midterms, final assignments, exams, extension requests
22. Meal plan expires
23. Money problems
24. Grade appeals
25. Stress about summer employment, second semester academics
26. OSAP registration problems

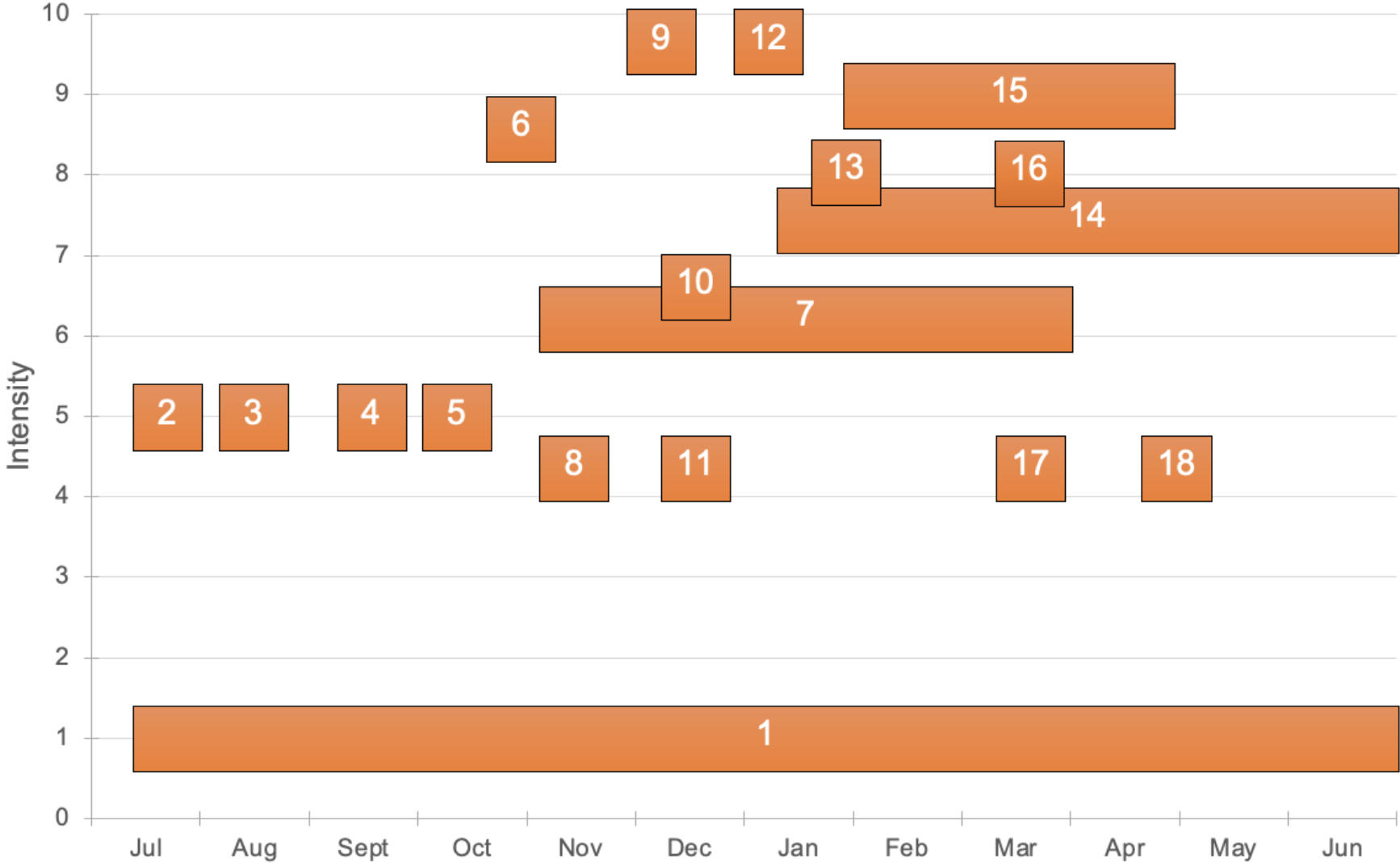
Graduate Student Needs/Challenges Timeline



- Legend
1. Scholarship applications begin
 2. Academic Standing
 3. Graduate student registration
 4. UWindsor student application deadline
 5. Deadline to submit rankings to grad studies
 6. Vanier CGS application deadline
 7. Deadline to submit nominations to grad studies
 8. Grad student orientation
 9. GA training
 10. Acculturation
 11. Course load issues
 12. Complete fall courses
 13. Complete GA requirements
 14. GA exam responsibilities
 15. Continue with new scholarship applications
 16. Registration for winter semester
 17. Tri-Council CGS-M application deadline
 18. Academic Standing
 19. OGS application due
 20. Course load issues
 21. Complete winter courses
 22. Complete GA requirements
 23. GA exam responsibilities
 24. Academic Standing

As a Faculty Member...

Student Needs/Challenges Timeline



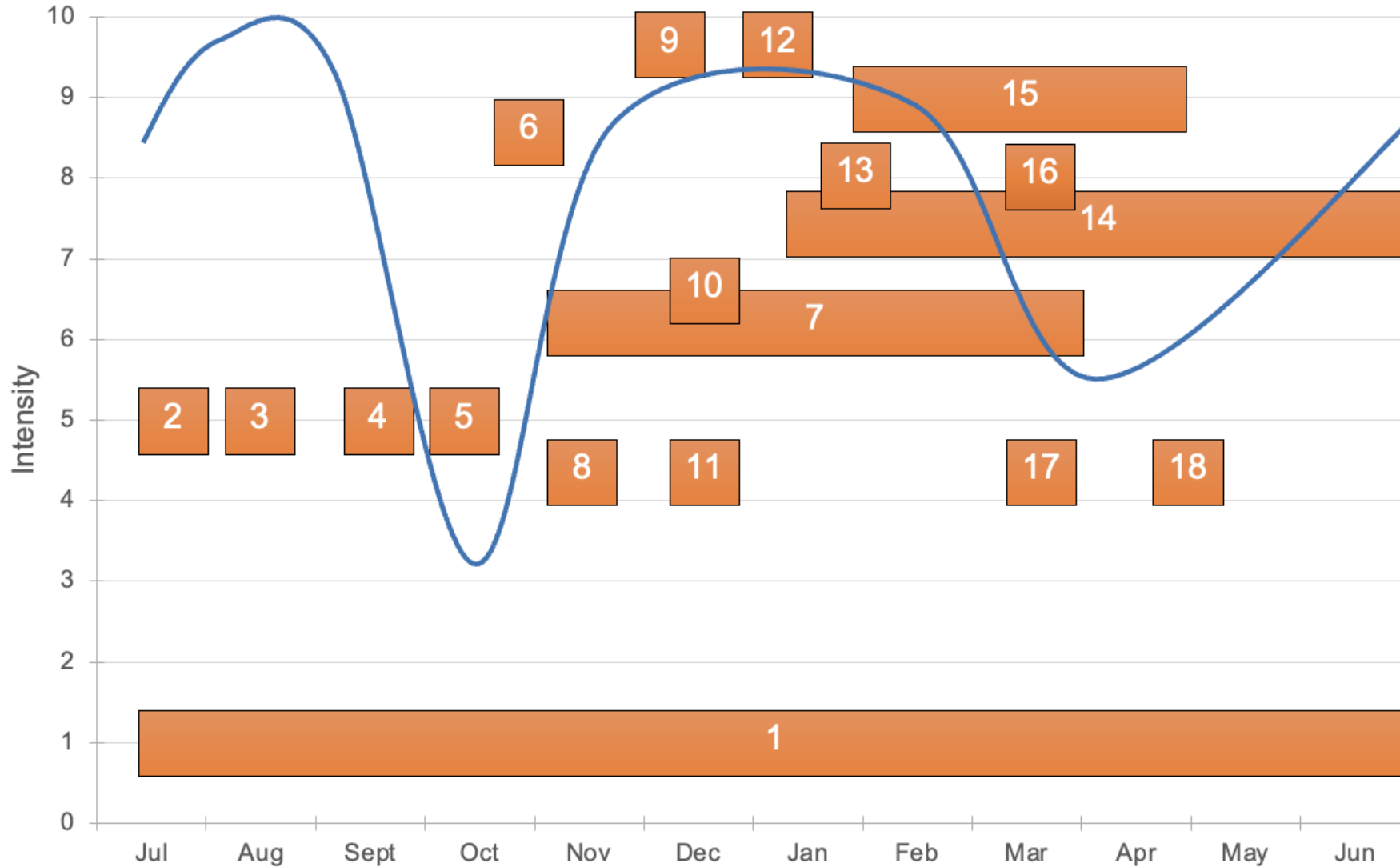
Legend

1. Admissions
2. Registration and program problems
3. GA assignments
4. Scholarship adjudication
5. Adjustments to independent life
6. Midterms/major asst. failure
7. Academic integrity
8. New GA assignments
9. Last minute exam help
10. Registration and program problems
11. Scholarship adjudication
12. Reference letters for grad applications
13. Scholarship adjudication
14. Admissions (grad programs)
15. Grade appeals
16. Midterms/major asst. failure
17. GA appointments
18. Academic Standing

...Your research cycle?

And Your Research...?

Student Needs/Challenges Timeline



Legend

1. Admissions
2. Registration and program problems
3. GA assignments
4. Scholarship adjudication
5. Adjustments to independent life
6. Midterms/major asst. failure
7. Academic integrity
8. New GA assignments
9. Last minute exam help
10. Registration and program problems
11. Scholarship adjudication
12. Reference letters for grad applications
13. Scholarship adjudication
14. Admissions (grad programs)
15. Grade appeals
16. Midterms/major asst. failure
17. GA appointments
18. Academic Standing

...Your research cycle?

Finding YOUR Balance....



Work-life balance

Research-teaching-service balance

Sprint-marathon-rest balance

People-solitude balance

Hold the line on your goals -give some rope for what might arise balance

Hope-cynicism balance

Campus Community Network



[UWindsor Home](#) > [Faculty Recruitment](#) > [Early-Career Faculty Resources](#) > [Welcome & Arrival](#) > [Campus Community Network](#)

Campus Community Network



The Aboriginal Education Centre (aka Turtle Island) provides support to self-identified Aboriginal students with the aim of helping them reach their highest potential in a culturally supportive atmosphere.



Manages the ordering and sale of textbooks for university courses, technology products, campus clothing, and other products.

Campus Community Police

Works in partnership with the University community to provide a safe and secure environment to all students, staff, faculty, and visitors; provides a 24-hour presence on our campus to respond to routine and emergency calls for service.

Central Academic Advising

Provides academic advising related to course and program changes, assessment of academic progress, academic procedures, and the development of plans to deal with

Centre for Teaching and Learning

Works to enhance the practice, culture, and scholarship of teaching and learning on campus. Supports the integration of effective teaching practices and technologies that extend

Continuing Education

Provide life-long learning opportunities that facilitate personal, professional, and community growth.

<https://www.uwindsor.ca/faculty/recruitment/567/campus-community-network>



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Course Design Confidential

Erika Kustra, Acting Associate Vice-President, Academic

NFO Guidebook
Countdown pg. 46

1. Planning a Course: Students



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Who are your students?

Curriculum or Program



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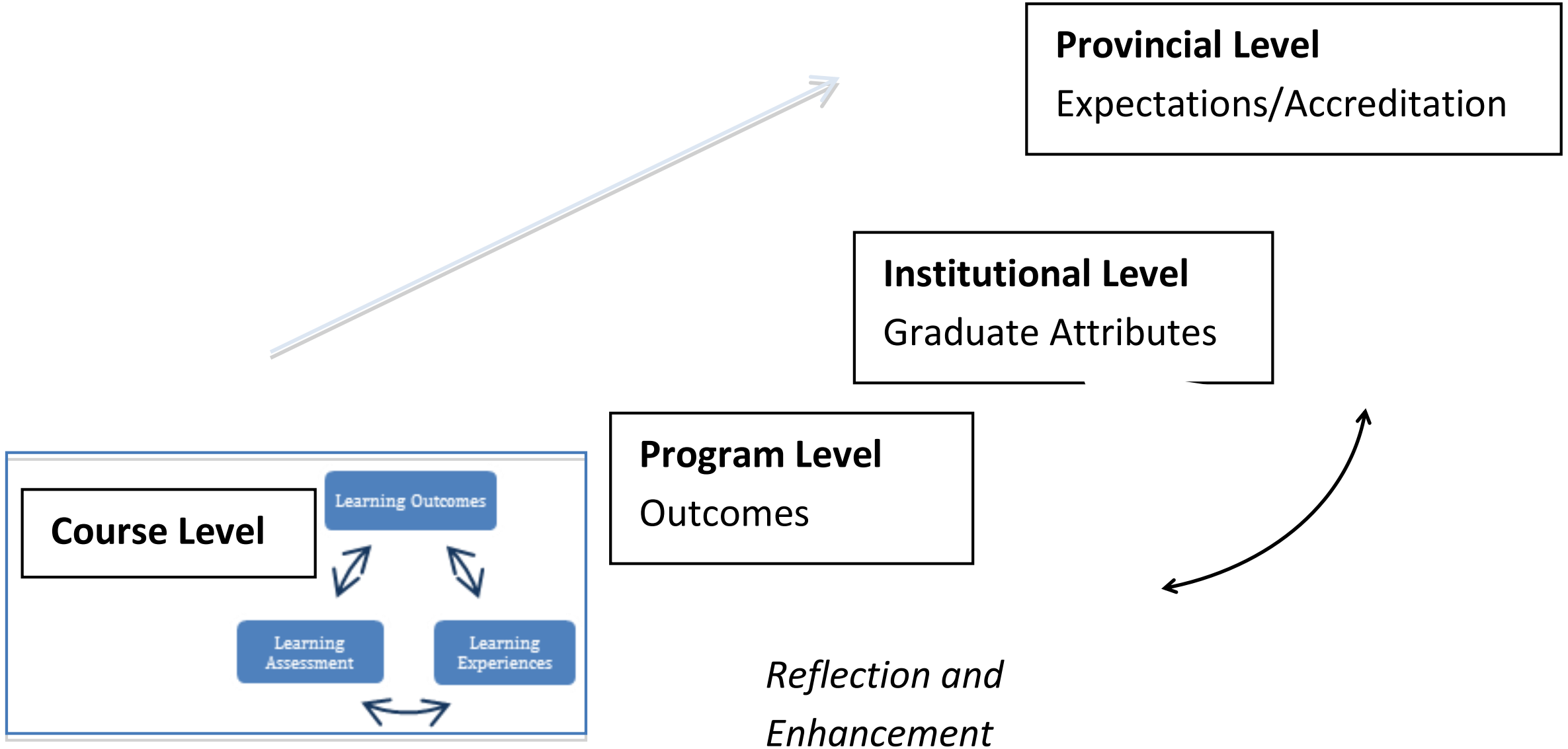


An **intentionally designed** and scaffolded pathway
toward and through learning

(Curriculum, 2020)

Your courses are part of something bigger!

CuMA: <https://www.uwindsor.ca/ctl/474/curriculum-mapping>



2. Planning a Course: Goals



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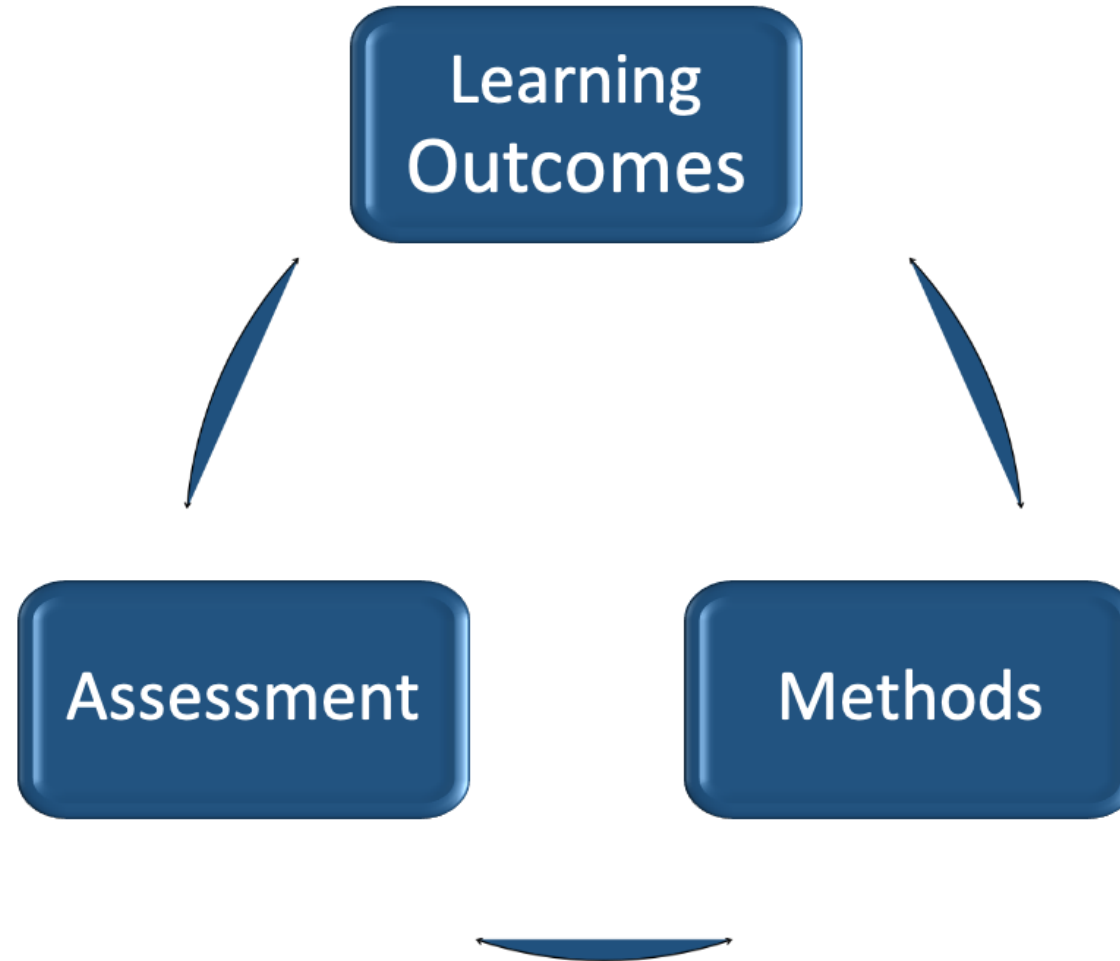
What are your goals for your course?



Alignment



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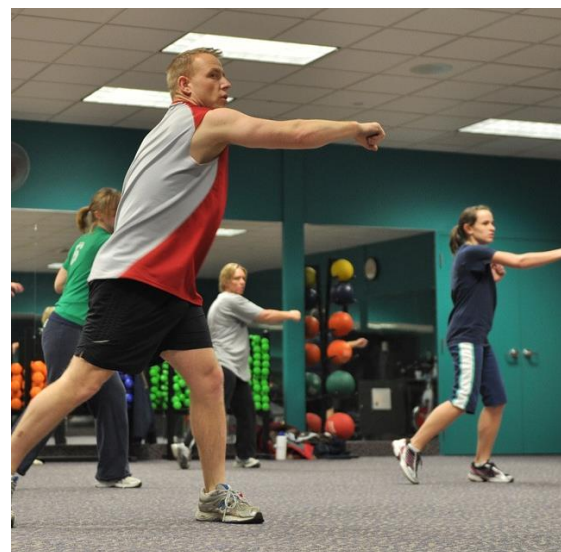
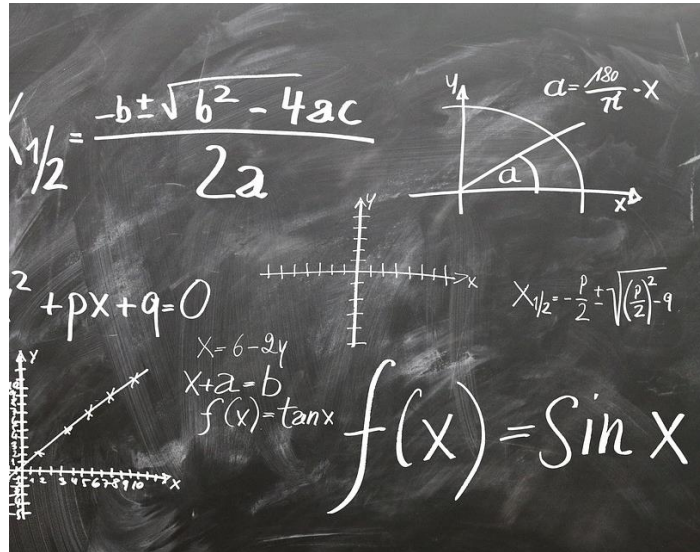
3. Planning a Course: Methods



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What will help your students learn?





What methods have you tried or seen that get students involved in learning?

NFO Guidebook pg. 52

Methods

4. Planning a Course: Assessment



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How will you know your students have learned?

	RUBRIC LEVELS OF ACHIEVEMENT			
DOMAINS	Fail	Poor	Good	Excellent
Critical Analysis	Lacking critical analysis			
Quality of Writing	(Description)	(Description)	(Description)	(Description)

5. Lesson Planning

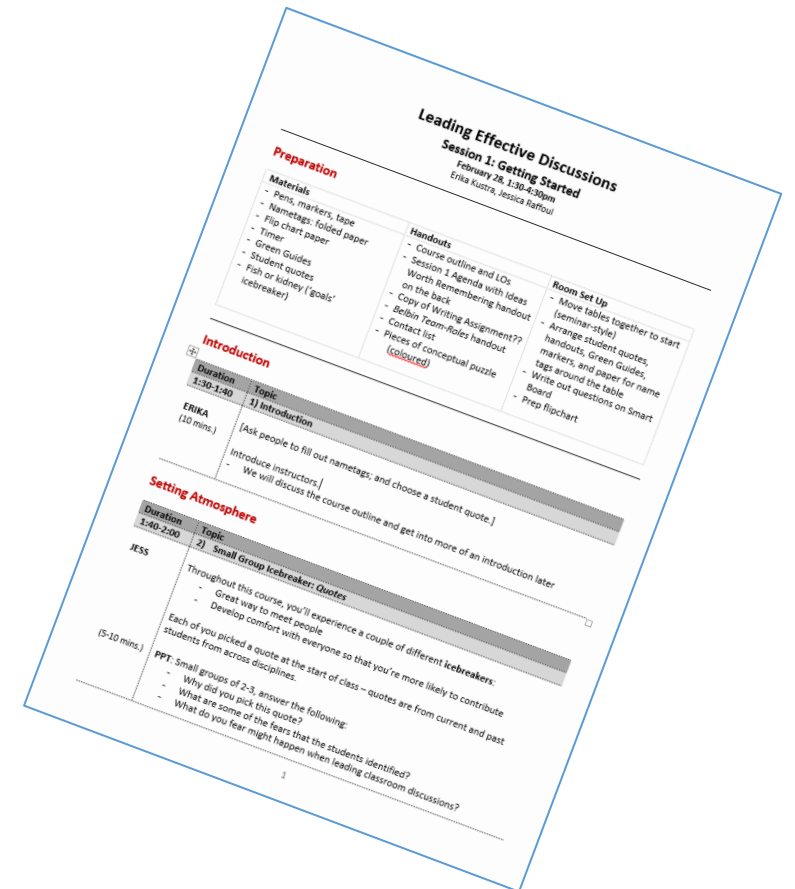


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- Increase success by intentionally planning
- Connect learning outcomes, methods, and assessments
- Many approaches
- Samples available

NFO Guidebook pg. 53
Summer Series: August 10-11



6. Communicate to Students



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Syllabus

How will you communicate the course design and expectations to the students?

Checklist and policies

<https://www.uwindsor.ca/ctl/501/syllabus>



Summer Series

on Teaching and Learning

August 10 & 11, 2023



Love, laugh, learn: Rediscovering the joys of teaching

Erica Stevens Abbitt & Michael K. Potter

Thursday, August 10

10:00 a.m. to 12:00 p.m.

Let's get students talking: An introduction to facilitating engaging discussions

Lindsey Jaber

Thursday, August 10

1:00 to 2:30 p.m.

Assessment in the era of Artificial Intelligence

Laura Chittle & Michael K. Potter

Friday, August 11

10:00 a.m. to 12:00 p.m.

Preparing for success: The ultimate guide to lesson planning

Edward Cruz

Friday, August 11

1:00 to 2:30 p.m.



uwindsor.ca/ctl/summerseries



Centre for Teaching
and Learning

University of Windsor

Questions? Ask the team at the Centre for Teaching and Learning!
ctl@uwindsor.ca



ASK

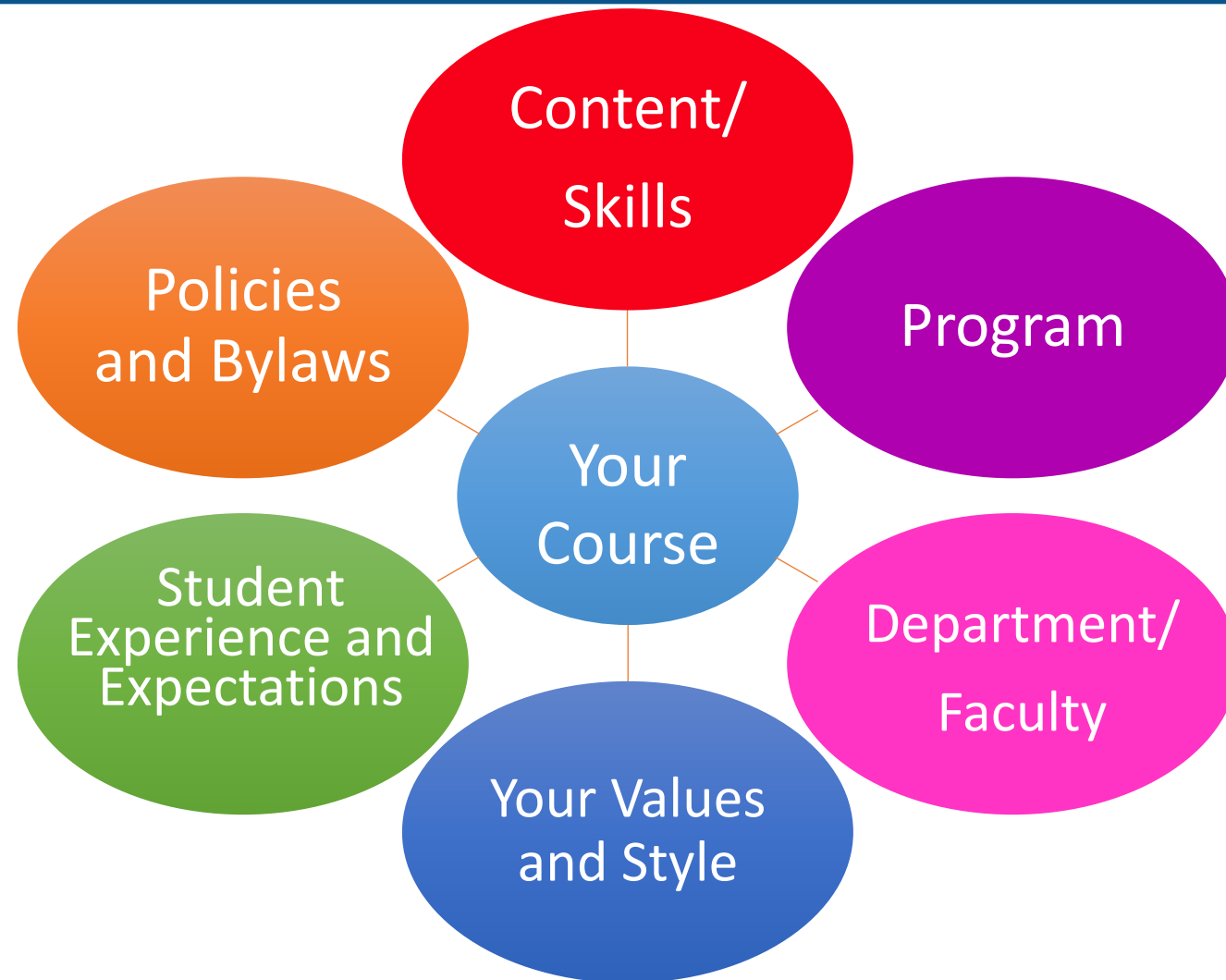
Break



Factors in Course Design



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ORIENTATION 2023



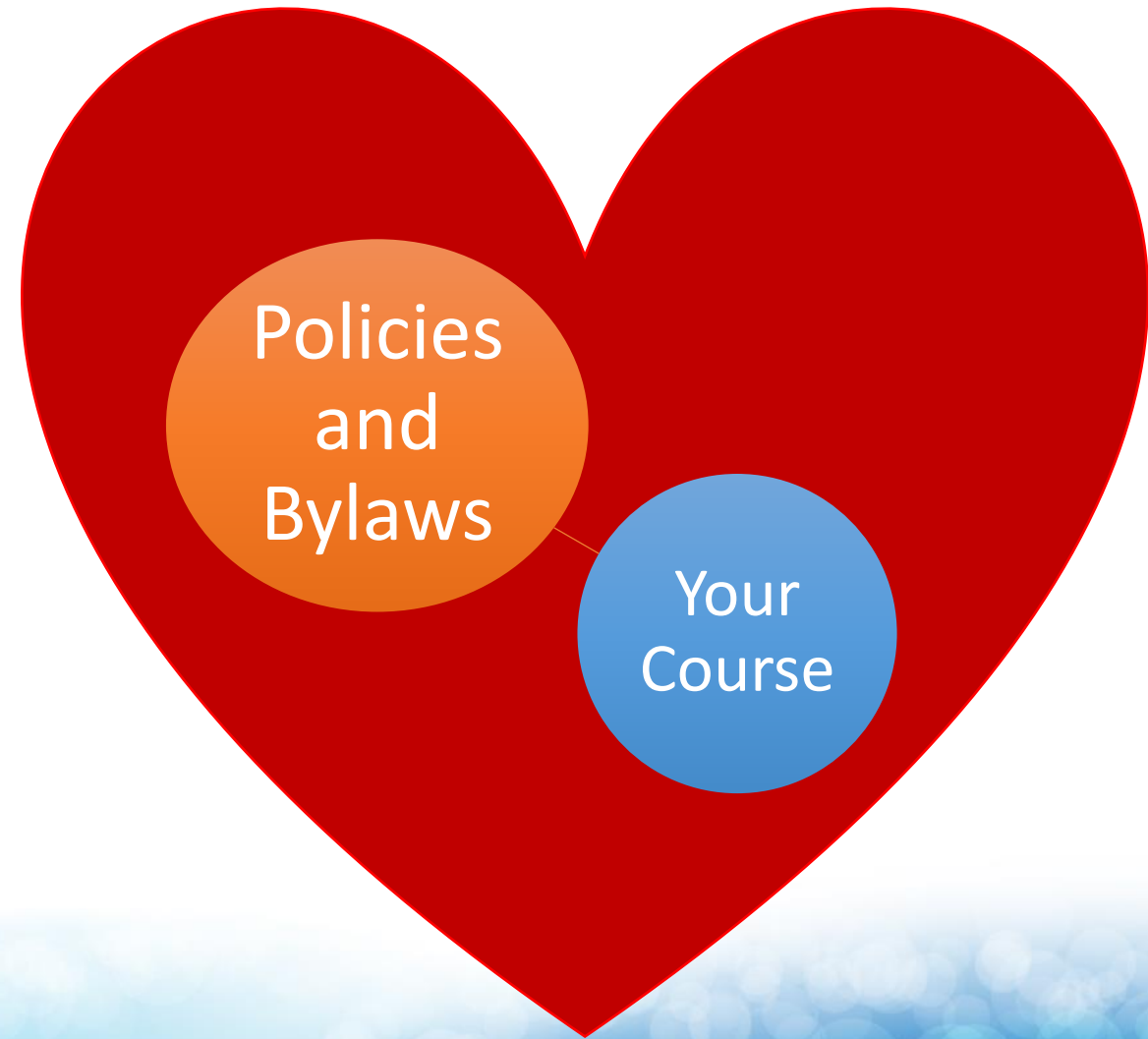


Avoiding the Splat: Getting Started with Key Bylaws for Your Hip Pocket

Renee Wintermute, University Secretary, University Secretariat

Learning to Love Bylaws and Policies

- Consistency
- Fairness
- Authoritative source
- Agreed-upon procedures
- Based on experience
- Democratically governed practice
- Room to maneuver
- **YOUR TIME**





Your Regulatory Wilderness Moments...

Senate Bylaws

Provost's Policies

Senate Policies

Collective Agreements

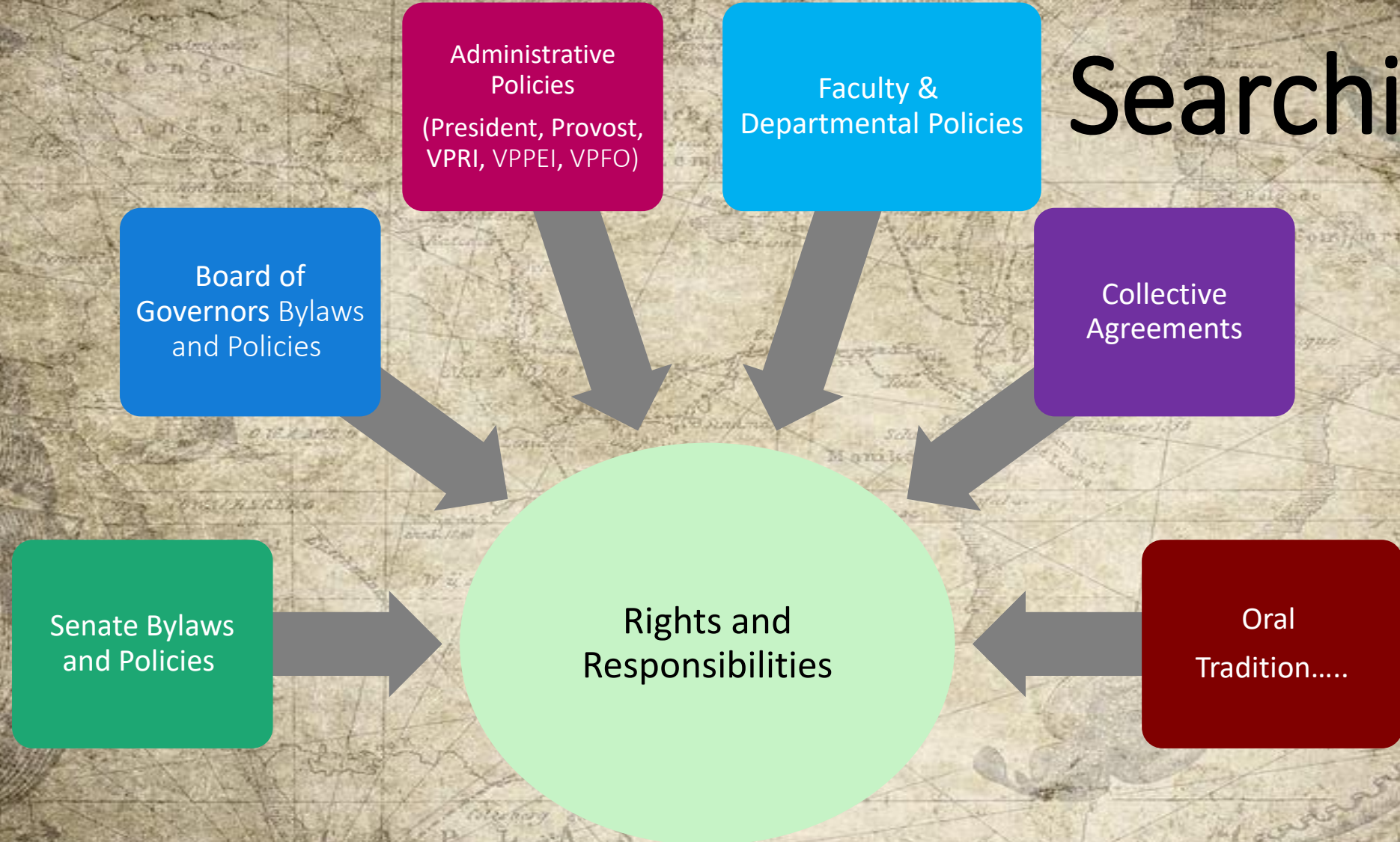
Human Resource Policies

Finance Policies

Research Ethics Policies

Board Policies

Searching....



Finding!

www.uwindsor.ca/policies

<http://www.uwindsor.ca/faculty/recruitment/315/policies-procedures-bylaws>

Today's Focus: Senate Bylaws and Policies (with a smattering of others...)

Senate Bylaws and Policies

- Bylaw 54: Undergraduate Academic Evaluation Procedures
- Bylaw 55: Graduate Academic Evaluation Procedures
- Academic Accommodation for Students with Disabilities
- Grading and Calculation of Averages
- Graduate Studies Policy on Plagiarism
- Plagiarism-Detection Software
- Reading Week and Semester Lengths
- Recording Lectures
- Student Code of Conduct
- Student Perceptions of Teaching (SPT) and Mandatory Administration of SPT

Administrative Policies/Guidelines

- Policy on the Use of Digital Learning Resources for Instructional and Assessment Purposes

Faculty Collective Agreement

- Article 5



Today's Challenge: Course Planning

Figure out what you CAN and CAN'T include in your syllabus, using:

- the bylaws and policies list (Guidebook p. 68-69)
- The University Policy Database
www.uwindsor.ca/policies
- The Learning-Centred Syllabus and Bylaw checklist
<https://www.uwindsor.ca/ctl/501/syllabus>

Check your email for online links.

Today's Challenge: Course Planning

Example - Go to your Worksheet:

A. Course Planning – Creating Your Syllabus

You need to write your course syllabus to be distributed by the first day of classes. [Bylaw 54](#) (2.1-2.2) (Undergraduate) and [Bylaw 55](#) (1.1-1.2) (Graduate) set out the minimum requirements for your course syllabi. [Bylaw 54](#) (2.3-2.10) and [Bylaw 55](#) (1.3-1.6) also set out rules and conditions around academic evaluations, which are to inform your course syllabi. In addition to specific requirements, the bylaws stipulate that the course syllabus must include any other matters as mandated by University, Senate or Faculty policy. Office hours are to be included in the course syllabus as per the [Faculty Collective Agreement 5:25\(j\)](#).

Refer to the bylaw/policy sections provided, as well as the Learning-Centred Syllabus Checklist (Undergraduate) and the Learning-Centred Syllabus Checklist (Graduate) (created by CTL in consultation with the University Secretariat) to respond to the following questions.

NB: Bylaws and policies often refer to first-entry undergraduate programs, which means all undergraduate programs, with the exception of Law and Education. Law and Education are second-entry undergraduate programs.

1. Can I include attendance as a grade in my undergraduate course? (Bylaw 54, 2.4)	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Maybe. Explain:
2. Can I have a final assignment due the last week of	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Maybe. Explain:

Today's Challenge: Course Planning

Example: Can I include attendance as a grade in my course?

www.uwindsor.ca/policies



University
of Windsor

Qui

HOME SEARCH ▾

Tools

Policy on Admin Policies
Policy Template (WORD)

Quick Links

Senate Bylaws

University Bylaws & Policies

"Bylaw 54"



Search In:

Policies



All Fields




Add


Today's Challenge: Course Planning


Example: Can I include attendance as a grade in my course?

www.uwindsor.ca/policies

HOME SEARCH ▾

 **Search Results** Show: Policies (7)

 Searched everywhere for '(University_of_Windsor_Central_Policies.AllText:("Bylaw 54"))'. 7 matches were found. 1-7 are shown

 Select All None Page « 1 » View 50 items Sort by Status (A to Z)

Refine Search Results

Type

Bylaw (4)

Policy (3)

Status


Superseded (5)


Active (2)

Office with Administrative Responsibility

University Secretariat (7)

Policies

 **Covid 19 Emergency Academic Plan**
Active
Administered by: University Secretariat
Approved by: Senate

 **Undergraduate Academic Evaluation Procedures**
Bylaw 54
Active

Today's Challenge: Course Planning

Example: Can I include attendance as a grade in my course?

www.uwindsor.ca/policies

View Policy

University of Windsor

SENATE BYLAW

Bylaw 54: Undergraduate Academic Evaluation Procedures
ADOPTED by Senate: 11 Feb 1974
AMENDED by Senate: 16 Jan 1976, 21 Sep 1977, 14 Dec 1978, 14 May 1981, 15 Oct 1981, 17 Mar 1983, 15 Dec 1983, 27 Sep 1984, 13 Dec 1984, 19 Sep 1985, 14 Nov 1985, 18 Jun 1986, 10 Jun 1987, 1 Dec 1987, 20 Oct 1988, 22 Sep 1989, 2 Nov 1989, 27 Jun 1990, 21 Apr 1994, 12 May 2004, 9 June 2005, 12 April 2006, 7 June 2006, 10 May 2007, 9 Dec 2009, 8 Feb 2013, 12 Apr 2013, 10 Apr 2015, 10 June 2016, 26 May 2017, 14 Dec 2018, 8 Feb 2019, 10 May 2019 (revised and renumbered from Bylaw 51, 08 Nov 2019, 13, Dec 2019).

AMENDED Due to Administrative/Organizational/Name Changes: 6 June 2014, 09 October 2015.

Today's Challenge: Course Planning

Example: Can I include attendance as a grade in my course?

www.uwindsor.ca/policies

HOME SEARCH ▾



View Policy



2.4 The procedures for the grading of class participation should be clearly stated to students in the written information specifying the procedures for the determination of final grades. When class participation is included in the final grade, the proportion of the marks awarded for class participation must be reasonable in all circumstances, and in all but exceptional instances, shall not amount to more than 20% of the final grade. In the case of courses where students are placed in field settings (such as practica, co-op placements, internships, clinical and field placements), where the basics of professional behaviour form a core component of the learning outcomes, attendance requirements may be imposed by the program area.

2.5 [Other Evaluation Procedures](#)

Today's Challenge: Course Planning

Figure out what you CAN and CAN'T include in your syllabus, using:

- the bylaws and policies list (Guidebook p. 68-69)
- The University Policy Database
www.uwindsor.ca/policies
- The Learning-Centred Syllabus and Bylaw checklist
<https://www.uwindsor.ca/ctl/501/syllabus>

Course Syllabus Must Haves

- All procedures determining final grade, such as curving, types and formats of evaluations, how the final grade will be calculated (caution: check bylaws 54 and 55 for restrictions)
- Dates of activities affecting final course grade
- Missed test/make-up evaluation policies
- Standardized grading scale
- Information on the last day to voluntarily withdraw from the course
- Information on the University's mental health resources
- Any other matters mandated by University, Senate, Faculty, or Department policy



More Course Syllabus Must Haves

- Office hours
- Student Perceptions of Teaching procedures
- Use of Digital Learning Resources for Instruction and Assessment
- Plagiarism & plagiarism prevention software
- Restrictions around recording lectures
- TIP: Set expectations on email response time



Tricky Bits



Attendance as
a grade?

Tricky Bits

Mostly No.

Exceptions: practica, placements, and internships where attendance an element of professionalism. (see your Head).

You CAN grade participation, with specific explanation of how and what is being assessed.



Attendance as
a grade?

Tricky Bits



Final
assignment
due last week
of term?

Tricky Bits

Mostly No.

Exception: if it is part of a set of routine, weekly tests integral to the teaching/learning process. Must be approved by Dean and listed in course syllabus. *



Final
assignment
due last week
of term?

*Undergraduate, not including
Law and Education

Tricky Bits



Final exam 70%
of the final
grade?

Tricky Bits

Mostly No.

No evaluative procedure can be worth more than 50% of the final grade. In rare cases, the Dean may grant an exemption. For DE courses only, students can be required to pass the final to pass the course. Approved exemptions must be stated in syllabus. *



Final exam 70%
of the final
grade?

*Undergraduate, not including Law
and Education

Tricky Bits



All assessments
due after
November 15?

Tricky Bits

Mostly No.

At least 20% of marks must be provided to students before Voluntary Withdrawal deadline. Exemptions can be approved by Dean, then explained in syllabus. *



All assessments due after November 15?

*Graduate and Undergraduate (not including Law and Education)

Tricky Bits



Require students
to pay for online
tutorial
program?

Tricky Bits

Yes, within limits.

- 10% of lowest domestic tuition cost for 3-credit course
- 20% or less of course grade
- Assessment tool can't be bundled with textbook
- Deans can approve higher limits.
- Specific text to include in syllabus



Require students to pay for online tutorial program?

Tricky Bits



Run student essays through U's plagiarism detection program, Turnitin?

Tricky Bits

Yes, *if* you include that information in your syllabus



Run student essays through U's plagiarism detection program, Turnitin?

Tricky Bits



Schedule
midterm on
Saturday
(outside of
Reading
Week?)

Tricky Bits

Yes, in exceptional circumstances. *But*, students who can't make it have to be accommodated with an alternate evaluation equivalent in terms of type, format and level of difficulty.



Schedule
midterm on
Saturday
(outside of
Reading
Week?)

Tricky Bits



Schedule
midterm on
Saturday DURING
reading week?

Tricky Bits

No.
No evaluations
during reading
weeks.*



Schedule
midterm on
Saturday DURING
reading week?

* Exceptions for weekend-only
programs.

Tricky Bits



15% of grade
for spot or pop
quizzes?

Tricky Bits

No.

- No spot quiz can be worth more than 2%
- Total for all spot quizzes cannot exceed 5%
- Number of spot quizzes and value of each must be included in syllabus.



15% of grade
for spot or pop
quizzes?

Tricky Bits



Change to syllabus once I've met students?

Tricky Bits

Yes, up to the end of the second week of classes.

- After that, dates can only be altered for compelling administrative or instructional reasons
- AND Two weeks' notice to students
- AND Procedures for determining grades cannot be changed after first two weeks. *



Change to syllabus once I've met students?

* Undergraduate. For Graduate, changes ok with consent of majority.

Tricky Bits



Change description
of a course I've
been assigned to
teach?

Tricky Bits

No.

- Must use course description, as approved by Senate, including general content of the course in the calendar description, course learning outcomes, and contact hours.
- Instructors determine how best to teach the material and to assess the students.



Change description
of a course I've
been assigned to
teach?

Tricky Bits



Use materials developed by another colleague for a course I've now been assigned to teach?

Tricky Bits

Mostly, no.

- If course materials developed by faculty member as part of their regular teaching duties, the copyright belongs to the instructor and they do not need to share.
- If faculty member was given a course release specifically to develop the materials for use by the department, then the material belongs to the department.



Use materials developed by another colleague for a course I've now been assigned to teach?

Tricky Bits



Can another instructor
require me to change
my course, when it is
not a section of
a multi-section course?

Tricky Bits

No.

- You have the right to determine how best to teach that material and to assess your students.



Can another instructor require me to change my course, when it is not a section of a multi-section course?

Tricky Bits



Prohibit
recording of
classes?

Tricky Bits

Yes, if included in course syllabus.

- If not prohibited in course syllabus, can still restrict or prohibit recording of particular classes with advanced written notice.
- Exemption: students with accommodation to record and exemptions to their recording
- Exemption: recording of guest lecturers/classmates/presenters must receive their prior consent.
- Any recording is for private study by individual student.



Prohibit
recording
of classes?

Tricky Bits



In-person final exam or synchronous online final exam (specific three-hour exam block) for an asynchronous online course?

Tricky Bits

No.

- All assessments in asynchronous online courses must also be asynchronous.
- Must provide sufficient flexibility to meet the range of location and timing needs of students.
- Final exam must start or end with slot scheduled by the Registrar's Office.



In-person final exam or synchronous online final exam (specific three-hour exam block) for an asynchronous online course?

GETTING HELP

~~50/50~~

~~Poll the Audience~~



Phone a Friend



Your Phone-A-Friend Helplines

BYLAWS AND POLICIES

- RENEE WINTERMUTE
- ALISON ZILLI
- DANNY ANGER
- YVONNE ARNOWITZ
UNIVERSITY SECRETARIAT

COLLECTIVE AGREEMENT

- IVA GENTCHEVA
OFFICE OF THE PROVOST

YOUR ASSOCIATE DEANS AND HEADS

**Phone a Friend Helpline
Guidebook: p. 21**

Lunch

Co-Sponsored by the Windsor University Faculty
Association (WUFA)





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How Do You Get Started With Service?

Dave Andrews, Department of Kinesiology

Context



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Teaching

Research

Service

Context



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Teaching

Research

Service

Context



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Teaching

Research

Service

Importance



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Outlets



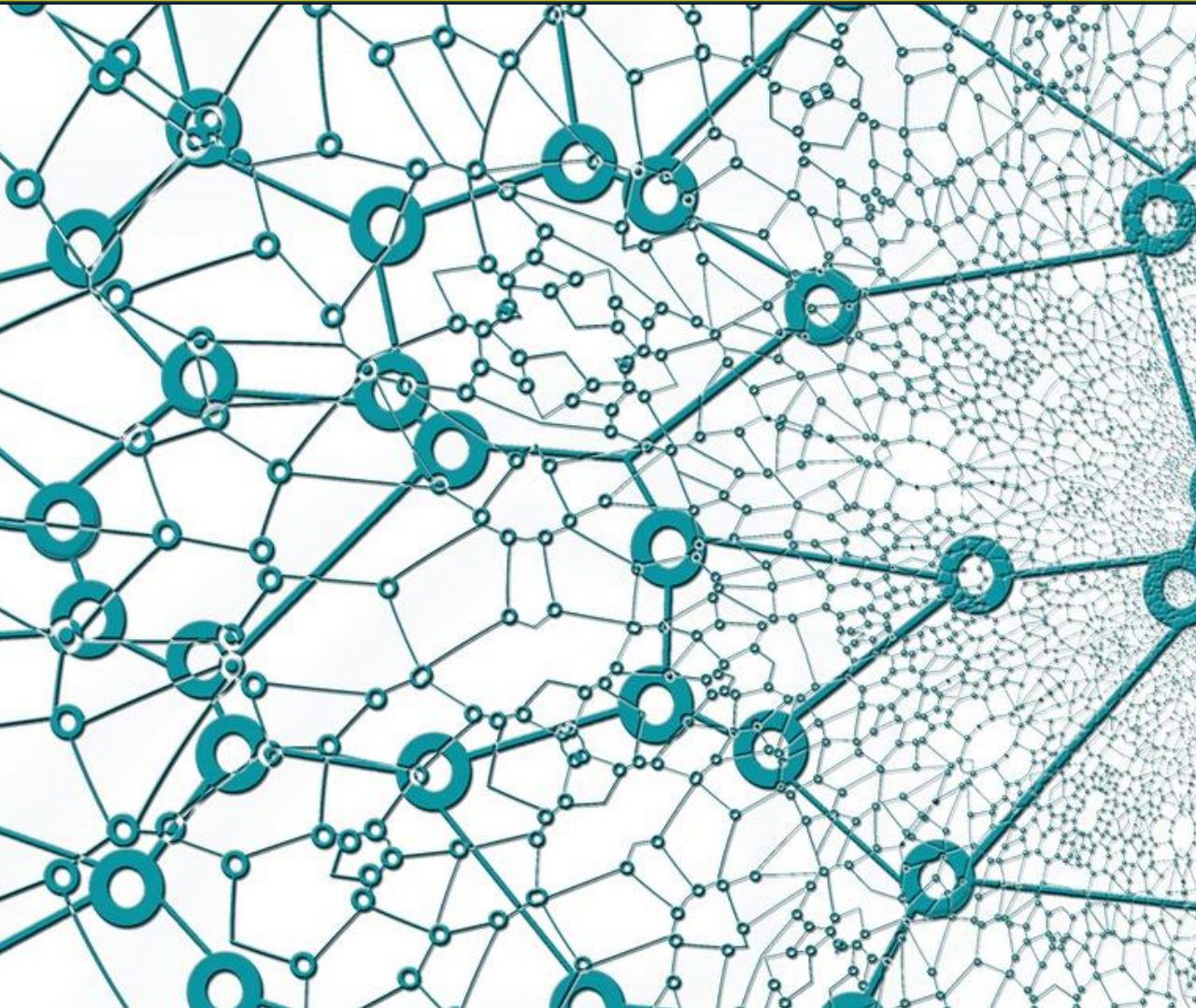
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Benefits



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- Network
- Get yourself known
- Advance teaching & research
- Improve understanding of how University functions

Benefits



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- Professional development
- Learning
- Personal fulfillment
- Gives you a say



Challenges



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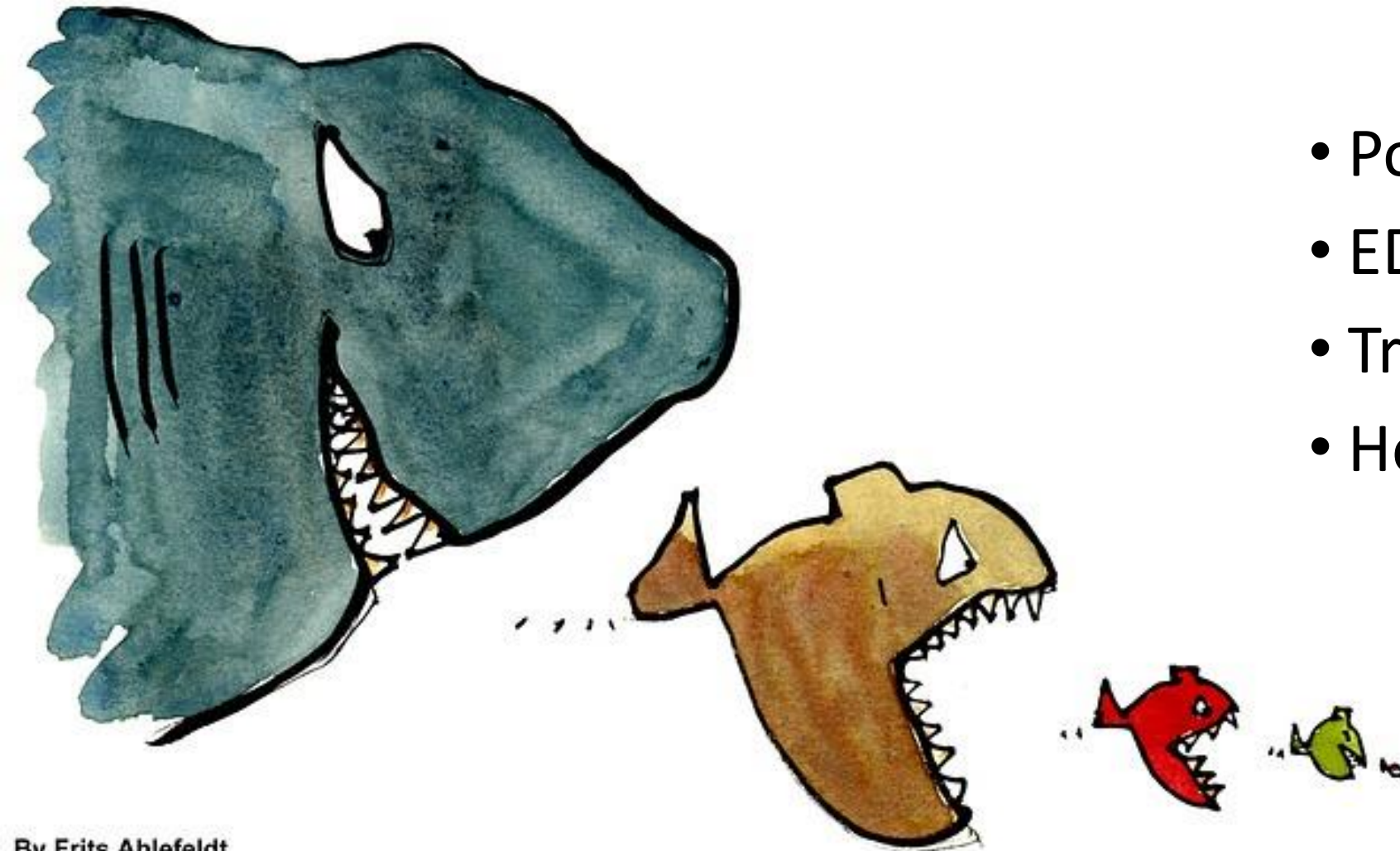


- Time
- Balancing commitments

Challenges



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- Power differential
- EDI considerations
- Trust
- How to say no

How to Get Involved



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Let your interests be known

**Supervisor/Chair/Head/Dean
More senior colleagues**



I am
interested
in ...

A yellow thought bubble with a black outline, containing the text "I am interested in ...". The bubble has several smaller circles leading to it from the bottom left.

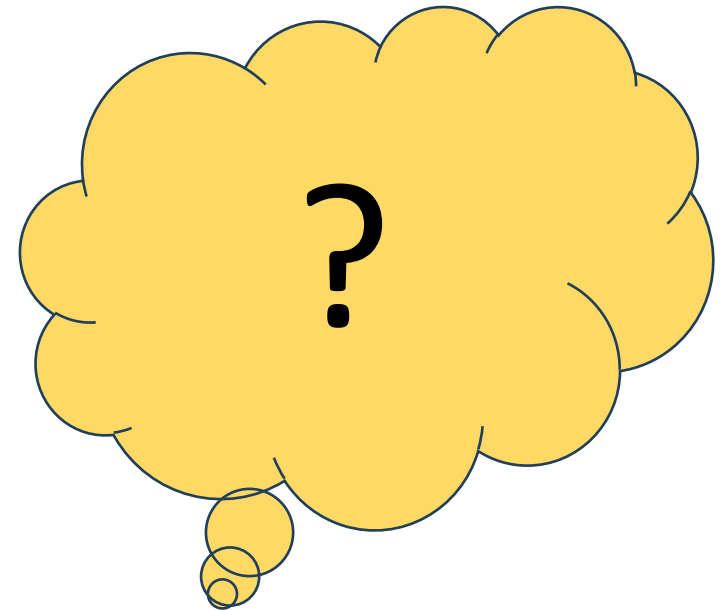
Some FAQs



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- When should I start?
- How much is enough/too much?
- What type of service should I focus on?
- Is service required to be promoted?
- How is service assessed?
- Who can I talk to?



Mentoring



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Formal

e.g., AAU/Faculty,
Early Career Mentoring (CTL)

Informal

e.g., AAU/Faculty, union

Consider different perspectives

e.g., junior, senior, retired, faculty, staff, administration

Getting Started ...

Roundtables



Roundtables



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- Three rounds, 20 minutes each
 - Facilitators ~5 mins.
 - Group discussion – effective approaches, ongoing challenges ~15 mins.
- Take a few minutes and choose your next roundtable

Roundtables: Getting Started in...



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1. Research: Finding External Grants and Research Partnerships

Sara Kenno, Ingrid Qemo, Nicole Roberge, Office of Research and Innovation Services

2. Research: Accessing Seed Funds and Navigating the UWindsor Research Ecosystem

Kate Rosser-Davies, Youstina Saad, Gagneet Kaur, Office of Research and Innovation Services

3. Teaching: How Do You Know It's Working?

Jess Dixon, Department of Kinesiology; Michelle Bondy, Faculty of Science

4. Teaching: Indigenizing Your Teaching

Jaimie Kechego, Centre for Teaching and Learning; Rebecca Major, Department of Political Science

5. Service: Choosing the Right Service Opportunities

Andrew Allen, Faculty of Education; Steven Rehse, Department of Physics

1. Research: Finding External Grants and Research Partnerships
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Up Next...

Optional Session

- Campus Tour: 3:10pm

Tomorrow...

- Breakfast: 8:30-9:15am (9:15am start time)
- Elevator Pitch Presentations
- Working Across Differences: Student Panel
- Renewal Tenure/Permanence Promotion (RTP/RPP) Process

Thank you!

