



University
of Windsor



NEW FACULTY
ORIENTATION

DAY 2: *Your Campus Networks*

TUESDAY JULY 27, 2021





TODAY'S *Schedule*

- Campus Community Network
- Working Across Difference:
Conversations and Strategies
- Return to Campus Q&A
- Reminder: One-Minute Elevator Pitch
Slide to henderin@uwindor.ca

The image features a complex network diagram. On the left side, there is a dense, spherical cluster of nodes connected by a web of thin, grey lines. These nodes are represented by various colored circles and ovals in shades of red, orange, yellow, green, cyan, magenta, and purple. Some nodes are significantly larger than others, suggesting a hierarchy or different levels of connectivity. On the right side, the network transitions into a more regular, grid-like structure of nodes and lines, which is less dense and extends towards the right edge of the frame. The overall background is a light, off-white color with a subtle pattern of small, dark dots scattered across it.

Building and Navigating Your Campus Network

YOUR CAMPUS NETWORK: Find a contact for when ...

You're not sure how to find the University's rules about what to include in your course syllabus.	You have questions about the collective bargaining agreement.	You want to talk about adding an entrepreneurial component to a course.	A student is requesting academic accommodations based on a disability.	You want to spread the word about your research or a great event you're holding.
You have questions about setting up a course site on Blackboard.	You are considering including an experiential learning opportunity (e.g., a community service learning element) into your teaching.	You have an international student who is feeling lonely and isolated.		You have a question about the promotion and tenure process.
	You have a student who comes to you because they are afraid they may fall out of their program.	You'd like to develop an online or hybrid course, or find an open textbook for your course.	You need to launch or transfer a research project involving human participants.	You would like to use a microphone while teaching a class.
I would like to hire someone using my grant funding.	You have a question about the Graduate Assistant contract.		The projector in your classroom is not working.	You've identified an Indigenous student in your class that needs additional support. Where do you refer them?
A student asks about getting help with her writing and citation.	You need information about Open Access publication for an article you are writing.		You see someone trying to break into an office.	
You'd like help with your teaching dossier.		You want your grad students to develop teaching skills, or you're looking for teaching leadership opportunities for them.	You need to get the textbooks ordered for your course.	You are interested in joining a fitness class.
You want to apply for Tri-Council funding.	You have an idea for a major modification to an existing program, a new program, or a for-credit graduate diploma.	You'd like to supervise a high-achieving undergraduate student as a research assistant.	A student or colleague reports they have experienced sexual harassment.	You have a student who is struggling, academically and/or personally, and looking for support and community connections.
You would like to develop your teaching practices.	You have a student who would like to go on exchange for a semester.	You have a student interested in volunteering their time to help newer students get oriented to campus life.	You have a question about your benefits.	You'd like to talk to someone about an experience of discrimination.

Campus Community Network Challenge

For every one of these questions, there's at least one booth that can help. Your goal is to see how many of these questions you can answer. If a booth agrees that they can help you with that question, mark that as one you've found....

Or, if you prefer, simply visit the booth that can help you with your key concerns right now.

The yellow squares are a bonus!

There and Back Again...

Getting to the Campus Community Network Virtual Fair

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

Getting back to our main meeting space:

Join by going back to your original calendar invitation or use the link in the Agenda to join NFO Day 2

See you back here, around 11:15....



See you back here at 11:15!



Working across Difference: Conversations and Strategies

Kaye Johnson | *Director, Office of Human Rights, Equity and Accessibility*

Agenda

- Land Acknowledgement
- Opening
- Contexts of Secondary Trauma
- Diversity, Equity, Inclusion
- Microaggressions, Microinvalidations, and Subtle Acts of Exclusion
- Inclusion: Self-Paired-Shared Activity
- Closing

Approach and Ground Rules

- Circle Approach
- Respectful Environment
- Resist Resistance
- Assume Good Intentions
- Ongoing Process

Secondary Trauma





Truth and
Reconciliation
Commission of Canada



National Centre for
Truth *and* Reconciliation

UNIVERSITY OF MANITOBA

It's not just a part of who we are as ***survivors*** – it's a part of who we are as a ***nation***.

– *The Honourable Murray Sinclair*

Honouring and preserving residential school truths for all time, for all of Canada.

- <https://nctr.ca/>

Brené Brown quote on why the need for BLM

Anyone who does not understand the need for the refrain, Black Lives Matter, Brené Brown sums it up well in the following quote from her book, *Braving the Wilderness: The Quest for True Belonging and the Courage to Stand Alone...*

“In order for slavery to work, in order for us to buy, sell, beat, and trade people like animals, Americans [...and I might add Canadians...] had to completely dehumanize slaves*. And whether we directly participated in that or were simply a member of a culture that at one time normalized that behavior, it shaped us. We can't undo that level of dehumanizing in one or two generations. I believe Black Lives Matter is a movement to rehumanize black citizens. All lives matter, but not all lives need to be pulled back into moral inclusion. Not all people were subjected to the psychological process of demonizing and being made less than human so we could justify the inhumane practice of slavery.”

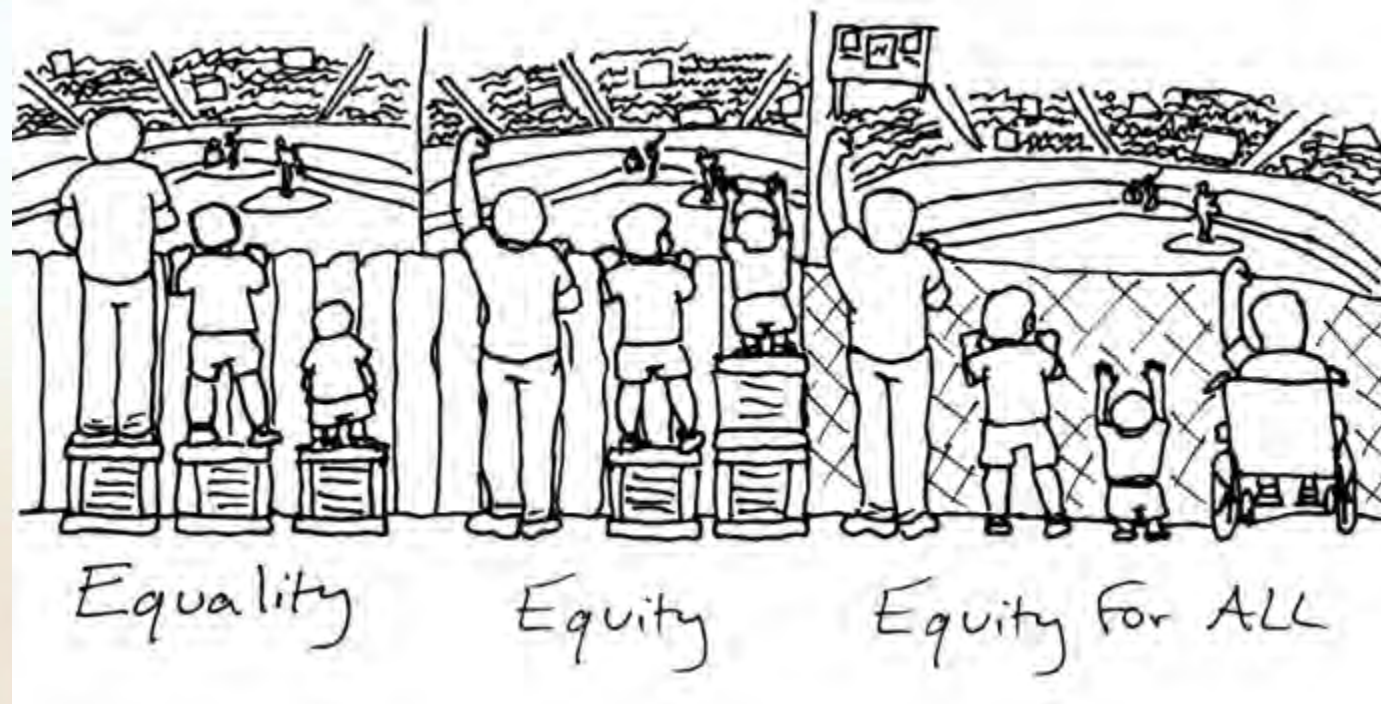
* Note of caution that the term “slaves” is part of the dehumanizing of people of African descent.

Diversity, Equity and Inclusion...



Diversity includes consideration of who is present *and* who is absent

Diversity, Equity and Inclusion...



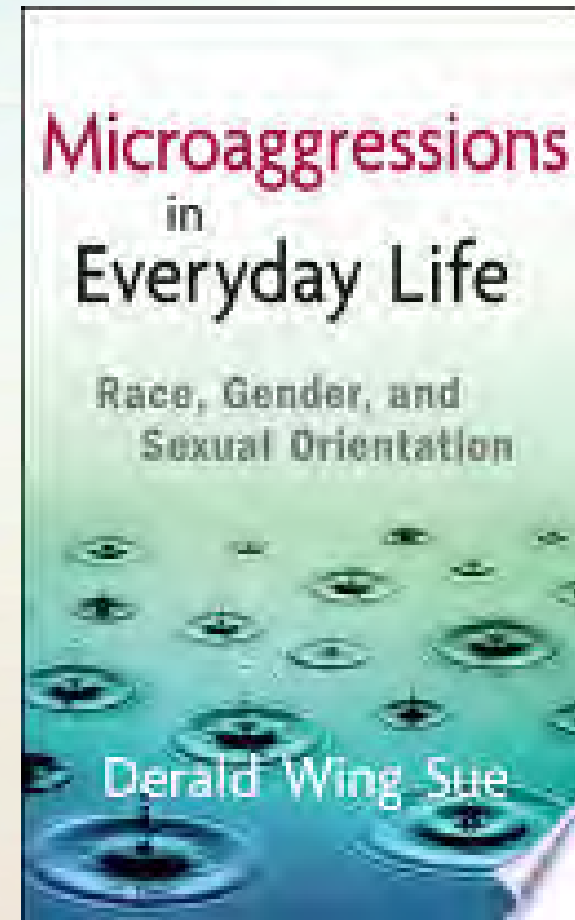
Equity is an equalizer—it recognizes differences and diverse needs

Diversity, Equity and Inclusion...



Either have inclusion or exclusion; there is no in-between

- Microaggressions
- and
- Microinvalidations



TIFFANY JANA

Author of Overcoming Bias and Erasing Institutional Bias

MICHAEL BARAN

SUBTLE ACTS OF EXCLUSION

How to Understand,
Identify, and Stop
Microaggressions

Framework of Subtle Action of Exclusion Types

- You are invisible
- You (or your people) are inadequate
- You are not an individual
- You don't belong
- You are not normal
- You are a curiosity
- You are a threat
- You are a burden

Self-Paired-Shared Activity

1. What are the ways in which people are excluded?
2. What are the ways in which people are included?
3. In what ways, in your particular context, can people value the differences others bring to the group and make the group experience more inclusive?

Never lose sight of the humanity of others
and our own humanity



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Questions? Discussion...





Thank you!

UWINDSOR TOGETHER



A SAFE RETURN TO CAMPUS

Jess Dixon, Professor, Department of Kinesiology
Sherri Lynne Menard, Environmental Health and Safety
Manager, Human Resources

Agenda



Return to campus life and community

- **Introduction**
- **Action Group on Fall Return**
- **Faculty & Staff Return**
- **COVID-19 Safety Plan and Safety Checklists**
- **Health & Safety Preparedness**
- **Classroom/Campus Preparations**
- **On-Campus**
- **Q&A**

Maximizing Opportunities for On-Campus Experiences



Return to campus life and community

The University of Windsor is committed to a phased approach towards the resumption of campus operations. The following approaches guide our planning:

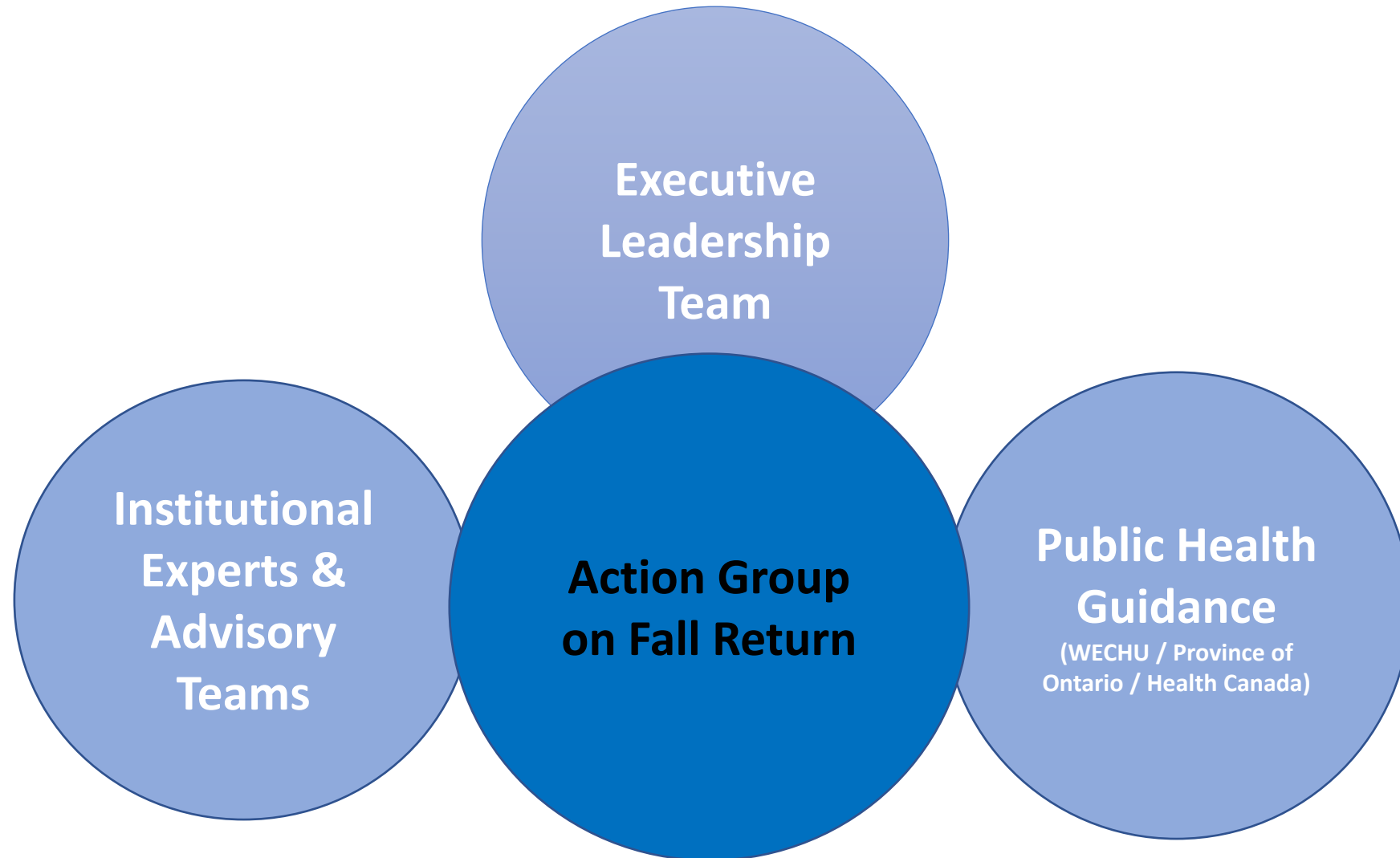
- Our top priority is to provide a safe environment for our staff, faculty and students.
- Our return to campus will be gradual, deliberate and guided by prevailing public health advice and provincial directives.
- We are committed to advancing the mission of our university while providing an exceptional student experience.
- We will adapt our campus spaces to ensure a safe and enjoyable on-campus experience.

Return to Campus Planning



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Return to campus life and community



Faculty & Staff Return: Guiding Principles



Return to campus life and community

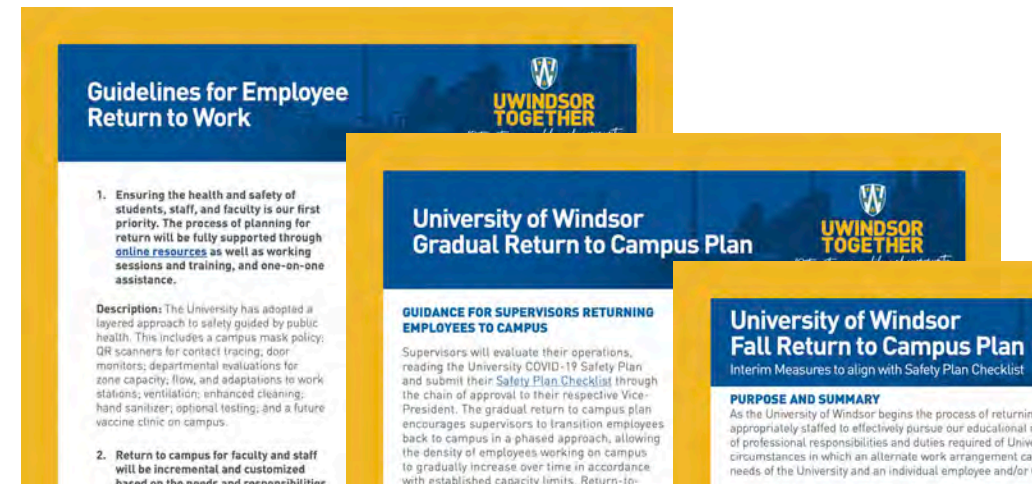
- Return to campus will be incremental, cascading down from the Executive Leadership Team and Academic and Administration Senior leadership followed by unit area Heads to ensure all areas are prepared for a smooth, transparent, and collaborative return to campus.
- The University is currently planning a return to campus at a maximum initial capacity of 50% total occupancy.
- All student and employee-facing services will have a presence on campus prior to Fall return.
- Other priority areas may be determined by specific managers in consultation with their respective Vice-Presidents.
- Return to campus for research activities will continue to be governed by The Resumption of Research Framework.

COVID-19 Safety Plan



Return to campus life and community

- Intended to provide the University of Windsor community with a standardized plan
- Incorporates recommendations by federal, provincial, and local public health authorities and legislation
- There is one *COVID-19 Safety Plan* for the entire campus and is required to be reviewed by The Dean/AVP/Executive Director or designate/delegate.
- If an area has already completed a safety plan, those plans are still applicable




Safety Plan Checklists



Return to campus life and community

- *Safety Plan Checklists* need to be completed and returned to Health & Safety department for approval.
- The information provided in the checklist will help to determine how and when staff return to their respective departments and offices.
- Managers will also be provided direction and guidance about how to address concerns that may be raised by employees about our return-to-work efforts.

Appendix A: Return to Campus COVID-19 Safety Plan Checklist  University of Windsor

This checklist is an appendix to the University of Windsor COVID-19 Safety Plan, to evaluate department/unit readiness to return to campus, and to identify activities or measures that are not covered in the Plan. For departments with activities in multiple buildings, list each building and applicable room numbers/locations that are included in this plan, or alternatively, a separate checklist may be submitted for each building location. This checklist must be submitted to Health and Safety at: safety@uwindsor.ca for review and feedback prior to approval by the applicable Vice-President.

Section i

Department:	
Faculty:	
Date completed:	

Section ii

1. Among individuals identified in Question 1, will there be separate groups or teams that work independently of one another?

<input checked="" type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
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Alternate Work



Return to campus life and community

- Given capacity limits, as we begin the process of returning employees to campus it must always be appropriately staffed to effectively pursue our educational mission.
- In recognition of the wide range of responsibilities and duties required of University employees, there may be special circumstances in which an alternate work arrangement can be implemented to balance the needs of the University and an individual employee and/or work team.
- Staffing plans will be articulated through the safety plan checklist and may include:
 - Varied arrival and departure times for staff
 - Adjustment of work days in the office and at home
 - Work from an alternate location

Accommodation requests



- Employees may make accommodation requests based on the following:
 - Family Status (Childcare)
 - Medical Accommodation due to a diagnosed medical condition
- Employees are required to submit an Employee Request for Accommodation form.

A screenshot of a web browser displaying the 'Workplace Accommodation Resources' page on the University of Windsor website. The browser's address bar shows 'uwindsor.ca/humanresources/workplaceaccommodation'. The page features a dark blue header with the University of Windsor logo and navigation links like 'FUTURE STUDENTS', 'ask.UWindsor', and 'MENU'. A large blue banner with the text 'Workplace Accommodation' is prominent. Below this, a sidebar on the left lists various HR resources, with 'Human Resources' expanded to show 'Workplace Accommodation Resources'. The main content area includes a breadcrumb trail, the title 'Workplace Accommodation Resources', and introductory text about the University's obligation under the Ontario Human Rights Code. It also features a blue button for 'How to Make a Workplace Accommodation Request (staff)', a section for 'Workplace Accommodation Guidelines', and a section for 'The Duty to Accommodate: A Guide for Supervisors'.

UWindsor is prepared for Fall 2021



Return to campus life and community

A screenshot of a web browser displaying the University of Windsor's "Return to Campus" page. The browser's address bar shows "uwindsor.ca". The page features a navigation bar with "FUTURE STUDENTS", "ask.UWindsor", a search icon, and a "MENU" button. On the left, a dark sidebar contains a "Return to Campus" heading and a list of links: "Information for Students", "Information for Faculty", "Information for Staff", "Information about Research", "Available and Remote Campus Services", "Institutional Response to the COVID-19 Pandemic", "Health & Safety: COVID-19 Guidelines and Protocols", "Action Group on Fall Return", "Latest News", and "Submit a Question". The main content area has a large blue banner with the "UWINDSOR TOGETHER" logo and the tagline "Return to campus life and community". Below the banner is a breadcrumb trail: "UWindsor Home > Return to Campus > Return to Campus Life and Community". The main heading is "Return to Campus Life and Community". A section titled "How do you UWindsor?" includes the instruction "Click the appropriate box for specific information about the 2021 Fall Return." and four blue buttons labeled "Students", "Faculty", "Staff", and "Research". At the bottom, a paragraph states: "The University of Windsor is planning for a return to **face-to-face programming and on campus activities in Fall 2021**, with a mix of face-to-face, hybrid, and online courses. Fall 2021 Courses are now available for viewing on **UWinside Student**. Please note that some course formats are subject to change. Fall 2021 timetables have been posted to the **Registrar site**."

Return to Campus
website

uwindsor.ca/returntocampus

UWindsor is prepared for Fall 2021



Return to campus life and community



Broad Range of Course Delivery Modes



Safe Lancer App



Zone and Flow Analysis



Scheduling and Capacity Limits



Masks and Other PPE
(Personal Protective Equipment)



HVAC and Water



Monitoring Wastewater



Rapid Screening



Enhanced Cleaning



International Student Intake Protocols

Classroom/Campus Preparations

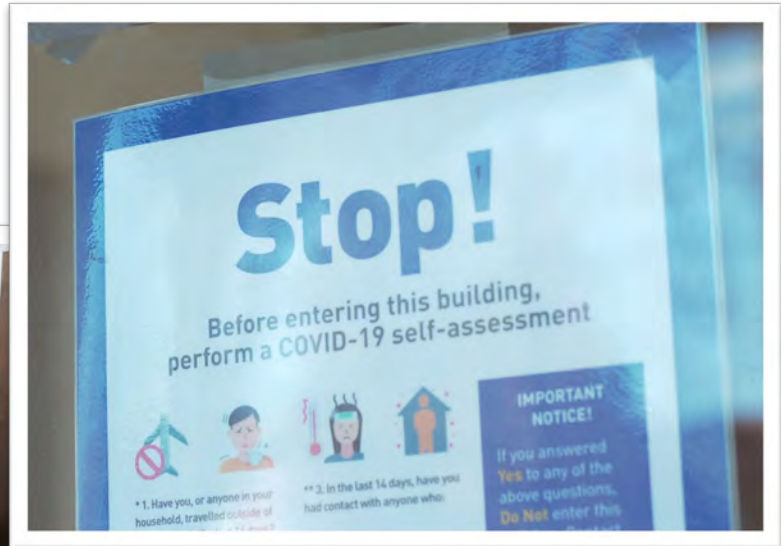


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Return to campus life and community



TIEx classrooms
• hyflex@uwindsor.ca
• Hy-flex teaching grants



Campus Safety



Return to campus life and community

Stop!

Before entering this building,
perform a COVID-19 self-assessment



* 1. Have you, or anyone in your household, travelled outside of Canada within the last 14 days?

2. Do you currently have the following symptoms?

- Fever
- Coughing
- Difficulty Breathing
- Or other signs of COVID-19

** 3. In the last 14 days, have you had contact with anyone who:

- Has COVID-19?
- Has or suspects they have symptoms of COVID-19?
- Has been exposed to someone with COVID-19?

4. Are you currently living with someone in isolation due to COVID-19?

IMPORTANT NOTICE!

If you answered **Yes** to any of the above questions, **Do Not** enter this building. Contact your supervisor or the person you are visiting to discuss alternative arrangements.

* Question 1 Disclaimer: This question does not apply to individuals who fall under Government of Canada Federal Exemptions to travel restrictions.



Protect against COVID-19

Face covering must be worn before entering

Thank you for understanding.



Elevator Occupancy

One person allowed in elevator at a time



Working Together for a Safer Campus Community

Washroom Safety Practices



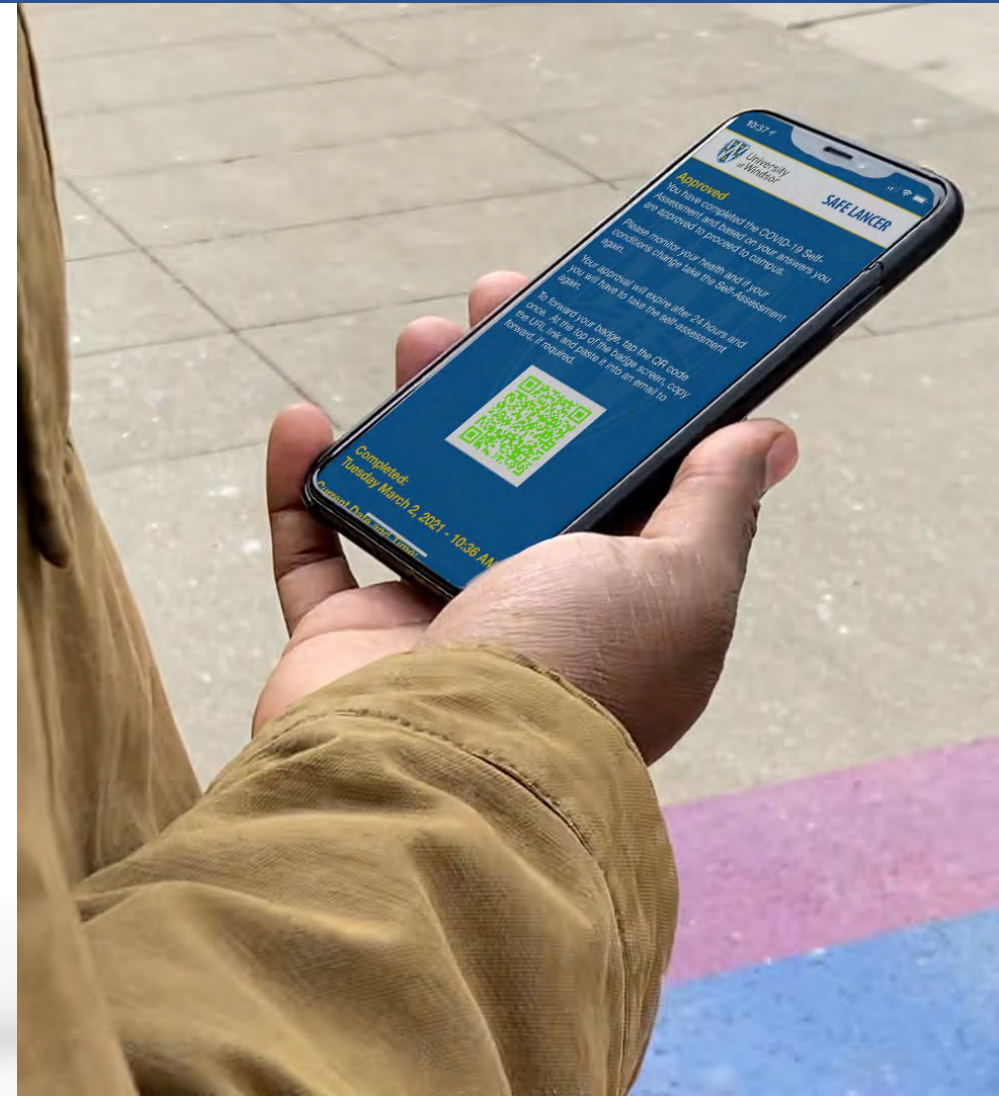
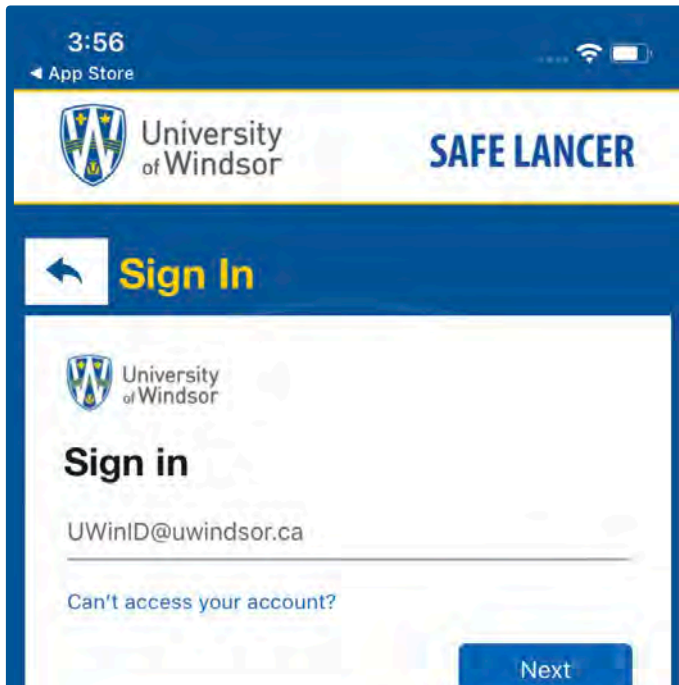
Consider smaller washrooms as single occupancy spaces. If occupied patiently wait 2m away from the door.



In larger washrooms, maintain physical distancing of 6 feet (2 metres).

Screening

- Safe Lancer App Enhancements
- QR Codes
- Data Collection



On Campus: Building Access



Return to campus life and community

- Buildings with classes/activities will be open (unlocked) with a door screener present to ensure everyone is scanning their QR code from the screening app upon entry.
- For access to locked buildings and after hours, individuals will be able to enter buildings using their fob (students, faculty and staff).
- Staff, faculty and students requiring after hour access or access to buildings that will not be unlocked will continue to enter using their fob and the designated building entrance door.

On Campus: Parking



Return to campus life and community

- **Parking lot operations resume September 1, 2021.**
- Staff can decide to **maintain** or **suspend** their parking permit.
- Monthly payments of \$84.56 (HST included) begin **September 1, 2021.**
- Faculty/staff who decide to suspend permit must inform parking services by August 15, 2021 at parking@uwindsor.ca. Currently assigned lot will be held for you until May 2022.
- Parking on campus will be at the pay-and-display lots only and parking in staff/faculty lots is not permitted without an annual permit.
- Pay and display lots cost of \$2.00/hour up to a maximum of \$10.00/day

Vaccination



Return to campus life and community

- Although vaccinations are recommended for most individuals for their health and safety by public health officials, it will not be a mandatory practice for returning to work on-campus.
- UWindsor recently launched a vaccination awareness campaign. Learn more at www.uwindsor.ca/takeajab.





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Return to campus life and community

Q&A

New Faculty Orientation – July 27, 2021



UWINDSOR TOGETHER

Return to campus life and community

New Faculty Orientation

July 27, 2021

Tomorrow:

- Course Design Confidential
- Instructor Challenge: Key Bylaws for Your Hip Pocket
- Making Your Research Matter
- Sharing Your Research: One Minute Elevator Pitches

Homework:

- If you haven't sent your research slide to Chris Henderin, do so ASAP:
henderin@uwindsor.ca
- Make sure you let us know if you got Bingo!

