

# Vice-Provost Faculty Relations Newsletter

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## What's New?

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The Office of the Vice-Provost, Faculty Relations monthly newsletter is distributed to all faculty. The newsletter's purpose is to offer helpful tips, send out reminders, answer Frequently Asked Questions, and to highlight items of interest to faculty.

## Office Updates

**Welcome back to a new term! We hope everyone had an enjoyable summer.** As we all navigate this new normal for the fall term, please reach out to our office with any questions you may have. Our general office email is [vpfaculty.relations@usask.ca](mailto:vpfaculty.relations@usask.ca) if you would like to get in touch. For helpful USask resources on remote working operations, please visit the university's [Remote Teaching](#), [Remote Research](#) and [Working Remotely](#) pages.

**The University Library is available to add library resources directly into your course, in the campus learning management systems Canvas and Blackboard.** See the [University Library website](#) for more information on their Course Reserves service, including a link to the online course reserve request [form](#). View their [guide](#) for information on the course reserves process, as well as instructions for how to move, edit,



and other common tasks that can be done with your course reserves once they are placed in your course. For any questions or comments please contact [course.reserves@usask.ca](mailto:course.reserves@usask.ca).

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## What's New Cont'd...

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Earlier this summer our office put out a call for **Distinguished Professorship Nominations**. The deadline for applications this year is **November 30, 2020**. Please visit our website [here](#) for information on the [Terms of Reference](#), the [Call for Nominations](#), and what should be included in an application package. For more information, please contact Jacque Zinkowski at [jacque.zinkowski@usask.ca](mailto:jacque.zinkowski@usask.ca).

**New Faculty Orientation:** Every year there is a New Faculty Orientation at the end of August. This year, due to COVID-19, New Faculty Orientation will be held virtually from Monday, August 24 to Thursday, August 27. The sessions will run at multiple times to ensure new faculty can find a day/time that works for them. Sessions topics include remote teaching, succeeding in your first year at USask, research excellence and support, and more. For more information on the schedule, visit our website [here](#). To register, visit the registration



page [here](#). You will need to select the day and time you would like to attend, as there are multiple sessions.

**Visit our New Faculty page [here](#)** for information on getting support as a new faculty member and to find helpful resources and links.

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## Reminders & Events

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**New Faculty Orientation – Aug 24 to 27.** Visit our website [here](#) under “News & Events” for more information and to register.

### Upcoming Dates:

- **September 1** is the deadline for candidates to provide information to their Department Head/Dean for salary review in support of their case. See the [Collegial Processes Calendar](#) for more information.
- **October 1** is the fall intake deadline for the University Conference Fund. Please see our website [here](#) for more information.
- **November 30** is the deadline for Distinguished Professorship nominations. Please see our website [here](#) for more information.

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**Vice-Provost  
Pick of the  
Month**

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## **Faculty Recruitment Best Practices for Conducting Interview and Processes Remotely**

Earlier this year our office prepared guidelines for conducting the search process remotely. With COVID-19, remote search and recruitment processes have become necessary. To aid faculty, department heads, deans and executive directors in this process, check out the following 10 tips. You can also view this document on our website [here](#). For more information and if you have any questions, please contact Katharine Fahlman-Smith at [katharine.fahlman-smith@usask.ca](mailto:katharine.fahlman-smith@usask.ca).

1. Ensure you continue to have a **rigorous recruitment strategy** that attracts a qualified and diverse candidate pool.

2. Remember to notify the candidate that **the university is willing to accommodate any accessibility needs** they might have throughout the interview process.

3. Schedule candidate interviews on user-friendly software such as **Microsoft Teams or WebEx**. If search committee members are not familiar with these programs, training is available through Working Remotely on the USask webpage.

4. Prepare candidates in advance for the online interview. Allow the candidate the option to **have a “practice session”** before their interview that will allow them to practice signing into the software program and to test their presentation (if applicable).

5. **Be flexible.** It is important to be cognizant that we are in unprecedented times and candidates need flexibility in setting up and participating in the interview process. Many are juggling working remotely, childcare, eldercare, medical concerns, etc.



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## Vice-Provost Pick of the Month Cont'd...

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6. Consider the geographical location of your candidates that may be in **different time zones** than Saskatoon. When setting the time for the interview, ensure the candidates and committee members are aware of the actual time for whichever time zone they are in. The website [World Clock Time Planner](#) can be very helpful in scheduling interviews spanning different time zones.

7. **Mirror your department/college's regular interview format** as much as possible. This would include the public presentation, since this is a part of the regular interview process, small group meetings, meeting with external stakeholders, etc. **All of these aspects of the interview process can be done virtually.**

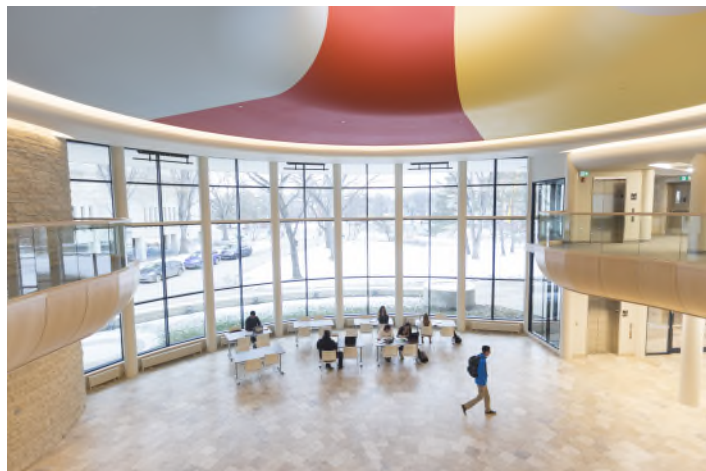
8. Have a member of the search committee **“moderate the day.”** This person will ensure the interview day schedule remains on track and includes virtually “bringing” the candidate from meeting to meeting. This will help alleviate any stress or apprehension for the candidate to avoid missing meetings or technical glitches.

9. Consider including a **casual debrief with the candidate and faculty** in the department/college at the end of the interview day. This will allow the candidate a chance to ask more casual questions about the department, college, university, etc.

10. **Be flexible in negotiations** with your preferred candidate, taking into consideration the uncertainty and apprehension your candidate may be experiencing. Candidates may have to make decisions regarding relocating to Saskatoon, without ever coming to Saskatoon.

**In the Vice-Provost Pick of the Month section,** each month we will tackle a common FAQ that our office gets. If you have ideas for

what to address in coming newsletters, feel free to email your suggestions or questions to [vpfaculty.relations@usask.ca](mailto:vpfaculty.relations@usask.ca).



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**End Notes:**  
***Faculty  
Spotlight***

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Congratulations to Dr. Kate Dadachova and Dr. Charity Evans in the College of Pharmacy and Nutrition, who both received USask research awards this year. Dr. Dadachova is the recipient of the 2020 University of Saskatchewan Distinguished Researcher Award and Dr. Evans is the recipient of the 2020 University of Saskatchewan New Researcher Award. Congrats to both!

In July, USask was ranked number one in Canada for water resources research, and ranked among the top 100 globally in four subject areas, by the 2020 Academic Ranking of World Universities. Thanks to all the strong teachers and researchers who contribute to these programs! Read more about the ranking [here](#).

USask social science and humanities researchers were awarded a total of more than \$1.73 million in federal funding, to examine critical social questions in everything from anthropology to philosophy. Faculty awarded include: Dr. Clint Westman, Dr. Glenn Stuart, Dr. Olga Lovick, Dr. Pei-Ying Lin, Dr. Devan Mescall, Dr. Robert Hudson, Dr. Shan Wang, Dr. David Mykota, Dr. Elizabeth Quinlan, Dr. Marjorie Delbaere, Dr. Valerie Thompson, and Dr. Kristina Bidwell. To read more about the projects, check out the USask article [here](#). Congrats to all!

Six USask researchers were awarded a total of \$715,000 by the Saskatchewan Health Research Foundation to lead new health research programs, including research on mental health and addictions. Congrats to Dr. Maureen Anderson, Dr. Hua Li, Dr. Rohit Lodhi, Dr. Walter Siqueira, Dr. Kristen Conn, and Dr. Sarah Donkers. Read more about the projects [here](#).

USask has been awarded a total of \$900,000 by the Canadian Institutes of Health Research (CIHR) to help strengthen the response and research on COVID-19. Three USask research teams will receive funding to research and track the impact of public health measures on COVID-19, to rapidly test COVID-19 drug treatments, and to rapidly identify antiviral drugs. Congrats to everyone involved!

*If you have something you'd like to see highlighted in Faculty Spotlight, send your suggestions to [vpfaculty.relations@usask.ca](mailto:vpfaculty.relations@usask.ca).*

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