

Vice-Provost Faculty Relations Newsletter

What's New?

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

In June, our office released **best practices on conducting the faculty recruitment process remotely**. These guidelines include information on how to conduct interview preparation, the interview itself, and any follow-up remotely, to ensure maximum success and minimal disturbance. Visit the Academic Recruitment section of our website under [Faculty Recruitment Remotely](#) to view the guidelines.



The deadline for the transition to the new CV format was July 1, 2020. Faculty are now required to use the revised USask Standardized CV format and revised Forms 1 and 2. Please note this does not mean that faculty have to use the UnivRS system to generate their CV. You may use the online guidelines to create a word document or pdf version of your CV, which meets the requirements. For more information and to view the guidelines and forms, visit our website [here](#).

What's New Cont'd...

The University Library has launched **Contactless Pick-up at the Library**, to allow patrons to continue borrowing physical items from the collection. For more information and to use this service, visit the University Library's website [here](#).

In June, the university celebrated its first online **Employee Appreciation Week**. We would like to extend a thank you to all employees for the hard work you do! Thank you to all people and units



that are making an effort to adjust to these challenging times. It truly makes a difference to the campus community, and we appreciate it! Check out USask's gallery of photos submitted from Employee Appreciation Week [here](#).

Please note our office has a

general email at vpfaculty.relations@usask.ca. If you are unsure of who to send your email to, or for general questions, please use this email and we will direct your inquiry to the appropriate staff member.

Reminders & Events

Our office's upcoming events have all been cancelled or postponed due to COVID-19, with future dates to be determined.

Upcoming Deadlines:

August 1: This is the deadline for candidates seeking tenure, promotion or renewal of probation to provide their Department Head or Dean with any information they wish to introduce in support of their case, for the first meeting of the committee considering tenure/promotion/renewal.

For more information on these deadlines, please view the Collegial Process Calendar on our website [here](#). Information about tenure, promotion and renewal can be found [here](#).



Vice-Provost**Pick of the
Month**

***A Letter from Dr. Ken Wilson, Vice-Provost
Faculty Relations, to all Faculty During COVID-19:***

For this month's pick, we hear from Ken on his thoughts regarding how COVID-19 has impacted faculty and their work, and what faculty can expect in coming months as we see the continued challenges and changes of the pandemic roll out.

Dear colleagues,

The last four months of this academic year have upended our plans and expectations. Not only are we working from home, but many of our colleagues are experiencing excessive stress as they balance the demands of work and their home life. As academics we are too often trained with an expectation of productivity over all else, and admitting that we are stressed or not reaching our goals is seen as a sign of weakness. I believe that now is the perfect time for us to rethink this approach. I have found the last four months to be very stressful, and my professional and research goals have evaporated. I temper this self-assessment with the knowledge that I am very fortunate to be a tenured faculty member and senior administrator. We need to acknowledge the incredible amount of extra work that parents are doing. We need to acknowledge the added fear and uncertainty that pre-tenure faculty are facing. These are the people we will depend upon the most in the coming years; they will be our future leaders and mentors. Most of all, I want you to feel that we have your back now when it matters the most. From reading opinion articles, the results of campus surveys, and chatting with friends, you likely do not feel that way right now.

In the next few weeks, I will be working with the USFA leadership on ways to lower stress levels going into the fall term. We will be talking about research and teaching expectations, ways to streamline administrative tasks, and how to equitably run the salary review process. One step we will be working on is putting together some suggestions on how to write a COVID-19 impact statement for your salary review cover letter. Step two will be getting committees to respect and consider these statements.

This is not an easy process. I for one am listening and trying to learn as fast as I can, while supporting my graduate students through project planning, thesis drafts, and trying to get something written. I would love to hear your concerns and suggestions on what can be done to help you. If you feel comfortable doing so, email me directly. If not, please email the USFA and ask them to forward your message to me in an anonymous manner. We also have an office email where you can direct any questions, comments and inquiries to, at vpfaculty.relations@usask.ca. Feel free to send your concerns to that email address, and they will be forwarded accordingly to the correct person on our team.

Cont'd...

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

In next month's Newsletter, we will have suggestions for the preparation of Salary Review cases. As we move into the fall, we will work with Department Heads and Deans to support the work they do leading salary review committees. If you plan to submit a case file, it is a great idea to read over [Article 17](#) of the USFA Collective Agreement and the standards used within your department and college. These documents explain the technical procedures and standards used by your colleagues in assessing cases.

Once again, I want to thank all faculty for your time, energy and dedicated work to our university and the campus community. Your flexibility and adaptability is noted and we appreciate you.

Sincerely,



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 ypfaculty.relations@usask.ca.

End Notes:
***Faculty
Spotlight***

We would like to congratulate the following faculty in the College of Arts and Science on receiving College Research Awards this year, which were to be presented at June's Convocation.

New Scientist Research Award: Dr. Steven Rayan, Department of Mathematics and Statistics.

New Scholar/Artist Research Award: Dr. Colleen Bell, Department of Political Studies.

Distinguished Scientist Research Award: Dr. Yangdou Wei, Department of Biology.

Distinguished Scholar/Artist Research Award: Dr. Jeanette Lynes, Department of English.

Congrats to those involved in the USask-led international partnership that was awarded a \$2.5 million Partnership Grant from the Social Sciences and Humanities Research Council of Canada (SSHRC) to increase climate change education, training, and public awareness of climate change on a global scale. The six-year partnership is led by USask College of Education professor Dr. Marcia McKenzie.

Congratulations to the USask faculty and researchers involved in discovering what an armoured dinosaur (a type of ankylosaur) ate for its last meal. The dinosaur was initially discovered in a mine near Fort McMurray, Alberta in 2011. The discovery that its last meal was mostly fern leaves, stems and twigs, involved Western Canadian scientists from USask, Brandon University, and the Royal Tyrrell Museum of Paleontology in Drumheller, Alberta.

In our April Newsletter we congratulated all faculty who received tenure, promotion or renewal of probation this year. We missed including Dr. Alex Crizzle, School of Public Health, on receiving promotion to Associate Professor. Congratulations Dr. Crizzle!

Congratulations and thank you to all faculty and researchers working at USask's VIDO-InterVac on the COVID-19 vaccine, who have achieved promising pre-clinical results through their work. There is a lot of COVID-19 research taking place on campus, and the Canadian Institutes of Health Research (CIHR) also awarded three USask research teams a total of \$900,000 to help strengthen Canada's response to the COVID-19 pandemic. Congrats to all!

Congrats to faculty and scientists at USask's Centre for Quantum Topology and Its Applications (quanTA), based in the College of Arts and Science, which was named the latest Collaborative Research Group (CRG) by the Pacific Institute for the Mathematical Sciences (PIMS). The award includes \$200,000 in funding over three years.

If you have something you'd like to see highlighted in Faculty Spotlight, send your suggestions to vpfaculty.relations@usask.ca.

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