

MAUT Tenure and Mentoring Committee: Report for 2020-2021

Committee membership:

Peter Grutter
Andrew Kirk (Chair)
Kristine Onishi
Gloria Tannenbaum

Purpose (from [MAUT Bylaws](#)):

The Tenure and Mentoring Committee provides MAUT members support and guidance regarding the reappointment, tenure and promotion processes and engages in, documents, and presents professional activities that will assist faculty in their career advancement.

Activities include but are not limited to:

- Disseminating information about successful mentoring models at McGill.
- Organizing annual workshops for new faculty and chairs on tenure mentoring.
- Encouraging departmental help in establishing formal and informal mentoring.
- Alerting MAUT members about responsibilities regarding the preparation of the tenure dossier.
- Identifying/introducing advisors to MAUT members who can assist in the preparation of the tenure and promotion dossiers.

Activities in 2020-2021

Meetings: The committee met once in 2020/21 to review the 2020 Tenure and Mentoring Workshop, to discuss the state of mentoring at McGill and to plan the 2021 Tenure and Mentoring Workshop. The committee also held email exchanges before and after the meeting.

Mentorship: Following discussion last year the committee planned to invest more time in supporting mentoring at McGill. The first planned step was to create and circulate a survey on mentoring and mentorship experiences for academic staff and librarians with a view to possibly setting up an MAUT mentorship group. Kris prepared a draft survey which the committee began to review, but then in fall 2020 we became aware of the newly formed '[Provost's Faculty Mentorship Network](#)'. This is a university initiative aimed at creating a cadre of mentors which is planned to launch in Summer 2021. Gloria and Kris attended a Workshop (virtual) on the Central Mentorship Network set up by the Provost's office in January 2021, and reported back to the Committee. Andrew signed up to become a member of the network (as a mentor) and to get a better understanding of the training activities for mentors. To date, the network appears to be very well planned and mentors participate in monthly training activities that cover topics of good mentorship practices, confidentiality, active listening, equity and other relevant topics. The committee decided to review the effectiveness of this network in another year, once it has accepted the first group of mentees in June 2021.

Annual Tenure and Mentoring Workshop 2020: The workshop was initially planned to be held on April 23rd 2020. However, with the onset of the COVID-19 pandemic (mid-March) and the subsequent need to move all meetings to an on-line format it was decided to shift it to May 7th and to hold it via Zoom. The section on mentoring was shortened to allow time for a discussion of tenure and reappointment issues related to COVID-19 and the tenure/reappointment deferral option introduced by the McGill administration.

The online workshop ran in a similar way to previous in-person workshops, with a plenary session followed by breakout groups that were held using Zoom meeting rooms, and then a final plenary. One speaker (Sarah Woolley) was unable to attend due to a last-minute issue but otherwise all speakers were able to present.

35 faculty members attended the workshop. This is a significant reduction from the 60 who attended it in 2019 and is also lower than the average of 53 who attended during the previous four years. In speculating on the reason for the reduction it could be that (a) many faculty had already decided to defer their tenure/promotion submission and so felt it was not necessary to attend this year, (b) the online format was not attractive (although other online MAUT events such as the AGM were well-attended), (c) the pandemic-induced stress meant that people were using their time for other things such as childcare, (d) late notification about meeting making it difficult to fit the workshop into a hectic schedule, (e) perhaps the May date is not as good as a mid-April date as May is start of summer session.

Attendees were invited to provide post-workshop feedback via SurveyMonkey. Only two provided such feedback, which is a lower ratio than when attendees are asked to submit paper feedback forms at the workshop itself. The feedback was generally positive. One comment was regarding how faculty could obtain mentorship if they are not assigned mentors.

Annual Tenure and Mentoring Workshop 2021 Planning: The committee reviewed agendas for previous years, together with feedback received from attendees. It was decided to invite Associate Provost Angela Campbell to present on mentorship, so that attendees would become more familiar with the new mentorship network. Last year's 'special' section on COVID-19 impact was removed, although attendees will still be informed of the measures that the university has in place to take the impact of COVID-19 on academic performance into account. Polling will also be used during the meeting to obtain more feedback from attendees while the meeting is underway.

The workshop is planned to be held on-line (via Zoom) on April 21st 2021. All pre-tenure faculty and librarians have been informed, and department chairs have also been requested to encourage their pre-tenure members to attend. The agenda is attached.

The committee would like to thank Jo-Anne Watier for all efforts in setting up and running the online workshop. We are also very grateful to all the presenters and faculty moderators.

Proposed activities for next year

The committee hopes that the annual workshop will be able to return to an in-person format next year. The committee will also pay attention to the activities of the Provost's mentorship network to better understand whether there remains a need for other mentorship activities at McGill.

Changes to Committee membership for next year

No changes are proposed to the committee membership for next year.

Submitted by: Andrew Kirk (Chair)