

## **REPORT OF THE MAUT TENURE AND MENTORING COMMITTEE TO MAUT COUNCIL 12 April 2019**

### **The Purpose of the Tenure and Mentoring Committee is:**

To provide new faculty and librarians support and guidance to become familiar with the tenure process early on in their career; to engage in, document, and present professional activities that will garner them tenure in due course; and to facilitate their integration in departments and McGill community.

### **Activities include:**

- Providing annual workshops for new faculty and chairs
- 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 dossier
- Soliciting departmental help in establishing formal and informal mentoring
- Disseminating information about successful mentoring models at McGill

### **2018-2019 Committee Members:**

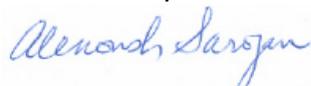
Gloria Tannenbaum; Alenoush Saroyan (Chair)

The Committee's main activity is to plan and organize the annual Tenure and Mentoring workshop.

Last year's workshop was held on 20 April 2018 and the agenda can be found [here](#). Fifty-nine individuals participated in this workshop and 6 individuals joined MAUT subsequently. Evaluations were extremely positive (Appendix I).

To plan this year's workshop which will be held on April 24<sup>th</sup>, the Committee met on February 11, 2019. Email correspondence was used to monitor progress of assigned tasks. This year's agenda will include the two new presentations on Altmetrics and the Service Portfolio which we introduced last year. Several new presenters will contribute to the workshop. The event has been publicized via the MAUT listserv and through direct messages to the untenured cohort and to Chairs and Deans to encourage participation. The notice also appears on the MAUT website. As in last year, attendance is restricted to MAUT members or those who intend to become a member following their gratis year. To date, 60 individuals have registered.

Submitted by Alenoush Saroyan (Chair) and on behalf of Gloria Tannenbaum.





## McGill Association of University Teachers Evaluation Comments

### 17<sup>th</sup> TENURE, RENEWAL AND MENTORING WORKSHOP *for* ACADEMIC and LIBRARIAN STAFF

McGill University Faculty Club

April 20, 2018

#### 1. *Did the workshop meet your expectations?*

- a. Yes, I liked it better than the one I took 2 years ago
- b. Yes
- c. Yes, I thought it was very helpful and a good use of my time.
- d. Yes, I would even say that it surpassed my expectations.
- e. Absolutely. Very helpful.

#### 2. *What were a couple of aspects that you found most worthwhile?*

- a. Concrete examples and tips for teaching and research dossier
- b. All of the presentations were helpful, especially the presentation by the librarian. The most valuable part of the morning was the break-out session for the different disciplines. I learned some very important information during that discussion.
- c. I thought the presentations on the teaching portfolio and the research portfolio, and the breakout session, were especially useful. The panel discussion was also helpful, but a bit inconsistent in terms of the useful information being conveyed
- d. Going over each portfolio one by one.  
Discussing re-appointment in the context of this workshop.  
Breaking into small groups by Faculty - Dr. Duchaine and Hébert from Medicine gave extremely useful advice.
- e. The round-table discussion with others who have gone through the process.

#### 3. *Was there anything in the program that you wish would have been different?*

- a. Having slides beforehand would help a lot
- b. No. The coffee and pastries were also very good!
- c. The program felt a bit rushed. Maybe it would be good to combined the altmetrics with the research portfolio, or perhaps shorten the service portfolion presentation or fold it in with

another presentation. This one felt the most vague and offered the least specifics that I found useful.

- d. There seems to be different perceptions of mentoring around the university. In my department, it seems to be construed by many (but not all) as a lack of independence, even though formal mentorship is a requirement of some grants applications (e.g., chercheur boursier Junior 1).
- e. Maybe the chance to meet more than one round-table leader.

#### **4. *What other workshops would you like to see MAUT offer?***

- a. Perhaps a McGill navigation workshop of the rules and regulations for parental leave and other special leave? I just been through the process and it has been hell...
- b. I am too early in this position (started in January) to offer something useful.
- c. It might be nice to have one specifically on re-appointment- this was addressed here, but was not the main focus.
- d. Not any that I can think of right now, but I will look out for other workshops in the future. It also convinced me to renew my membership for the coming years.
- e. Workshops on the structure of the University in terms of departments, schools, faculties, etc. I am still trying to figure out what is what and who is who and it is not easy.

#### **5. *General Comments:***

- Thanks for your workshop. I had to leave after the breakout session, but I was thankful for what I heard and saw.
- I really appreciated the workshop, particularly being introduced to the different portfolios.  
Also, I liked the opportunity to discuss with other members of my faculty. We were all at different stages and it was interesting to learn about their experiences.  
The duration of the workshop was adequate.