

SUMMARY OF ACCOMPLISHMENTS

I am deeply honoured to serve as Dean of the Faculty of Arts and now to be under consideration for reappointment to that role for a second five-year term.

Quite simply, I am a COVID dean. I interviewed for the position just as the University was pivoting to remote learning and working. I assumed my role later in 2020 and led the Faculty of Arts through the pandemic amid significant enrollment, budgetary and remote learning challenges and enormous turn-over both in the leadership of the Faculty of Arts and on the University's senior leadership team. My main charge for most of my first term has been to keep the wheels on — to keep our students learning and our scholars researching while delivering a balanced budget.

In what follows, I organize the summary of my accomplishments around both (1) the main goals that I set for myself for my first term, and (2) the duties with which I am contractually charged in my letter of appointment.

Of course, a dean does not work in isolation — especially in a Faculty as large and complex as the Faculty of Arts. Most of my work happens by way of delegation, or by way of quiet background support. Therefore, many if not most of the achievements I describe below were to a great degree the product of others' work, inventiveness and expertise. I am grateful to have served as Dean while brilliant, committed colleagues and students enacted their visions for the Faculty in a range of ways, and to have been able to support them as they did so. Any successes in this summary belong to the Faculty as a whole; any failures are mine alone.

(1) My Goals as Dean

When I started my first term, I set myself three major goals: (i) to improve Faculty governance and transparency, and in particular to make Faculty Council more functional; (ii) to retain our globally-ranked Department of Psychology, which was beginning the process of leaving the Faculty; and (iii) to begin to make amends to Indigenous communities and rebuild relations with them after a speaker series in early 2020 ruptured those relations. I have accomplished (i) and (ii). Faculty governance is both vigorous and collegial; and Psychology has set aside its earlier plans to break off from Arts. As for (iii), I feel good about the ways in which I have strengthened our relationship with Indigenous communities, but as a settler scholar and university leader, I would not wish to characterize that work as complete because the work of truth, conciliation, and reconciliation will continue (to borrow treaty language) as long as the sun shines, the grass grows and the river flows.

(i) Faculty governance and transparency

- Offered Zoom governance workshop to all Faculty of Arts members to increase their confidence in participating in collegial governance; video of workshop posted online for ongoing reference;
- Made key changes to Council agendas to allow more time for substantive discussion. Specifically, added members' forum at beginning of agenda, adopted use of consent agenda for *pro forma* items, and implemented practice of scheduling additional meetings if needed to get through agenda items such that Council never adjourns later than 4:30, thus ensuring that

colleagues needn't choose between participating in collegial governance and maintaining work-life balance. Adopted practice of stepping out of the chair during Dean's report to increase confidence in chair's disinterested commitment to good process;

- Convened several special meetings of Council during University budget challenge years to provide as much transparency and consultation as possible about both the University's and the Faculty's budgets;
- As work and learning shifted back to campus in 2021/2022, maintained accessibility and high level of Council participation (typically, 70 to 90 participants) via use of hybrid meeting modality; developed and implemented distinctive in-house approach to hybrid voting to align as closely as possible with fundamental principles and goals of parliamentary procedure;
- Held a series of town halls on Arts strategic priorities and on equity, diversity, inclusion and anti-oppression to ensure open communication and thorough consultation;
- Using consultation-in-committee, updated Faculty of Arts Policy Handbook and Arts Criteria Document for a range of purposes, including to clarify membership of Faculty Council, parliamentary procedure for Faculty Council, and criteria for merit increments;
- After years of contestation, we were finally able to pass a new, streamlined Arts core curriculum at Faculty Council by an overwhelming majority vote. I believe that this outcome is in part a consequence to changes I implemented at Council. While I list this here under the category of governance, it is important to note that this is also an academic success, the main beneficiaries of which are the students, who benefit from more streamlined, flexible and intuitive Arts degree requirements.

(ii) Department of Psychology

- Held regular, substantive meetings with Psychology Department Heads (across four Heads during my first term), supporting them across a range of issues;
- Supported Director of Clinical Training (DCT), and Clinical Placement Coordinator and advocated for them with other university units across a range of challenges, including physical accessibility of the Psychology Training Clinic, student and EDI issues, and personnel compensation and retention challenges;
- Director of Psychology Training Clinic appointed after a challenging, years-long search;
- Provided various direct and indirect support for scholarly and professional recognitions for Psychology Department members, including research chairs, and provincial and national awards and distinctions;
- Provided support for successful CRC Tier 2 and CFI application;
- Appointed three tenure track members;
- Worked closely with Head and DCT on a short timeline to develop successful \$5.8M Health and Human Resources (HHR) -funded clinical psychology expansion proposal; this followed by a \$1.2M increase to same the following year;
- Supporting Psychology in implementing HHR expansion, including via renovations, and hiring of staff clinical psychologist and multiple faculty positions, *inter alia*;
- Regularly attend Department of Psychology events, including annual awards ceremony, honours symposium, and poster showcase.

(iii) Relations with Indigenous communities

- Initiated a new Faculty tradition of partnering with a local Indigenous artist each year to create Arts holiday and general-purpose art cards. This initiative has provided fair

compensation and excellent exposure for four Indigenous artists to date, while strongly conveying to recipients of the cards the Faculty of Arts' deep respect for Indigenous peoples. At least two other University of Regina units (the Indigenous Engagement Office and the Archer Library) have adopted Arts' model and are now likewise supporting local Indigenous artists while raising awareness about Indigenous culture via their own implementations of the initiative;

- Took Four Seasons of Reconciliation course and encouraged all Arts employees to take it; Served on University-level Four Seasons of Reconciliation Working Group. Took Indigenous Peoples' Health Research Centre's module on Building Research Relationships with Indigenous Communities, and participated in Centre for Teaching and Learning's Land-based Pedagogy workshop;
- Following discovery of human remains at former Marieval Indian Residential School on Cowessess First Nation, provided Faculty of Arts staff support at First Nations University of Canada (FNUC) for all four days of feasts for the victims, and volunteered at feast myself;
- Provided financial support and advice to the Healing Journey – a walk from Regina Indian Industrial School to Kamloops in memory of residential school survivors and children;
- Marked first National Day for Truth and Reconciliation by hosting a half-day public reading of Volume 4 (*Missing Children and Unmarked Burials*) of the Final Report of the Truth and Reconciliation Commission of Canada (TRC) on the green across from the Legislative Assembly;
- Sponsored Discover Your Direction outreach event for Indigenous youth, served on organizing committee, and recruited presenters (all from the Faculty of Arts) for the 2022 offering;
- Regular meetings with previous director of ta-tawâw Student Centre to mend relations. Brought Dean's Executive Committee members to ta-tawâw Student Centre for smudge teaching;
- Held a Dean's Executive retreat at mâmawêyatitân centre, including a working session on applying the TRC Calls to Action in Arts;
- Attended multiple ceremonies and pow wows on campus and in the larger community; Arts was the only faculty with a presence at We Walk Together miyo-wîcîwitowin Day. I attended with Associate Dean Sperlich. Supported Faculty of Arts participation in Treaty 4 Days, including education tipis and parade;
- Introduced use of land acknowledgements at start of Faculty of Arts Council and on Faculty of Arts communications, and provided land acknowledgement training to Dean's Executive, with a companion document that I circulated to the whole faculty (and which was thereafter circulated within the Faculty of Graduate Studies and Research). At Council, have ensured that land acknowledgements are substantive and educative. For instance, as a body, we have over time read through the 94 Calls to Action of the TRC, as well as the entirety of the *United Nations Declaration of the Rights of Indigenous Peoples* as part of our land acknowledgements;
- Provided direct and indirect support to FNUC to develop their ground-breaking new Bachelor of Indigenous Journalism and Communication Arts. This support included fully funding a three-year Distinguished Professor of Investigative and Community Journalism position and seconding a senior Arts faculty member into the role;

- Provided closing remarks on decolonizing higher education at the U of R's first Decolonization and Restorative Justice conference. Conference Sponsor for Turtle Island Indigenous Science Conference;
- In my role on the U of R Retention Team, I originated the proposal for the CTL to hire an Indigenous educational developer. This proposal received MOU funding, and the incumbent has now been in place and running programming for over a year;
- With Dean of Science, met several times with leadership from Meadow Lake Tribal Council to work on an accessible slate of courses for Birch Narrows Dene First Nation. While we did not end up offering the courses, the meetings helped to create good relations and helped us better understanding the academic needs of remote Indigenous communities;
- Ongoing support and mentorship of, and collaboration with, AVP Indigenous Engagement on a range of issues and projects;
- Supported compassionate, trauma-informed responses to move forward in a good way on several complex personnel and student matters connected with Indigenous identities and communities;
- Member, University of Regina / Gabriel Dumont Institute Joint Relations Committee;
- As organizing committee member and now chair of the Western Canadian Dean of Arts, Science and Indigenous Studies (formerly, Western Canadian Deans of Arts and Science), I brought the University of Alberta Faculty of Native Studies into the group, and, with their enthusiastic support, led the scope expansion and name change to the current name. In parallel with this, introduced land-based Indigenous activity to the annual meeting, and am now working with the host venue on meaningfully addressing its presence on sacred unceded Songhee/Lekwungen land. These changes will have ripple effects across Western Canada.

(2) My Official Duties

My four main duties as listed in my letter of appointment are (i) strategic leadership, (ii) human resource management, (iii) budget management, and (iv) maintaining collegial relationships. In this section, I list any activities and accomplishments in each of those areas not listed previously in this document.

(i) Strategic leadership

- Recruited and on-boarded an entirely new Arts leadership team, when the former faculty administrator went on leave and both associate deans finished their terms;
- Led Arts in a highly consultative, member-centred process by means of which we developed and approved our Arts' Vision and Priorities Towards 2025 plan, which sets attainable targets for such priorities as experiential learning, Truth and Reconciliation, and environmental justice. Support for the plan at Faculty Council was very strong with members reporting that the plan captured the core values and goals of the Faculty. Unfortunately, some of the priorities in the plan were delayed by the University's budget challenges;
- In the face of the University's budget challenges, made the difficult decision to reverse my predecessor's planned name-change for the Faculty. Keeping our current name saved us about \$1M and saved units across campus considerable work. Rescission of name-change decision received overwhelming support at Faculty Council;
- In the face of significant faculty and student attrition in our formerly-acclaimed Journalism School and significant job losses in traditional newsrooms, led the process of suspending admissions to the J-School for a year to allow time for a retool. I sought the trust of the J-

School, the Faculty, the University, and our media partners to give us some down-time to reinvent the J-School to reflect contemporary realities. Our new degree in Journalism, News Media and Communications was recently approved by Senate, with the full support of the J-School and our industry partners. While the admission suspension was difficult, the J-School now has a new lease on life. Provided comments to media outlets, including CBC, CTV, Global, and the *Leader Post*, both on the admissions suspension and a year later on the new program;

- Enlisted the university auditor to conduct an organizational and operational review of the Faculty; we continue to improve our operational practices based on what we learned in the review;
- Addressed domestic undergraduate enrolment via active participation in UR Days and the creation of a new Arts standing committee on student recruitment and retention. Co-organized and co-facilitated two workshops (one in Moose Jaw for departmentalized faculties, one in Regina for all faculties) for local teachers in support of student recruitment and student success. Participated in a range of orientation and student retention events, such as film night, pancake breakfast, games nights and pizza socials.
- Developed and implemented a new five-year faculty complement planning process that provides structure to assist Heads in being more strategic in their position requests, and that provides Heads with feedback on their submissions that they can use to guide the development of future submissions. We are just finishing our first iteration of this new process;
- Provided ongoing orientation and training for Arts leadership, including retreats for Dean's Executive, a privacy workshop for Heads (The University's privacy officer piloted this training at my request.);
- In response to the increase in academic misconduct cases due to generative AI and LLMs, supported the development of an expanded academic integrity and equity team, including the creation of a new Associate Dean Student Success position, and piloting an APT position to support the team (this position to be posted imminently).

(ii) Human resource management

- In the early days of Covid, supported members in developing and passing at Faculty Council a set of motions aimed at sheltering academic staff members and graduate students from adverse consequences of Covid, especially relating to performance review and career milestone decisions. The Arts performance review committee continues to be guided by the "Covid motions" for performance reviews;
- Conduct(ed) dozens of performance reviews every year, including regular academic reviews, career milestone decisions (tenure and promotion to Associate, promotion to Full), APT and OOS reviews, and career planning or mentorship meetings. I also work with the Arts Performance Review Committee to establish expectations for performance review, to address emergent issues, and to develop conclusions and next steps following each review cycle.
- Conducted 16 Head searches, 3 Head reappointment processes, and four Associate Dean searches, as well as first year formative reviews of new Heads;
- Recruited 9 tenure-stream academic staff members across five departments;
- Tactfully perform(ed) a range of HR activities including mentorship, coaching, investigations, discipline, terminations, faculty and department transfers, and intervention in interpersonal conflicts, as well as responding to union concerns. Working closely with HR,

and as needed with other senior administrators and with UAC, carefully and respectfully manage(d) some more complex personnel challenges. Some of such cases occasionally move into a crisis mode that becomes very time-consuming. It is important to handle such cases in a timely way and in a way that balances empathy, equity, and regulatory requirements.

- Serve(d) on University bargaining team for URFA academic contract. This involved months of pre-bargaining planning and training, starting in 2021, and (so far) ten months (about two dozen sessions) at the table, with another approximately two dozen team meetings to work on proposals;
- Having discovered possible inconsistencies in sessional appointment processes across the Faculty, worked with the Arts Faculty Administrator and my Executive Assistant to centralize sessional appointments in the Dean's Office to ensure fairness, consistency, and alignment with the collective bargaining agreement. In some departments, this move was met with some disappointment/disgruntlement, which I tried to handle with clarity and empathy;
- Created a peer support network for women researchers to support each other in applying for awards and promotion. In addition, worked closely with several women associate professors on their applications for promotion to full professor. These interventions have, I believe, contributed to doubling the number of women full professors in Arts from six to twelve since 2020, with several more applications currently in progress. By way of comparison, 18 men in Arts are full professors. Supporting more women in applying for promotion goes a long way toward reducing the gendered salary gap among academic staff while recognizing and retaining our amazing women scholars;
- Work(ed) in a range of confidential ways behind the scenes to support Arts members' and other colleagues' academic freedom and freedom of expression;
- Provide(d) a range of direct and indirect supports for Arts members' applications for and nominations for various institutional, provincial and national recognitions;
- Provide ongoing support to Heads in dealing with tricky personnel matters, including having commissioned a two-day workshop for department heads on "Making Difficult Conversations Easier" to support them in one of the tougher parts of their jobs;
- Supported Arts Faculty Administrator in developing new systems for ongoing support and supervision of Arts administrative staff, including regular meetings, retreats, and training sessions.

(iii) Budget management

- From 2020 to 2023, Arts made ~\$3M in carry-forward claw backs and one-time contributions to the University, as well as base budget reductions totaling ~\$1.5M. In response, I instituted a hiring chill (and later, freeze) and significant restraint in discretionary spending. In order to make the base budget cuts, I needed to close off base-budgeted lines. In the first year of base budget cuts, I closed off vacant URFA academic lines in order to avoid having to reduce our workforce. However, in year two, I focused on protecting remaining faculty lines so that Arts will be in a position to rebuild its faculty complement in support of its core academic mission. To do this, I made the difficult decision to close off a number of CUPE and APT lines, including two encumbered APT lines. We have now resumed Faculty-wide spending and reinvestment, but with some procedural changes aimed at fairness and sustainability, and with changes to our accounting processes aimed at producing greater transparency and confidence. Among these changes, we have revised our formulae for departmental operating budget and teaching assistant allocations in order to better reflect departmental teaching activity and concomitant needs. Our new accounting practices also

produce better alignment between research revenues and research expenditures. Our careful budgetary stewardship during the deficit years has put us in the happy position of moving into a five-year plan to rebuild the faculty complement, with several searches about to begin.

- During the deficit years, requested and helped organize budget training for all deans by the AVP Finance. Hosted the same budget training session for Dean's Executive members and interested members from other Arts standing committees. Concomitantly, updated Faculty of Arts Budget Advisory Committee processes to include more regular meetings and more focus on strategic approaches;
- Established budget envelopes for Associate Deans and Arts Student Services Office to allow them greater authority and flexibility in planning. Prior to this change, all AD/ASSO funding requests came to me for approval. Prior to this change, provided a range of financial contributions in support of faculty members' scholarly funding applications, including for a successful CRC Tier 2 renewal application;
- Currently piloting a new in-scope administrative position, Special Advisor to the Dean on Budget, and appointed an experienced economist into the role. He meets regularly with the Faculty Administrator, and as needed with me, to support budgetary best practices in Arts.

(iv) Collegial relationships

- Spearheaded regular monthly meetings of the Deans of Arts, MAP and Science due to similarities and shared interests among the three faculties. These meetings have spawned further collaborations, most notably joint leadership retreats for all Associate Deans in the three faculties (including FGSR Associate Deans from Arts and Science); administrative collaborations, including for a time sharing two faculty administrators across the three faculties to bridge a vacancy during a financially challenging period; and our current shared work to develop a possible new Bachelor of Arts and Science degree;
- Spearheaded ongoing monthly meetings with Deans of Campion and Luther, and termly lunches for all five (Arts, Science, MAP, Campion, Luther) deans to ensure good relations across the three institutions. As well, I worked closely for months with the AVPA and the other four deans to revise the Guidelines for a Working Academic Relationship document that governs the working relationship between the U of R, Campion and Luther. We made substantive changes, including adding language excluding members of the federated colleges from becoming main campus Heads (for regulatory reasons). This last change was not initially welcomed by the federated college deans; making the change required clarity of purpose balanced with empathy and diplomacy;
- Support(ed) a range of appreciation events for Arts staff, including lunches and dinners for Dean's Executive members, and a range of celebrations and team-building events for administrative staff;
- Worked with and mentored student leaders on a range of projects, including the creation of URJ, the U of R undergraduate research journal; and the founding of the Arts Student Association; successfully nominating an Arts student to the Saskatchewan University Students Council; helping students get involved in university governance; and involving students in planning student engagement events;
- Over my first term, I have hand-written about 1000 notes (on the above-mentioned Indigenous art cards) to university employees and students, alumni, donors, local politicians and community members to support good relationships within the university and with the broader community. I have received feedback from recipients about how much they

appreciate that personal touch. It is very time-consuming, but it helps to humanize the Dean's Office, show appreciation, and steward trusting relationships;

- Provided a range of presentations, including on Deans' Roundtable at the new faculty orientation, to Senate on scholarship in the Faculty of Arts, Council of Western Canadian University Board Secretaries (COWCUBS) on academic freedom, to Faculty of Science on microaggressions, and to Lifelong Learning Centre on gender minorities and pronouns;
- Frequent involvement in program reviews, including supporting Heads in preparing self-studies and follow-up reports, meeting with external reviewers, and frequent attendance at Council Committee on Academic Mission (CCAM);
- Served on multiple significant search advisory committees — Director, Faculty and Staff Relations; Executive Director of Canadian Institute for Public Safety Research and Treatment; Dean of Media, Art and Performance; Vice-President Academic and Provost; AVP, Human Resources — and on reappointment committee for Dean of Science;
- Serve(d) on a large number of committees. Here is a snapshot of some of the significant or onerous committees on which I serve(d) (excluding those on which I have ex officio membership): Four Seasons of Reconciliation working group; Management Advisory Committee; Saskatchewan Population Health Evaluation and Research Unit (SPHERU); Campus Merit Committee; Retention Advisory Committee; Taskforce on the Future of Technology Infrastructure Supporting Teaching, Learning, and the Academic Mission of the University; Social media policy working group (DC and UAC); UET++ (occasional); Data Governance Council; Academic Institutional Recovery committee; Emeritus working group. Regarding the Retention Advisory Committee, I was the originator and one of the key developers of the idea for the UR² Fellows first-year teaching pilot that emerged from the Retention Team and received MOU funding;
- Attend(ed) scores of academic, other university, and community events to represent the Faculty of Arts. Frequent and abundant meetings with a range of internal and external stakeholders to represent Arts, to address emergent issues, and to pursue shared interests to our (and the Faculty's) mutual benefit;
- Frequent media engagements on matters relating to U of R Arts and to higher education;
- As noted in other parts of this document, but worth synthesizing here, I held/hold a range of external roles, wherein it reflects well on U of R Arts to have a presence. Among these: Trustee and Governance Committee Chair, MacKenzie Art Gallery; Chair, Western Canadian Deans of Arts, Science and Indigenous Studies; Chair, SSHRC Insight Grant Merit Review Committee (philosophy); Expert panelist, Fellowship panel on Philosophy and Ethics, Wetenschappelijk Onderzoek – Vlaanderen (a distinguished Belgian granting council). As well, I have recently been selected by the Canadian Federation for the Humanities and Social Sciences (CFHSS) as one of two nominees for its upcoming election for (two) Board of Directors positions, and look forward to representing the U of R at that table.

Scholarly and professional accomplishments

I conclude this summary with an overview of my scholarly and professional accomplishments beyond my decanal role. I am committed to the view that deans should be active researchers and teachers; so, I remain as active in both of those areas as I am able. While my position does not come with teaching duties, I teach a first-year course every couple of years. I choose to teach introductory courses (without additional compensation) for three reasons: doing so (1) helps me to connect with our incoming students and to better understand our student body, (2) allows me

to understand first-hand some of the challenges my colleagues on the “front lines” are experiencing, and (3) sets a model for the Faculty that introductory teaching is important and that no one is too senior to do it. I also remain very active in external academic and community service, and regularly pursue professional development opportunities. Again, I only list items below that I did not mention earlier in this summary document.

Research and teaching

- Publications:
 - revised, expanded second edition of my book *Beyond the Binary: Thinking About Sex and Gender* (Broadview);
 - 3 sole authored refereed articles/chapters;
 - 7 (4 sole authored) invited articles/chapters;
 - co-edited 2 special journal issues;
 - assorted shorter, semi-scholarly pieces, including my *University Affairs* column, *Dispatches on Academic Freedom*, which ran until 2022.
- Talks and public engagement:
 - 5 keynote/plenary talks (University of Amsterdam X2, UCalgary, BC CUFA, Royal Roads)
 - 2 refereed conference talks (both CPA);
 - 6 invited (York, CAUBO, University of Amsterdam, Trinity College Dublin, McGill, Eastern APA). 2 additional coming up at Vanderbilt and McGill Universities in May.
 - Featured on 5 podcasts (main guest);
 - Assorted other talks, panels, moderation;
 - Regular regional and national media engagements on issues related to higher education, sex/gender, and reproductive health. Venues have included *Globe and Mail*, *Global Television* and *CBC*, among others;
 - Main guest on four podcasts.
- Teaching and supervision¹:
 - 1 PhD supervision completed, one ongoing;
 - 3 PhD research areas supervised to completion;
 - External examiner for a completed University of Sheffield PhD dissertation; committee member and internal examiner for a completed UWaterloo PhD dissertation;
 - Provided reference for one former PhD supervisee for a distinguished national award, another for a SSHRC post-doctoral fellowship for a former M.A. supervisee. Both were successful;
 - Taught Philosophy 100 twice (enrollments: 50 and 72).

External academic and community service (arranged from local to national to international)

- Co-designed and co-facilitated “Cultivating Safe, Brave Classrooms” workshop for Faculty of Humanities, University of Guelph;
- Member, Board of Trustees, MacKenzie Art Gallery, Regina. (Chair, Governance Committee.) Coordinated land acknowledgement training by Comeback Society for MAG trustees and staff;

¹ I retain an adjunct appointment at University of Waterloo. All of my graduate supervisions were/are at Waterloo.

- External reviewer for academic unit review of Department of Philosophy, Dalhousie University.
- Chair, SSHRC Insight Grant Merit Review Committee (philosophy) for 2 years; review committee member, two years prior;
- Editorial Board member, *Dialogue: Canadian Philosophical Review / Revue canadienne de philosophie*; regular referee for journals, conferences and book proposals (including most recently Oxford, U of T Press, U of Manitoba Press).
- Expert panellist, Cult 5 Fellowship panel on Philosophy and Ethics, Wetenschappelijk Onderzoek – Vlaanderen (FWO). (This fellowship adjudication work involves twice-yearly meetings in Brussels. I am the only Canadian on this distinguished international panel.)

Professional development

- Courses completed:
 - Women in Academic Leadership, Centre for Higher Education Research and Development (CHERD), University of Manitoba;
 - Essentials of Strategic Enrollment Management, American Association of Collegiate Registrars and Admissions Officers;
 - Intermediate French, La Cité;
 - Respectful Workplace Training, University of Regina;
- Other training:
 - Via the U of R: Policy; Cybersecurity Awareness; Safety for Supervisors; Inclusive Leadership; Step In, Step Up sexual violence bystander training;
 - Defending Institutional Autonomy: The Role of Effective Governance, CHERD;
 - Individual Intercultural Development Inventory (IDI) and Coaching, Insayva.

Conclusion

In sum, I am an active and well-rounded Dean who effectively performs a wide array of duties across a large and complex faculty while remaining an active researcher, teacher and supervisor. In the interests of space, I have focused here on my goals for my first term and on my contractually assigned duties. However, such a high-level summary perforce omits a range of other activities and accomplishments.

While my first term was very challenging due to the pandemic and the University deficit, it included significant accomplishments, such as the reinvigoration of Faculty Council, the revamp of the Journalism program, the approval of the new Arts core curriculum, the creation of a new Academic Integrity and Equity team with a corresponding new ADship, provincial funding support for a major clinical psychology expansion, and important Indigenous engagement work, including transformative work in my role as Chair of the Western Canadian Deans of Arts, Science, and Indigenous Studies.

Now that the pandemic is largely behind us and both the University and the Faculty are in healthier budgetary positions, I am excited to contemplate a second term in which I can more fully focus on enacting Arts' strategic priorities, in partnership with Arts' brilliant and engaged employees, students, alumni, donors, and friends.

Shannon Dea
May 6, 2024