

SSPHR SEPTEMBER SCHOOL COUNCIL



UNIVERSITY OF
WATERLOO

FACULTY
OF ARTS



Director's Update

- **University** updates (new President; word of a new budget model; FRC on FPR; a new Provost soon; sewage in DWE)
- **Arts** updates (Arts First; class sizes; hiring; Convocation Oct 24 morning – would love to see you there)
- **School** updates (hiring priorities and hires; space; Workday; CUPE; mail rooms; governance)
- **Director** updates (come talk to me; if something is slipping, assume overload and not indifference, tell me or the team)



Director's Update

- **Operations committee** (meeting every week; me; Associate Directors; Sheila and senior staff) – dealing with the fires;
- **Executive committee** (meeting every other week; me, Associate Directors; area heads; Sheila and senior staff) – official approvals, bringing information up;
- **School Council** (this meeting! Once a term but we could meet more often as needed);
- Areas are continuing to meet and make collegial decisions; area heads are empowered to respect and embrace local traditions.

Director's Update

- At Arts we have “Arts Leadership,” which is a bit smaller now as there are only six Schools. A regular conduit for me to bring concerns/issues from the School up to the Faculty and vice versa.
- Ongoing conversations around representation of the two big Schools (SCCH/SSPHR) in governance bodies.

Director's Update

- Some prestigious awards and honours
 - A new Eddie Goldenberg Research Chair Talia Bettcher
 - A member of the Royal Society of Canada, Andy Cooper
- Some SSHRC grants PI'd in the 2026 cycle:
 - Andy Cooper
 - Jingjing Huo
 - Suzan Ilcan
 - Galen Watts
 - Holly Campeau

AND MUCH MORE! I want to hear about your successes, both to celebrate and to put on our website.

Undergraduate Update



Graduate Update

Winter TA hiring: What we're working on

- Reducing conflicts between a student's grad courses and their TA course
- Communicating results to students earlier
- Refining the process for out-of-area TA appointments
 1. In-area TAs for applicants who are guaranteed a TA
 2. If there are remaining applicants who are guaranteed a TA, then we consider out-of-area TAs. Is a particular applicant deemed qualified to TA a particular course?
 3. In-area TAs for applicants who are not guaranteed a TA, ranked by seniority
- From the Collective Agreement:
 - "The Employer may establish reasonable prerequisites that an applicant must meet to be qualified for a particular appointment."
(15.03(a))
 - "[Q]ualifications shall include competence, relevant educational background, experience and ability to perform the duties of the position."
(15.03(g))
- Our process for Winter TA hiring
 - Consult Area Head and/or the Area's grad-focused faculty member
 - Discuss in advance which courses, if any, could be TA'd by an out-of-area student
 - During Step 2, discuss a particular out-of-area applicant for a particular course

Staff Updates and Organization

- **Full team** starting on Monday. Thank you to Ashley, Rina, and Robyn!
- **Finance Management New Emails Coming soon**
 - Research questions? Email ssphr-research@uwaterloo.ca (WO that start with 5)
 - Operations questions? Email ssphr-operations@uwaterloo.ca (WO that starts with 1)
 - Managed by Rina Salazar (Operations) and Priti Nayak (Research), and Sheila McConnell (overall management)
- **New sessional or Post Doc? Planning a conference?** Connect with Ashley Price, Academic Manager, ashley.price@uwaterloo.ca
- **Website updates & event assistance.** Connect with Heather Eustace: heather.eustace@uwaterloo.ca
- **Scheduling and Curriculum Management questions?** Please contact Catalina Ariza Garcia and Chase Skilton-Macri: ssphrscd@uwaterloo.ca
- **Program advising questions?** Please message the advisor email. Robyn Wilkinson, Program Manager, or an advisor will be there to answer your questions.



Staff Updates and Organization – Undergrad Advising Team



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Staff Updates and Organization – Grad Advising Team



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Andrew Thompson

- Global Governance
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BACK TO IAN!

Faculty Performance Review

- **What's continuing:**
 - Annual FPR for probationary/definite-term members;
 - Biennial review for tenured/permanent members (odd-numbered years, oh great, this year);
 - Governed by the UW/FAUW Memorandum of Agreement;
 - You'll submit a package very early in January and then receive a letter;
 - SSPHR will have a "FPR Advisory Committee" that will advise the Director on ratings; I will propose ratings to the Dean; the Dean of Arts will ensure consistency and may adjust.
- In this cycle, we are going to have a School Addendum that is a compendium of previous Departmental Addendums. Those will be voted on by your areas.

Faculty Performance Review

- The committee is limited to FIVE members plus DIRECTOR.
- I am proposing the following composition for our committee.
 - Director
 - 1 member from Political Science
 - 1 member from History
 - 1 member for Philosophy
 - 1 member from Sociology & Legal Studies
 - 1 member from Classical Studies, Anthropology, Religious Studies
- There **may** be some flexibility, as per David Porreca (FAUW). But I need to follow the MoA.

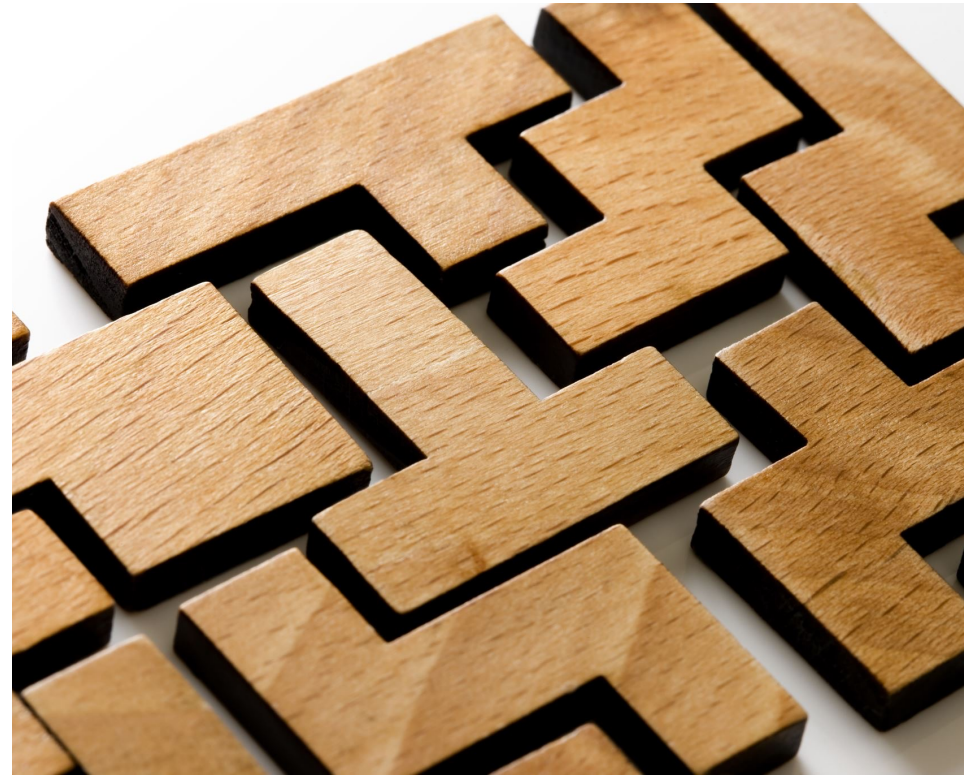
Faculty Performance Review

- The workflow:
 - Each area head provides a **short** initial assessment of each member's file, applying that Area's addendum to the file.
 - This assessment, along with the member's package, goes to the FPR committee which meets to discuss files and recommend ratings to the Director.
- With this we get a disciplinary-first read of every file, distribute the work of 80+ performance reviews.

THOUGHTS?

School Tenure, Permanence, and Promotion Committee (STPPC)

- Talk about a wicked problem.
- We are limited under Policy 77 to six elected tenured/permanent members.
 - Majority of voting members should be from the tenure stream;
 - Majority should hold the rank of Professor or Professor, Teaching Stream;
 - Committee should include both men and women;
 - Committee should include at least one Teaching Stream member.
- It's like an LSAT problem.



Proposed School Committee

- We are constrained by Policy 77.
 - Four to six tenured or permanent faculty members, elected by the tenured, permanent and probationary faculty
 - We cannot do an additional STPPC.
 - We can have a non-voting advisor, tailored to each individual candidate.
- Tl;dr – a straight vote won't work, we need to do something more complicated.

Proposed School Committee

- We do a School-wide vote, each of you votes for up to six candidates. Seats are filled along the following approach:
 - No “area” can hold more than one seat.
 - The highest-voted teaching stream candidate is elected first, filling their area’s seat.
 - The remaining five seats fill in descending vote order, skipping any candidate whose area already holds a seat.
 - At least three of the six elected members must be Professor or Professor, Teaching Stream; together with the Director (fortunately a Professor), that gives us the required majority.
 - If we need to get more full professors, we skip down to fill seats from there.
 - If count would produce a single-gender committee, the final seat goes to the highest-voted candidate who fixes this.

Proposed School Committee

- A non-voting member is appointed for *each* candidate.
- Everyone going up for tenure, permanence or promotion will normally have at least two people from their area in the room: the area's standing member and a per-file member from their area or a closely related field.

Proposed School Committee

- SSPHR has not been handed the best deck.
- Policy 77 is clearly written with the assumption that Departments/Schools have disciplinary cohesion, and while we have a shared thesis, I know that we have several distinct disciplines here.
- I need to work within the bounds of Policy 77 and want to ensure a fair experience for you all.

Proposed School Committee

- Other ways we'll build in disciplinary judgment
 - Area T & P guidelines, informed by your approved FPR guidelines, to ensure that the committee is applying disciplinary standards.
 - My job is to ensure candidates are assessed by disciplinary standards. I take that job seriously.
 - Candidate input on the per-file non-voting member.
 - An emphasis on looking at this CONTINUALLY to ensure candidates have a fair experience.
- There are things we can't do:
 - We can't do individual MOUs. We can't do multiple Committees.



THOUGHTS?

So over to you. What's on your mind?



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