

Dimensions Faculty Chair

Faculty of Engineering and Architectural Science

The Faculty of Engineering and Architectural Science and the Dimensions Program at TMU invite applications for the position of Dimensions Faculty Chair (DFC), 2022-2024

Dimensions Overview at Toronto Metropolitan University

The Dimensions Pilot Program in support of Equity, Diversity, Inclusion & Accessibility (EDIA) in Scholarly, Research, and Creative activity (SRC) was established at Toronto Metropolitan University (TMU) in 2020 as part of a 17-institution 2-year national pilot, organized by the federal government via the tri-council agencies—NSERC, SSHRC, and CIHR.

At TMU the Dimensions Program is led by the Dimensions Director, Dr. Art Blake, reporting to the VPRI and the VPECI. The Director is a part-time appointment. The Dimensions Director designs and leads university-wide activities and initiatives, serves on university committees as needed, and participates in national Dimensions activities. A part-time administrative assistant supports the Director and the Dimensions Faculty Chairs and their teams.

Each Faculty, plus the University Library and the Yeates School of Graduate Studies, has a Dimensions Faculty Chair (DFC). DFCs work together under the leadership of the Dimensions Director to implement Dimensions initiatives and programs.

Each DFC liaises with their Faculty Dean/Chief Librarian and their Associate Dean-SRC to develop and lead Dimensions programming directed at faculty members, postdoctoral fellows, graduate and undergraduate students, and research staff.

DFC Appointments

A DFC holds a 2-year appointment. Available DFC positions will be posted on the Dimensions website and sent for distribution to the relevant Faculty. The Dimensions Director, in consultation with the Faculty Dean, reviews the applications, and makes appointments.

Roles and Responsibilities of a Dimensions Faculty Chair:

The DFCs' roles and responsibilities may include any or all of the following:

- Support the mission of TMU Dimensions, under the leadership of the Dimensions Director
- Provide leadership and education about EDIA in SRC in their home Faculty

- Build and maintain their currency in EDIA concepts and practices, especially in relation to the prevalent barriers in their Faculty
- Provide guidance, assistance, and support to SRC practitioners (faculty, students, and research staff), when EDIA issues arise
- Assist Faculty leadership, and faculty members, in the development of EDIA related content for proposals, applications, workshops, and other initiatives
- To recruit, hire, supervise, and mentor a group of up to three trainees (the Faculty “Dimensions Team”), comprising undergraduate students, graduate students, and/or postdoctoral fellows, and coordinate efforts in running events, managing social media accounts, producing newsletters, liaising with the various groups of trainees

DFC Tasks and Activities

The DFC leads and participates in a variety of activities. A non-exhaustive list is as follows:

Meetings:

DFCs meet monthly with the Dimensions Director to discuss university-wide Dimensions issues and initiatives, and provide and receive updates.

DFCs may meet regularly with their respective Deans, ADs-SRC, or Chief Librarian to provide and receive updates and discuss Dimensions issues and initiatives that are Faculty specific.

DFCs meet regularly with their Faculty Dimensions Team of trainees.

Consultation:

DFCs make themselves available for individual or small group meetings with researchers (at any level) who wish to discuss EDIA related issues, or to provide targeted support related to systemic or emerging barriers.

University-wide initiatives – DFCs participate in university-wide initiatives under the direction of the Dimensions Director. These initiatives may be in the realm of data gathering, analysis, events, preparing or reviewing documentation, and participating in strategic Dimensions planning.

Faculty-level initiatives – DFCs participate in faculty-level initiatives typically in collaboration with their Dean, Associate Deans, Chief Librarian, staff, and/or students. These initiatives may be in the realm of training sessions, information sessions, strategic planning, general EDIA initiatives, internal grant planning and evaluation, and event coordination.

Town Hall events – The DFC and Dimensions teams lead town hall events for researchers at all levels. These open events introduce the Dimensions Program to

participants and provide education on the concepts of EDIA in SRC to all researchers. The DFC and their team design these events in relation to their Faculty's SRC cultures, practices, methods, and the prevailing barriers to inclusion.

Documents and guidelines – As needed, DFCs and their teams, in consultation with the Dimensions Director, ADs-SRC, and staff, may prepare various documents and guidelines in support of EDIA in SRC. These documents and guidelines can include:

- a. Annual DFC Activity Report (required)
- b. EDIA-based proposals for updates to internal Faculty funding opportunities, application forms, and evaluation criteria
- c. Guidelines for faculty members on facilitating EDIA in SRC lab, field-based, or group environments
- d. Guidelines on recruiting and hiring trainees and students

Grant and scholarship writing guidance and adjudication – In coordination with ADs-SRC, DFCs may participate in providing grant and scholarship writing assistance to faculty and students through the preparation and provision of training sessions and documentation. DFCs may also assist with adjudication of internal grant applications.

Collaboration and mutual support – the group of DFCs and the Dimensions Director actively build and maintain mutual support and advice for each other via the monthly meetings and as needed.

DFCs may be asked to provide advice to, or participate in work led by, the OVPECI, OVPRI, OVPFA as well as Dimensions colleagues at other universities.

Time Commitment, Research Funding, and Course Release

The time commitment of each DFC is significant, and exceeds course instruction and coordination. **DFCs are allocated one course release per year.** In the cases where a DFC already has a course release (e.g. via an existing leadership position or CRC appointment), the course release can be provided by an overload payment or by other resources agreed on by the DFC, their Dean and the Dimensions Director.

Subject to budgetary approval, the OVPRI allocates DFCs \$5,000 per year in SRC funding to be used in support of their SRC programs.

Application process:

Please submit a letter of interest explaining your suitability for the position and giving a detailed account of your demonstrated commitment to, and understanding of, equity, diversity, inclusion, and accessibility issues in the SRC practices & cultures of your Faculty. Please discuss what you see as the main challenges facing your Faculty – graduate and undergraduate students, trainees, postdoctoral fellows, and faculty at all career stages – in its effort to build and sustain equitable and inclusive SRC environments.

Applications will be reviewed by a committee comprised of the Dimensions Director, the Dean, the Associate Dean Research, the current DFC, and a graduate student who has been involved in the FEAS Dimensions work (if they are not available another graduate student in FEAS with interest/experience in EDIA will join the committee). Qualified applicants will be invited for an interview with the committee.

If you'd like to discuss the position before deciding to apply, please email Art Blake art.blake@ryerson.ca

Send your application to: dimensions@ryerson.ca Subject line: DFC application-FEAS

Application deadline: July 29, 2022

Starting date: September 1, 2022 (with an intro meeting in August TBA)