

Terms of Reference of the Review Committee

Purpose of the review

To evaluate the proposed UBC Faculty of Science (FoS) plan to support a diverse faculty; to advise the Dean and others in FoS on the effectiveness of the plan, and to suggest alternative strategies that might be effective.

Terms of reference

Without limiting its mandate, the Review Team should give consideration to the following areas, and assess whether the proposed plan addresses the recommendations of the Working Climate Assessment:

1. **Recruitment and Retention:** will the proposed strategies be effective in supporting the recruitment of an excellent and diverse faculty, and in retaining our faculty?
2. **Mentoring:** how can FoS best ensure that its faculty are getting effective mentoring and career feedback? How effective are current mentoring practices? What other mentoring structures might best meet mentoring needs of our faculty?
3. **Policies:** how can departments in FoS best develop policies that are equitable and support work/life balance, on maternity and parental leave, teaching buyouts, allocation of resources such as merit increases or retention funds? Are the Leadership Workshops appropriately structured for this purpose?
4. **Collegiality:** what strategies are effective in fostering a collegial environment – one in which all individuals are supported in doing their best work and know that their accomplishments are valued?
5. **Other:** are there best practices at other institutions that should be implemented at UBC? Please also comment on any other topic deserving of special attention.

In addition, the Review Team should assess the organizational and administrative aspects of the plan:

6. **Organizational Structure:** are appropriate organizational structures and resources in place, to support the proposed or recommended strategies?
7. **Evaluation:** Are plans for evaluation and oversight sound?