



**New Faculty  
Orientation**

**2024**

**Day 2**

**Creating Networks  
and Communities**



# Today's Schedule



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- Welcome
- Working Across Differences
  - Opening Remarks
  - Student Panel
  - Services and Support
- Getting Your Research Off the Ground
- Sharing *Your* Research, Creative Activity, and Scholarship
  - One-Minute Elevator Pitches
  - Roadmap to Research
- Performance, Evaluation, and the Tenure/Permanence Track
- Roundtables





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# Welcome

Erika Kustra,  
Associate Vice-  
President, Academic





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# Working Across Differences

Kaye Johnson

Executive Director, Office of Human Rights, Equity and Accessibility

Land Acknowledgement





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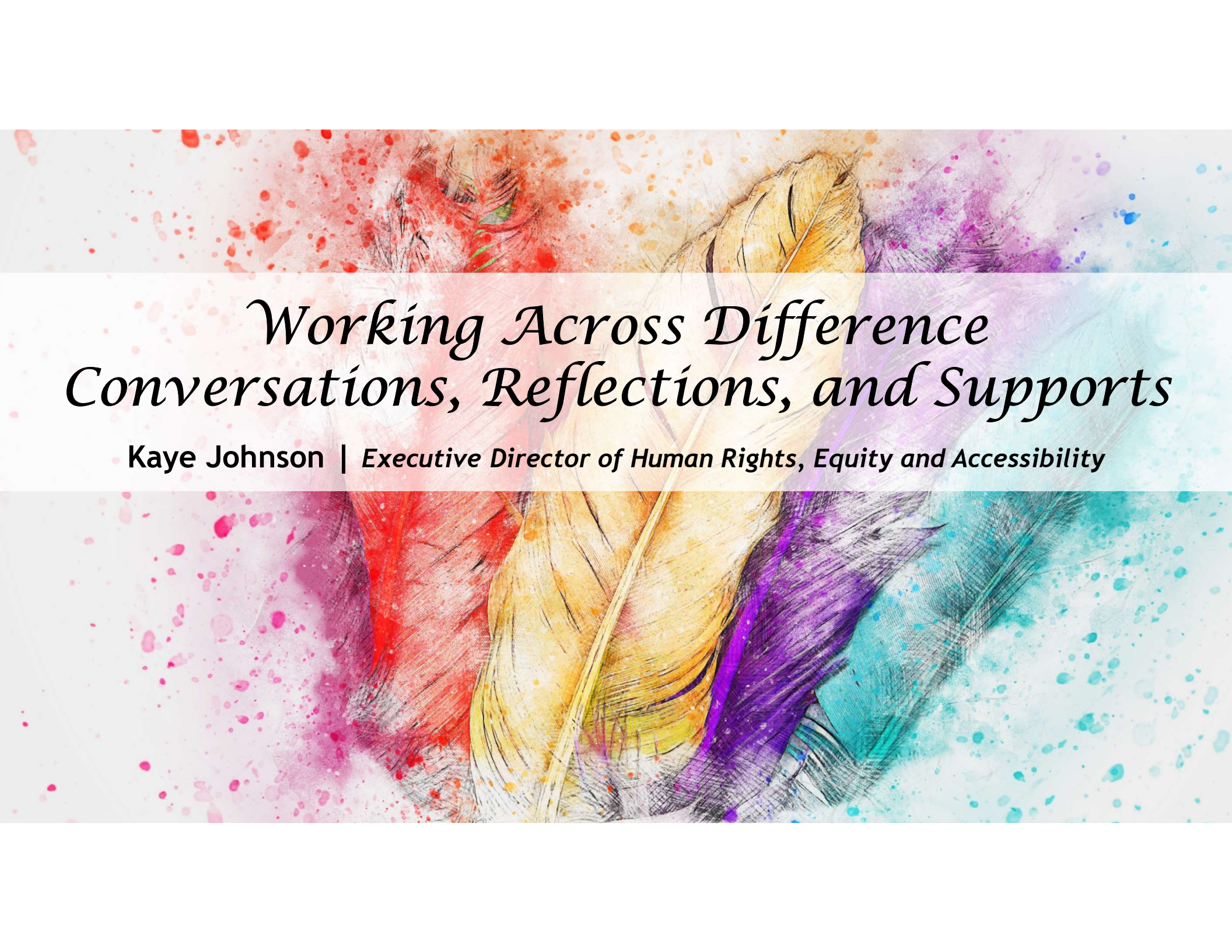
# Student Panel

Varshaben Patel, Odette School of Business

Richard Nonso, School of Computer Science

Keirsten Smith, Faculty of Nursing

Stephen Temesy, Biological Sciences

The background is a vibrant watercolor illustration. It features several feathers in shades of red, orange, yellow, purple, and teal, set against a light background with scattered color splatters. The text is overlaid on a semi-transparent white band across the middle.

# *Working Across Difference Conversations, Reflections, and Supports*

**Kaye Johnson** | *Executive Director of Human Rights, Equity and Accessibility*

# Agenda

- Approach and Ground Rules
- Diversity, Equity, Inclusion
- Reflections
- Microaggressions, Microinvalidations, and Subtle Acts of Exclusion
- Contexts of Secondary Trauma
- Sample Institutional Supports
- Reflections



# Approach and Ground Rules

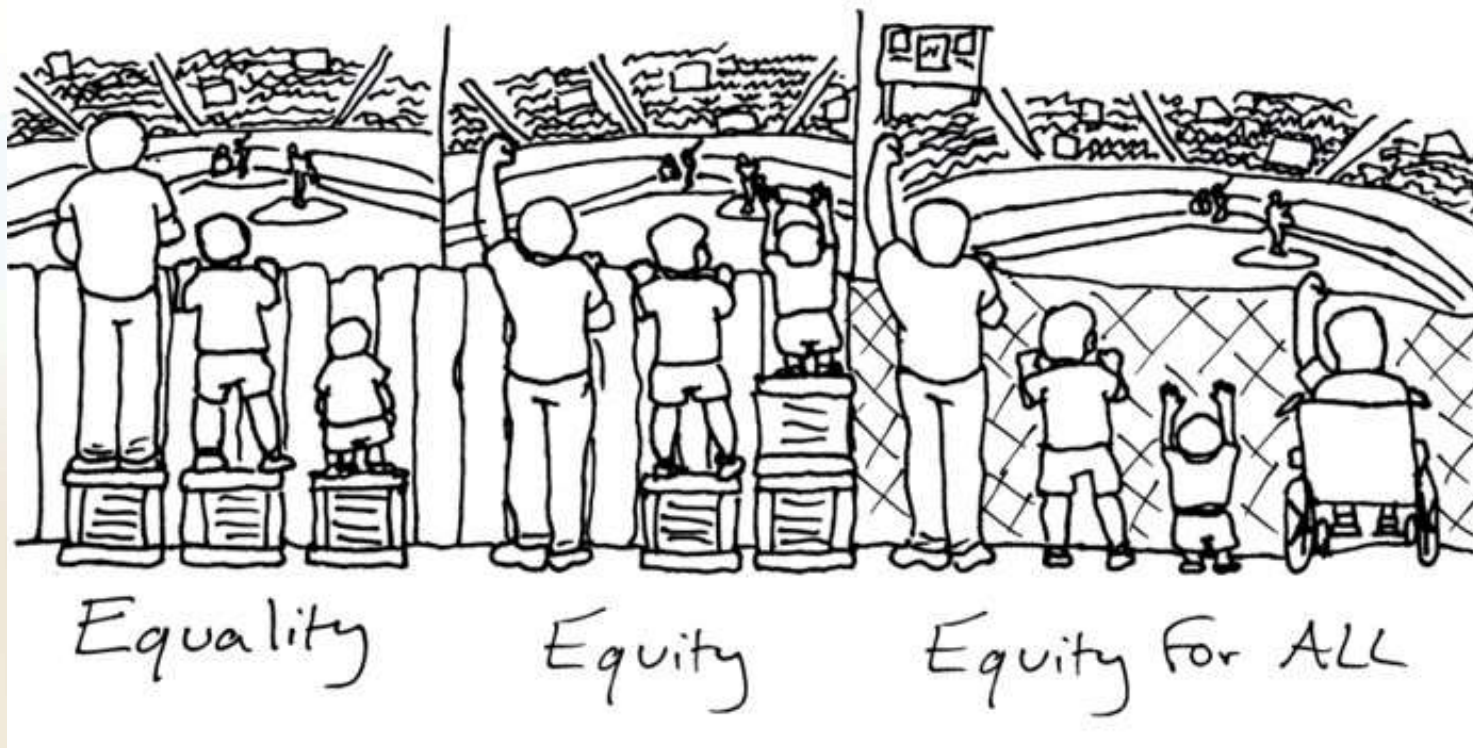
- Circle Approach
- Respectful Environment
- Resist Resistance
- Assume Good Intentions
- Ongoing Process

# Diversity, Equity and Inclusion...



Diversity includes consideration of who is present *and* who is absent

# Diversity, Equity and Inclusion...



Equity is an equalizer—it recognizes differences and diverse needs



# Diversity, Equity and Inclusion...



I..N..C..L..U..S..I..O..N  
I-N-C-L-U-S-I-O-N  
INCLUSION  
EQUITY  
DIVERSITY

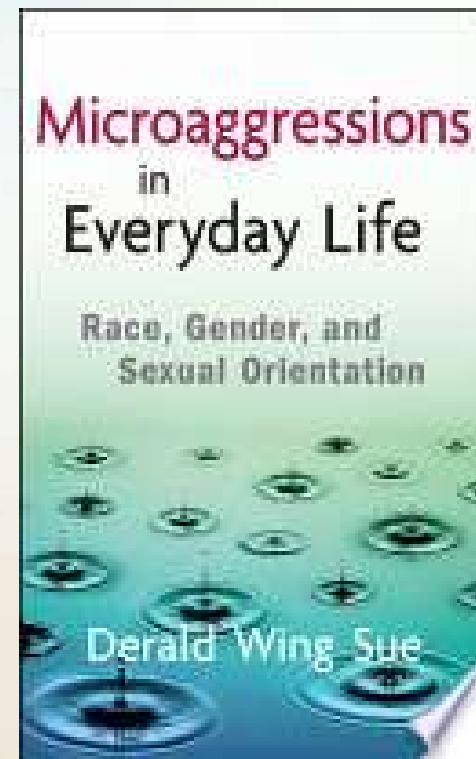
Either have inclusion or exclusion; there is no in-between

# Reflection

Think individually, then turn and discuss in pairs  
(take ~5 min)

1. What are the ways in which people are excluded?
2. What are the ways in which people are included?

Microaggressions  
and  
Microinvalidations





TIFFANY JANA

*Author of Overcoming Bias and Erasing Institutional Bias*

MICHAEL BARAN

**SUBTLE  
ACTS OF  
EXCLUSION**

How to Understand,  
Identify, and Stop  
Microaggressions

## Framework of Subtle Action of Exclusion Types

- You are invisible
- You (or your people) are inadequate
- You are not an individual
- You don't belong
- You are not normal
- You are a curiosity
- You are a threat
- You are a burden

# Secondary Trauma/Vicarious Trauma







Truth and  
Reconciliation  
Commission of Canada



National Centre for  
Truth and Reconciliation  
UNIVERSITY OF MANITOBA

It's not just a part of who we are as *survivors* –  
it's a part of who we are as a *nation*.

– *The Honourable Murray Sinclair*

Honouring and preserving residential school truths for all  
time, for all of Canada.

- <https://nctr.ca/>

## Brené Brown quote on why the need for BLM

Anyone who does not understand the need for the refrain, Black Lives Matter, Brené Brown sums it up well in the following quote from her book, *Braving the Wilderness: The Quest for True Belonging and the Courage to Stand Alone...*

“In order for slavery to work, in order for us to buy, sell, beat, and trade people like animals, Americans [...and I might add Canadians...] had to completely dehumanize slaves\*. And whether we directly participated in that or were simply a member of a culture that at one time normalized that behavior, it shaped us. We can't undo that level of dehumanizing in one or two generations. I believe Black Lives Matter is a movement to rehumanize black citizens. All lives matter, but not all lives need to be pulled back into moral inclusion. Not all people were subjected to the psychological process of demonizing and being made less than human so we could justify the inhumane practice of slavery.”

\* Note of caution that the term “slaves” is part of the dehumanizing of people of African descent.

## Sample Institutional Supports... & Resources Network Sept 19

- Indigenous Initiatives: <https://www.uwindsor.ca/indigenous-peoples/>
- Anti-Black Racism Initiatives Grants: <https://www.uwindsor.ca/vp-people-equity-inclusion/344/anti-black-racism-grants>
- PD & Funding via VP PE&I: <https://www.uwindsor.ca/vp-people-equity-inclusion/349/professional-development-funding-opportunities>
- Breastfeeding Room: <https://www.uwindsor.ca/ohrea/breastfeeding-room>
- Office of Sexual Violence Prevention, Resistance, and Support: <https://www.uwindsor.ca/prevent-resist-support/>
- Pronouns & Name: <https://www.uwindsor.ca/ohrea/214/pronouns-and-name>
- Universal, Single-User, All-Gender Washrooms: <https://www.uwindsor.ca/ohrea/159/universal-single-user-multi-user-all-gender-washrooms-campus>
- Religious Accommodation: <https://www.uwindsor.ca/ohrea/41/religious-accommodation>
- Multi-Faith Space: <https://www.uwindsor.ca/389913/multi-faith-space>
- Multi-Faith Calendar: <https://www.uwindsor.ca/ohrea/126/2018-multifaith-calendar-log>

# Upcoming and Ongoing...

- Campus Community Network: <https://www.uwindsor.ca/faculty/recruitment/567/campus-community-network>
- Early Career Faculty Workshop Series:  
<https://ctl2.uwindsor.ca/workshops/151/>
- Courageous Conversations Academy (External Resource):  
<https://courageousconversation.com/academy/>



## Reflection: Subtle Acts of Inclusion

In what ways, in your particular context, can people value the differences others bring to the group and make the group experience more inclusive?

# Questions? Discussion...



*Break*





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# Getting your research off the ground

Dr. Shanthi Johnson, Vice-President, Research and Innovation





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# Sharing *your* research and scholarship

A primer on impact, and one-minute elevator pitches

**Tom Schnekenburger, Director, Office of Research Partnerships**



# What is Research Impact?



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- The demonstrable or perceived benefit of your research beyond academia<sup>1</sup>
- Knowledge transferred into the hands of end users who probably don't read journals.

# The importance of partnerships



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Having a research partner outside the university can add immense value to your work!

## **Your partners:**

- Help you plug in to the communities you want to work with, understand needs, recruit participants, and engage meaningfully with current issues.
- Understand market needs – where are technology gaps, what challenges are industries facing?
- Disseminate results as knowledge brokers



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So how do you reach  
partners?

# What is an elevator pitch?



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- An opportunity to make a short pitch to a very busy person who may not know much about your work.
- If you were travelling together on an elevator, what is the most **compelling** thing you can say about your work before the doors open?



# What makes an impactful elevator pitch?



Short and to the point



Easy to understand – no jargon



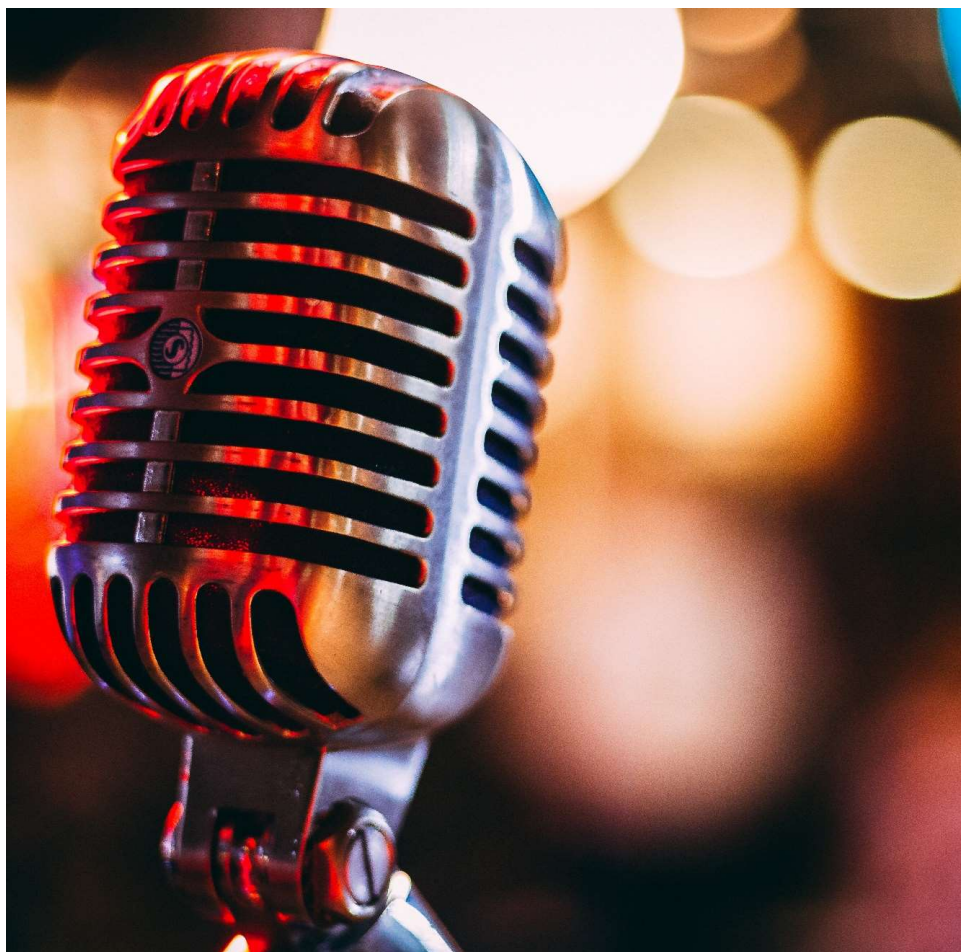
Relevant to their interests



Persuasive - makes a case about why your research matters



Gives a call to action



Sharing *Your*  
Research, Scholarship,  
and Creative Activity:  
One-Minute Elevator  
Pitches

# Designing energy-efficient indoor vertical farms for sustainable food production

Ram Adhikari, Ph.D, P.Eng  
Assistant Professor, Faculty of Engineering



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## Sustainable Development Goal 2: Zero Hunger by 2030



- About 600 million people will face hunger by 2030 (UN, 2024)
- To meet the demands of a rapidly growing global population, food production must be increase proportionally



### Climate-controlled indoor farm

source: <https://genoptic.com/>

#### Energy efficiency:

- Climate parameters
- Lights
- Water and nutrients
- Automation

### Approach

- Thermal-fluids modeling and simulation
- Energy efficiency using Artificial Intelligence (AI)
- Renewable energy

# Accelerating Vehicle Development through Driving Simulation and AI

Lucas Bruck, Assistant Professor, MAME

Requirements & Specifications

simulation & automation

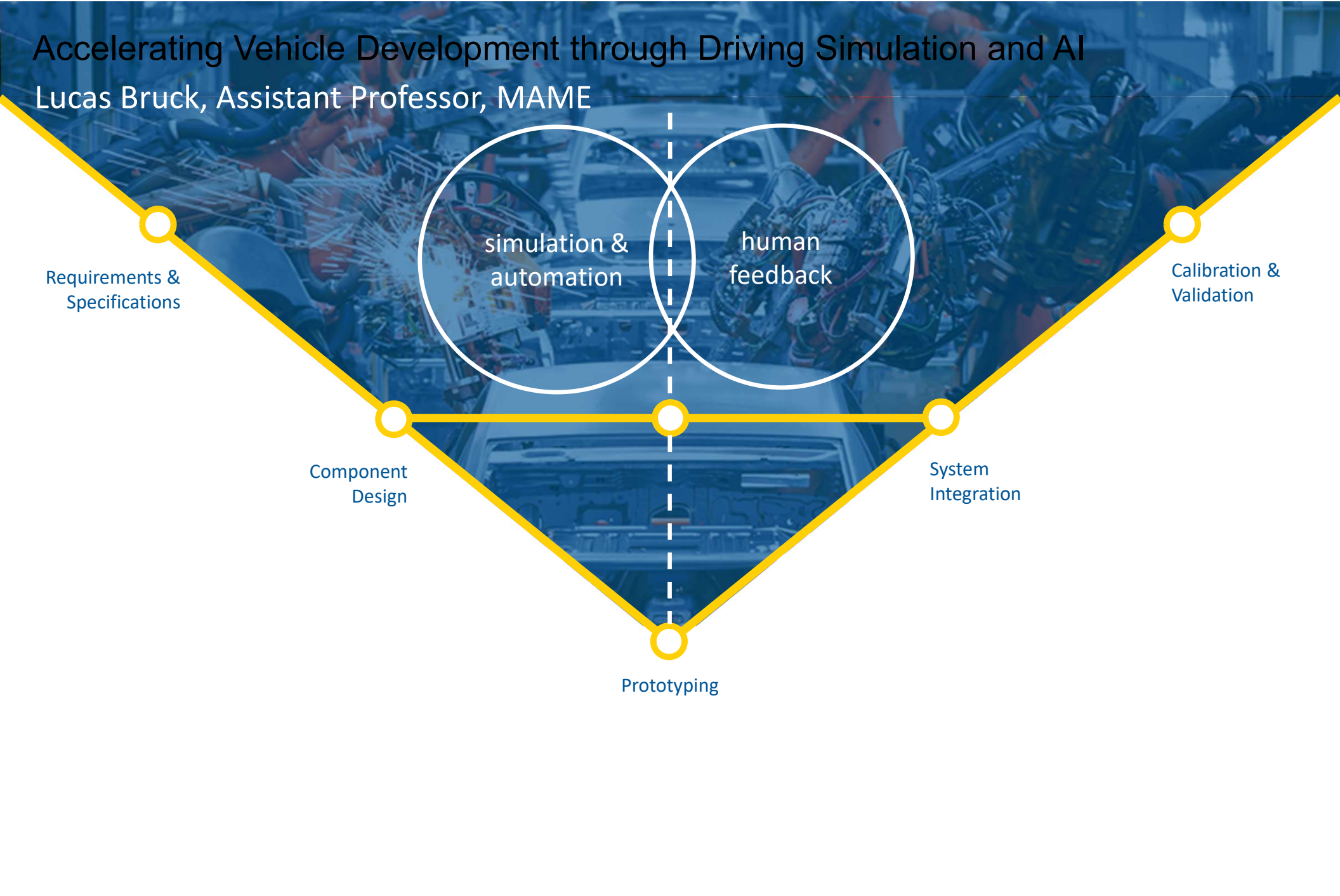
human feedback

Calibration & Validation

Component Design

System Integration

Prototyping





# Fulfilling Dreams at the End of Life

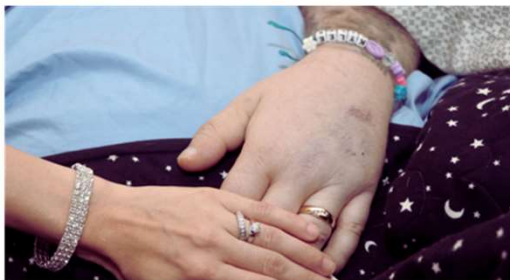
Mike Bennett  
Assistant Professor, School of Social Work

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Impact on Quality of Life

Impact on Grief and Bereavement

Changing the Paradigm (Goals of Care)



# Siham Elkasseem

Assistant Professor, School of Social Work



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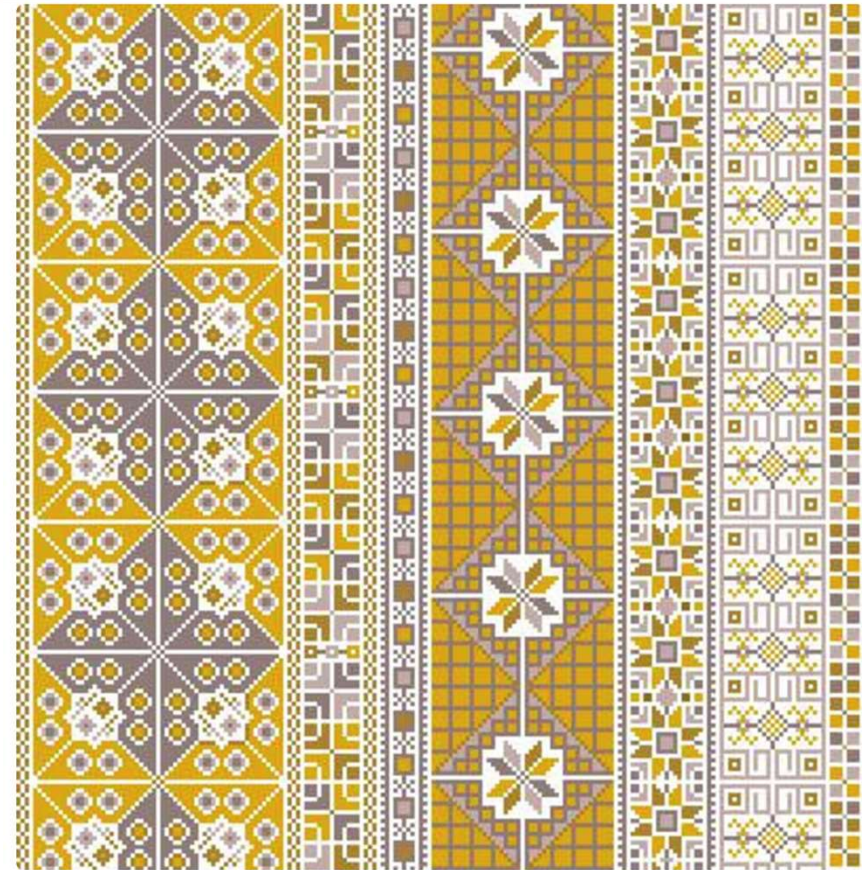


## Area of Expertise

- Critical Race and Anticolonial Theorizing
- Racialized Communities
- Minority Stress and Racial Trauma

## Research Focus

- Islamophobia and anti-Palestinian racism
- Children and Youth Mental Health
- Community-based and participatory research approaches





# The Origins of 'Free Labour' Ideology in International Law



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Forced 'native labour'  
constructing  
railway tracks,  
Benin, circa. 1905.

Ali Hammoudi

Agricultural  
Migrant workers  
in Ontario.



# Dr. Scott G. Harroun

Assistant Professor – Department of Chemistry and Biochemistry

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B.Sc. + M.Sc.



國立臺灣大學  
National Taiwan University

Research Assistant



Ph.D.



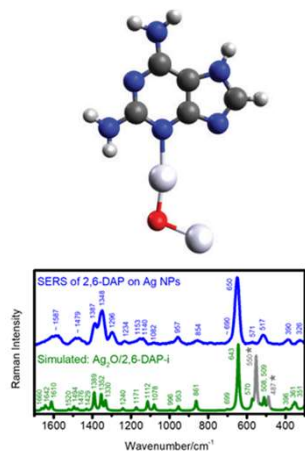
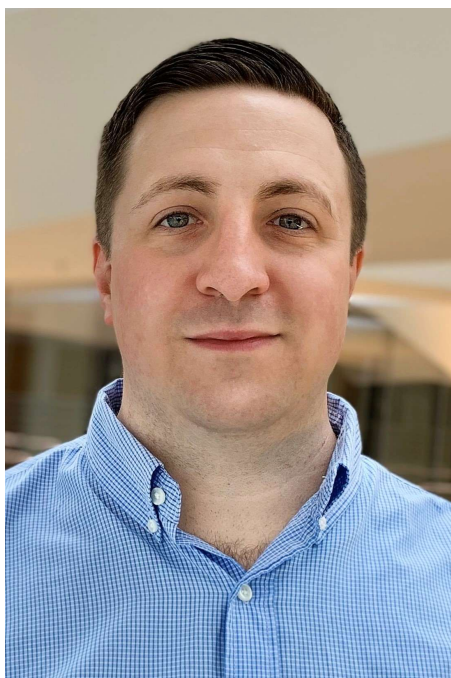
POLYTECHNIQUE  
MONTRÉAL

Banting Postdoc



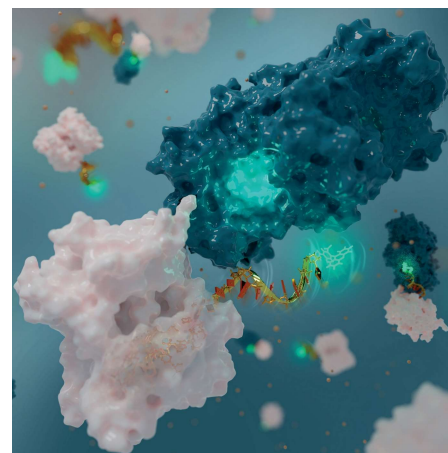
University  
of Windsor

Assistant Prof.



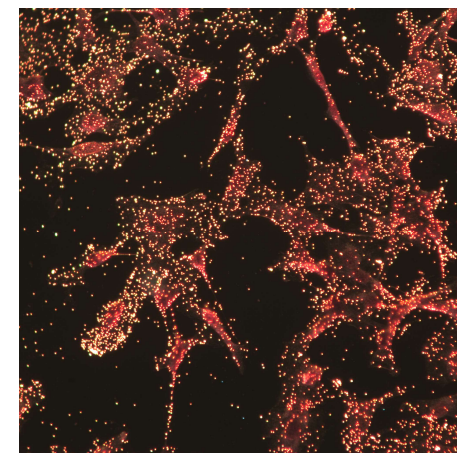
Molecule-Nanoparticle  
Interaction

*PCCP*, 2021



Fluorescent DNA Probes  
for Protein Function

*Nature Methods*, 2022



Bioconjugated Nanoparticles  
for Cancer Diagnostics

*Unpublished*

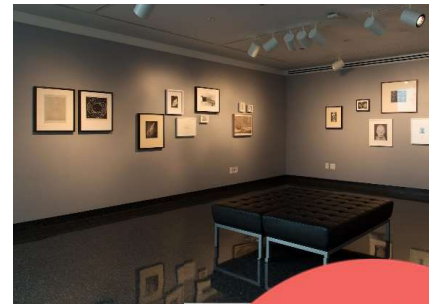
# Annie Kavanagh, Librarian



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- MA in photographic preservation & collections management from Toronto Metropolitan University where my research focused on art photography and curatorial practice
- My thesis analyzed one of the first original photographic exhibitions organized at the AGO in 1984
- Recently completed MLIS, through which I completed an 8-month co-op term at the Leddy Library
- Recent research has incorporated my arts background with information needs through the field of art librarianship
- My role at the library focuses primarily on collection development as well as information literacy instruction



ARLIS/NA  
ART LIBRARIES SOCIETY of NORTH AMERICA



# Amelia Ritchie (she/her)



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## **Twelve-Month Limited Term Appointment Scholarly Communications Librarian**

### Interests and Priorities:

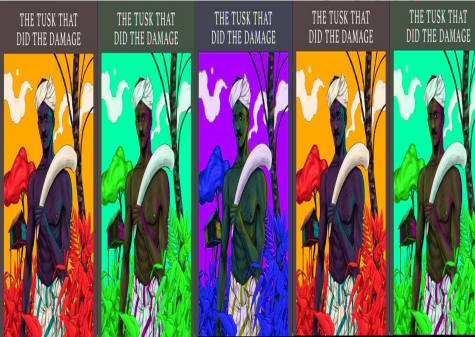
- Institutional repositories
- ORCID
- Research impact and knowledge mobilization
- Non-traditional research outputs
- Supporting graduate students
- Open Access and Open Educational Resources



BHANU  
KAPIL

# HUMANIMAL

PROJECT FOR



## *Indian Literature Across Species* (Routledge, under contract)

Jason Sandhar, Dept of English & Creative Writing

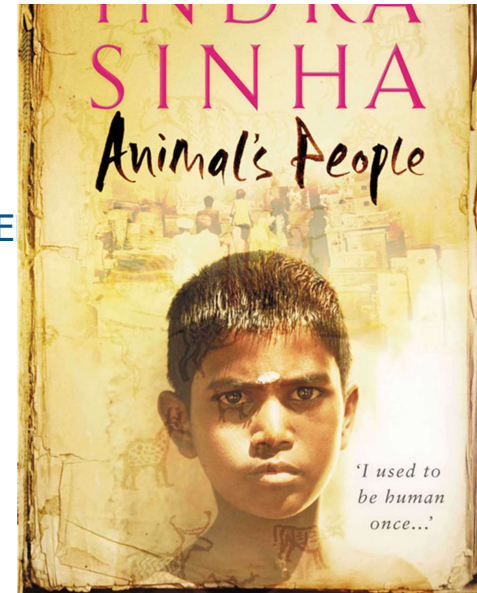
Explores interspecies precarity in Indian novels, satire, poetry, and life-writing

How do these texts challenge our assumptions about:

- human/animal divide
- rights (human & animal)
- colonial/postcolonial power

Literature shows us we cannot understand colonialism; caste; class; gender; labour; race; etc. without analysis of species

ORIE



# “Elevator Pitch”: Prof. Joshua Sealy-Harrington (Faculty of Law)



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- Paper Title: “The Upside Down: Anti-Palestinian Racism, Judicial Bias, and Inverted Racial Power” (co-authored with Sabah Dara)
- Paper Context: The “U of T Scandal” and *National Council of Canadian Muslims v Canada (Attorney General)*, 2022 FC 1087
- Paper Thesis:
  - “Bias” in law protects “anti-racist” conduct (*R v S (RD)*, [1997] 3 SCR 484)
  - “Bias” in *NCCM v Canada* inverted by B’nai Brith to protect “racist” conduct
  - Stakes not just philosophical meaning of “bias”, legitimacy of courts

# Shhhh! Do you hear it?

Antoinette Seymour



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- Shhhhhh! Do you hear it? The silence. It is deafening.
- I vow to disrupt that silence.
- The silence in Canadian information repositories with respect to the Caribbean Diaspora at Canada.
- The narratives of these nation builders will be collected and preserved.
- So, my research interests: 1. Tracking and highlighting the Caribbean Diaspora at Ontario, initially 2. Tracking and highlighting the Black students and international students of Assumption College, UWindsor's predecessor
- And two more: 3. Comparative study of slavery museum tour guide scripts: Glorifying enslaver or enslaved? 4. Chess as an educational tool
- That's all, folks!



# Olena Syrotkina, Ph.D.

## School of Computer Science



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### Education:

Ph.D. in Mathematical Modelling and Methods of Computation  
*Ukrainian State University of Science and Technologies*  
(formerly *National Metallurgical Academy of Ukraine*)

### Research Interests:

- SCADA (Supervisory Control and Data Acquisition) diagnostics
- Big data analytics and data mining techniques
- Methods to work with  $m$ -tuples based on ordered sets of arbitrary cardinality
- Machine learning algorithms

### Google Scholar:

[Olena Syrotkina](#)

### Patents Issued by the Ukrainian Government



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Public Space Privacy

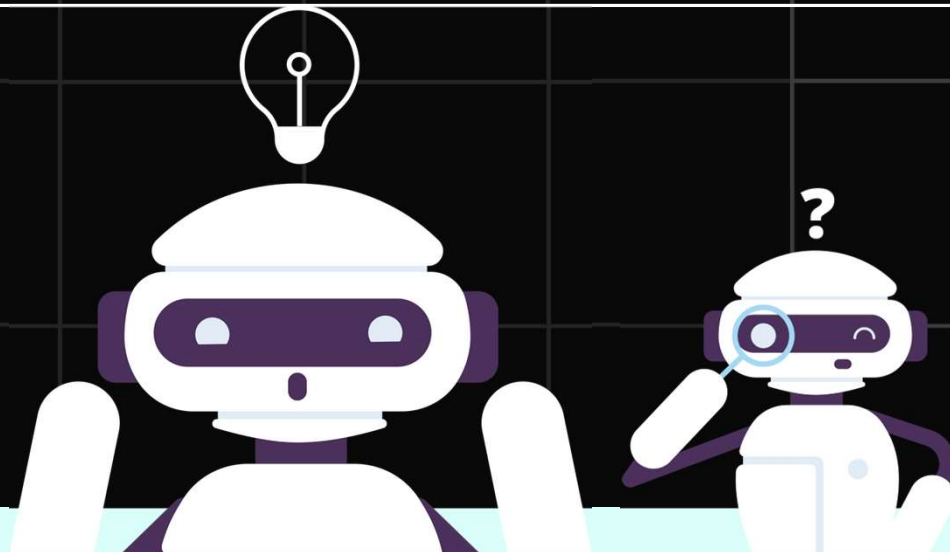
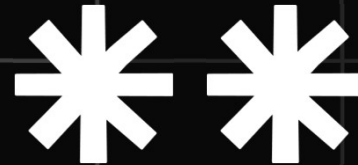
As automation deputizes surveillance, can a theory of public space privacy support law-based resistance?

We Robot Conference

One of North America's leading inter-disciplinary robotics law and policy conferences (spring '25)

Canadian AI Regulation

Critique of the assumptions and structures underscoring national legal/regulatory support for automated technology



# Law, Robotics, & Society

Dr. Kristen Thomassen (law)



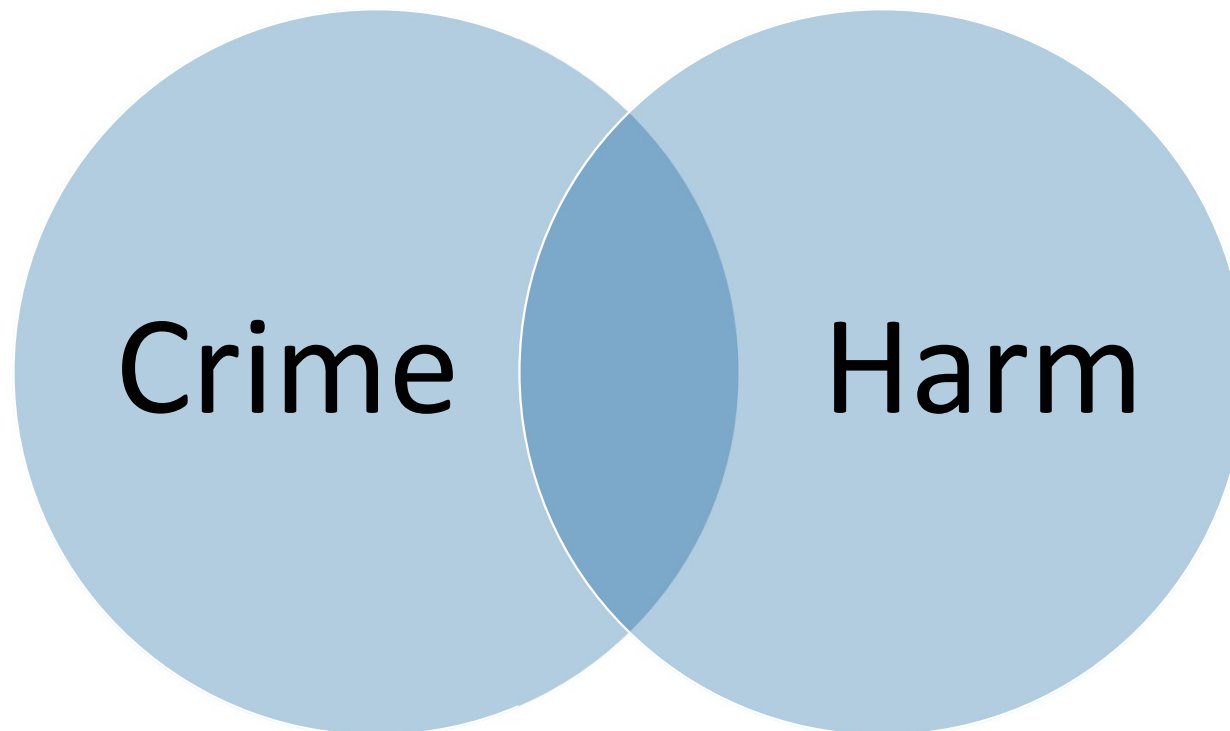
Wesley Tourangeau, PhD

Assistant Professor

Department of Sociology and Criminology



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# Janice Makokis (Assistant Professor, University of Windsor Faculty of Law)



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## Indigenous Knowledge is Law

### Ceremonial Governance is Self-Determination

**Nehiyaw iskwew  
kiskinowâtasinahikewina—  
paminisowin namôya tipeyimisowin**

Learning Self Determination Through the Sacred

WAHPIMASKWASIS (LITTLE WHITE BEAR)  
JANICE ALISON MAKOKIS



### Just Powers and Speculative Energy Futures (University of Alberta, forthcoming book chapter)

Speculative Energy Futures is a collaborative, multi-year research-creation project, that brings together artists, activists, scientists, engineers, policy makers, and social science and energy humanities researchers to investigate the challenges and potentials of energy transition through artistic means.



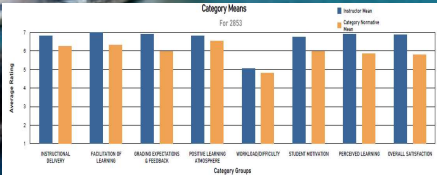
### Research Interests:

- Indigenous and Nehiyaw (Cree) law revitalization and application, including Indigenous women's laws, legal orders and societies
- Critical Indigenous legal theory and Indigenous feminist intersectionality (race, gender, class, etc.)
- Critical analysis of Canadian law through the lens of Indigenous laws and legal orders
- Indigenous treaty making and Indigenous International law and advocacy
- Indigenous environmental laws and climate change

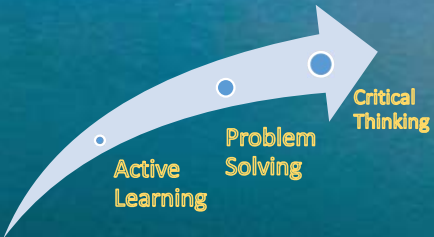
**More Pride than Shame:  
Restorative Justice on Turtle  
Island (forthcoming article)**  
Differentiating Between State  
Justice, Indigenous Justice and  
Restorative Justice



# Bridging Theoretical Concepts With Practical Applications



Innovative Teaching



Interaction with Industry

Wafa Polis, Ph.D., P.Eng.  
 Department of Civil & Environmental Engineering



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# Roadmap to Research

Setting yourself up for success in your research career

**Heather Pratt Executive Director, Research and Innovation,  
the Office of Research and Innovation Services (ORIS) Team**

# Planning a research trajectory



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Identify your  
research goals

Find the right  
grants/programs to  
advance your  
research goals

Build  
collaborations and  
partnerships

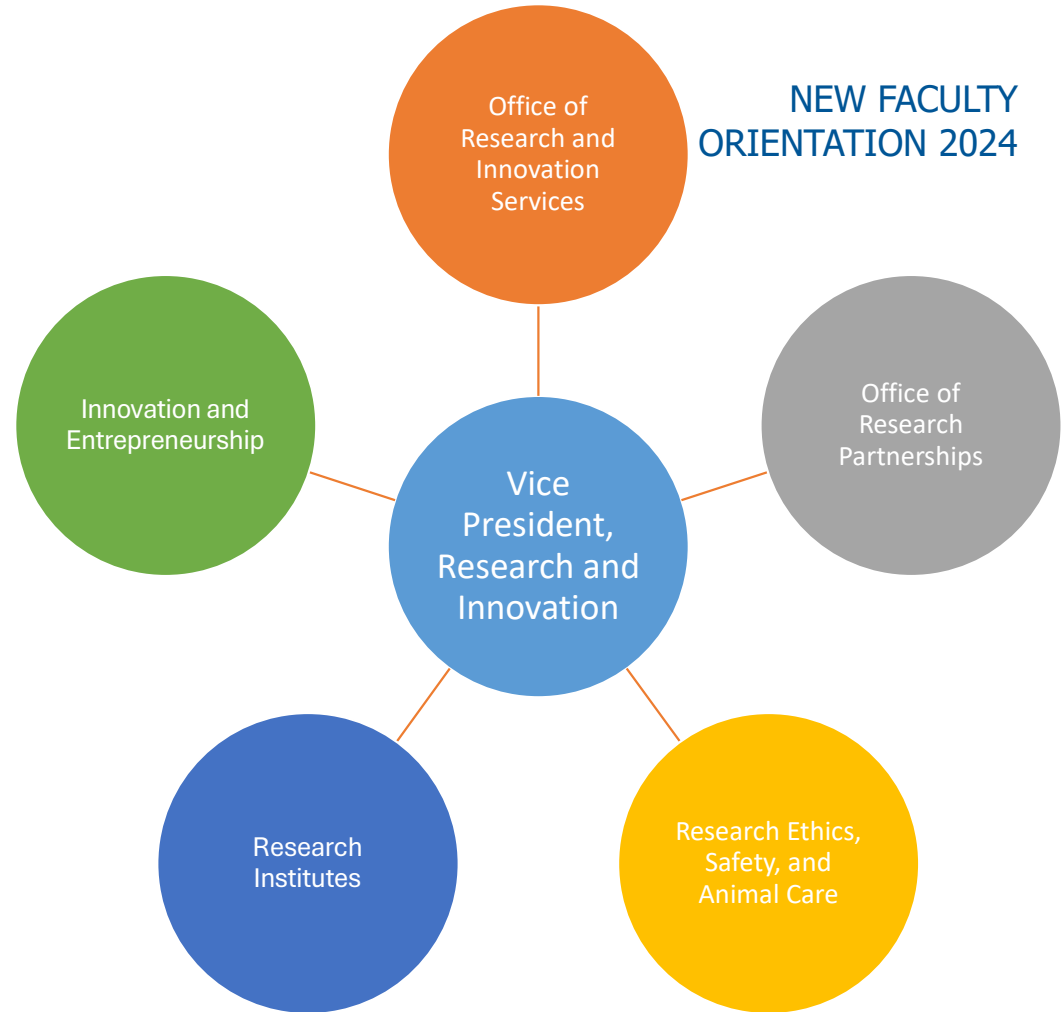
Connect new  
knowledge to real-  
world impact

A  
successful  
research  
trajectory!



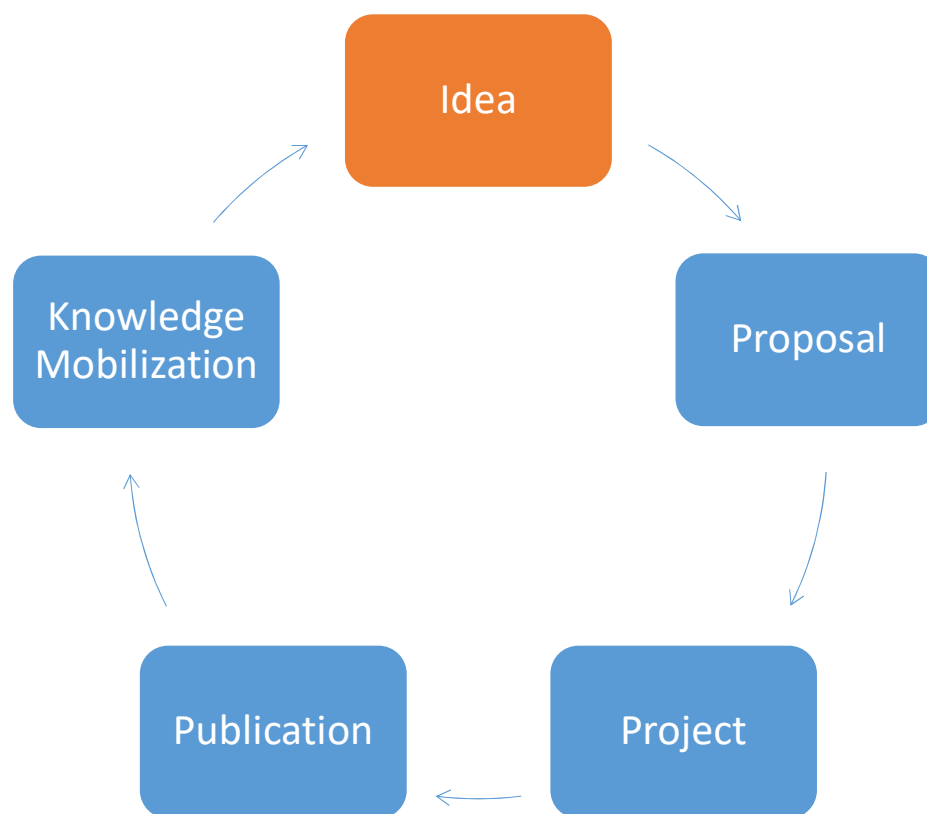
# Research supports at UWindsor

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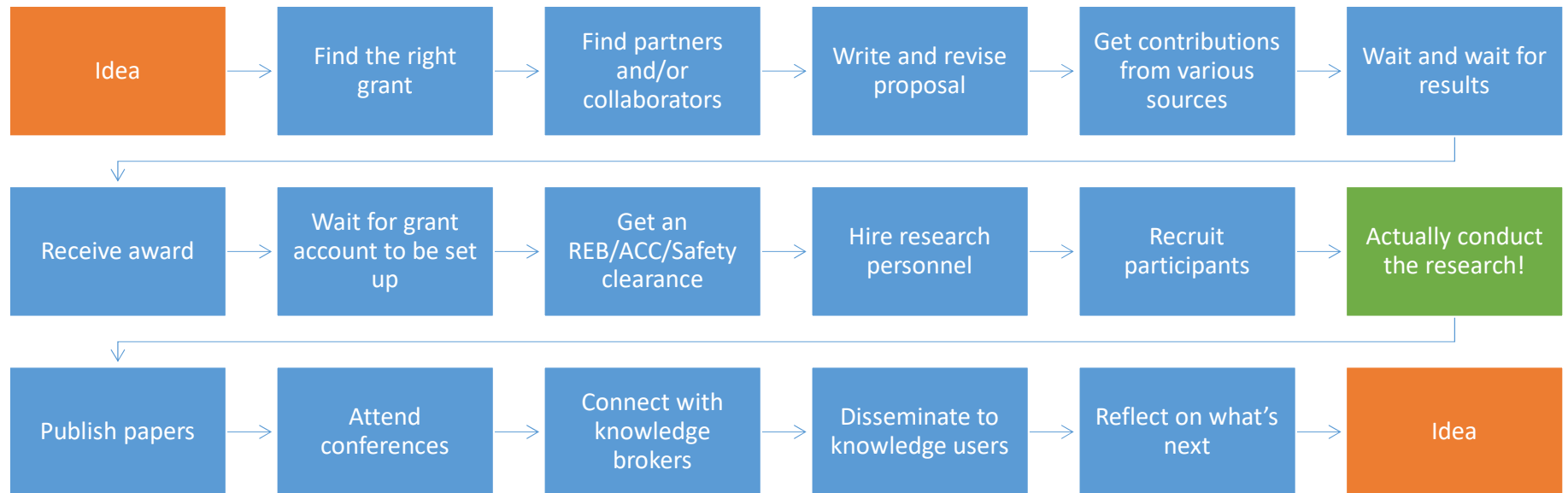
# The research project life cycle

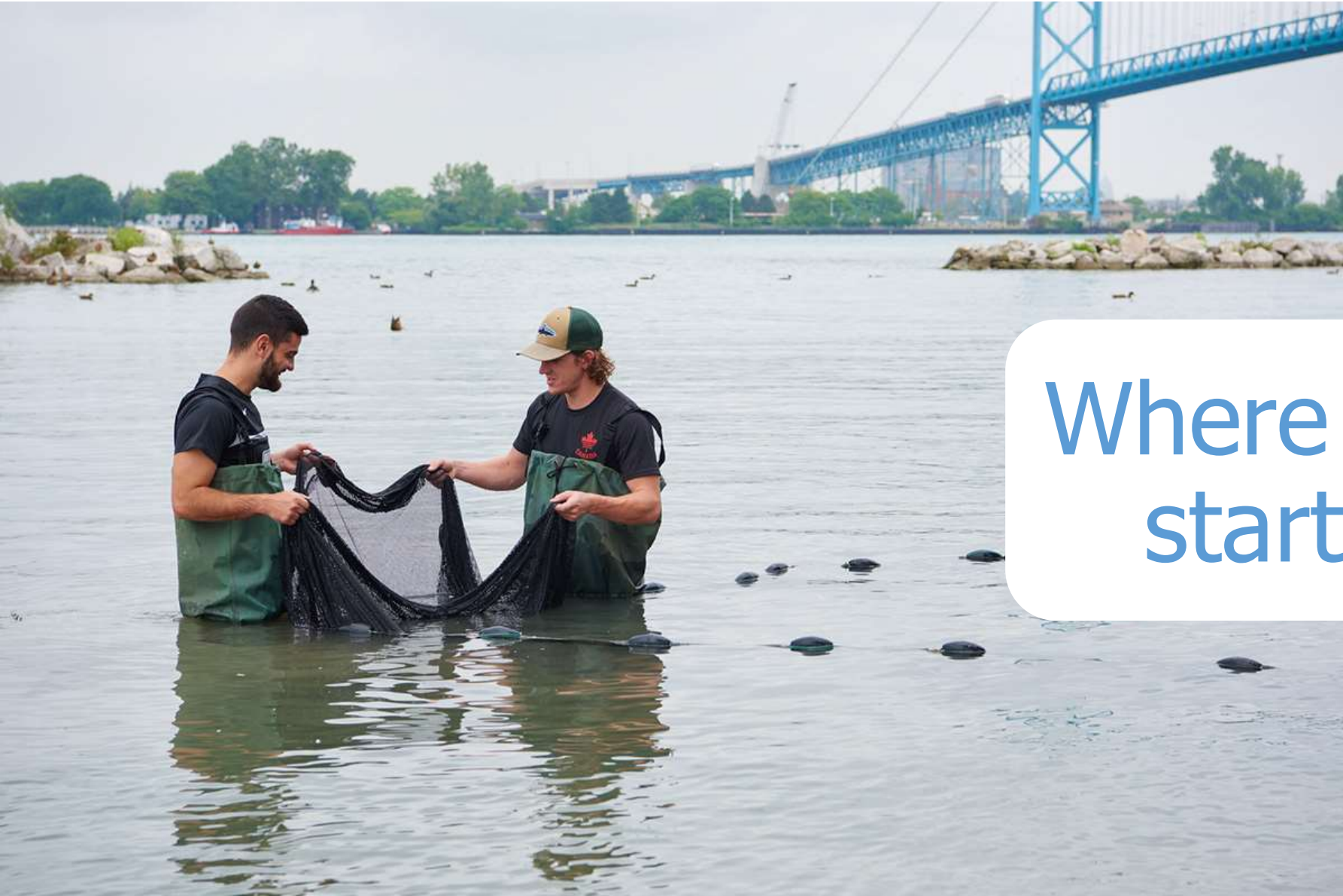


# The reality:



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Where do I start??



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# Your research coordinator

Who they are and what they offer



# Research Coordinators



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- **Dominika Boron, MSc** – Health Research ([dominika@uwindsor.ca](mailto:dominika@uwindsor.ca))
- **Sara Kenno, PhD** – Engineering and HK ([skenno@uwindsor.ca](mailto:skenno@uwindsor.ca))
- **Michelle Nevett, PhD** – Science and Business ([mnevett@uwindsor.ca](mailto:mnevett@uwindsor.ca))
- **Nicole Noel, MA** – Institutional projects ([nnoel@uwindsor.ca](mailto:nnoel@uwindsor.ca))
- **Natasha Wiebe, PhD** – Arts, Humanities and Social Sciences ([nwiebe@uwindsor.ca](mailto:nwiebe@uwindsor.ca))
- **Kate Rosser-Davies, MMst** – Research Systems and Metrics ([krdavies@uwindsor.ca](mailto:krdavies@uwindsor.ca))

# Other services



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- Internal approvals for grant proposals – ERSO Research Portal
- Internal Seed funding
- Management of research contracts
- Support for filing patents
- Consultation on:
  - research security,
  - equity, diversity and inclusion in research,
  - research data management
  - knowledge mobilization
- Reporting on research impacts

# Key contacts



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- **Managing your grant accounts** – Research Finance ([resfinance@uwindsor.ca](mailto:resfinance@uwindsor.ca))
- **Hiring research personnel** – Human Resources ([hr@uwindsor.ca](mailto:hr@uwindsor.ca)) and Sandy Mehenka, VPRI ([mehenkas@uwindsor.ca](mailto:mehenkas@uwindsor.ca))
- **Research Ethics** – Harmony Peach, Manager ([ethics@uwindsor.ca](mailto:ethics@uwindsor.ca))
- **Research Safety** – Kerri Rice, Coordinator ([rsc@uwindsor.ca](mailto:rsc@uwindsor.ca))
- **Animal Care** – Cassandra Catalano, Coordinator ([acc@uwindsor.ca](mailto:acc@uwindsor.ca))
- **General questions** – ORIS ([oris@uwindsor.ca](mailto:oris@uwindsor.ca))

# Provost's Welcome Lunch





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# Performance Evaluation, and the Tenure/Permanence Track (RTP/RPP)

Erika Kustra, Associate Vice-President, Academic

Cindy Wills, Executive Assistant to the Associate Vice-President, Academic



What are some concerns you hear about achieving tenure or permanence?

Take a minute to think individually, then share your thoughts at your table.



# Why is the RTP/RPP Process Important?

- Provides feedback on progress
- Ensures successful career planning
- Promotes academic freedom
- Provides mechanism for public accountability and overall university quality
- Help is available!

The word "RELAX" is written in large, capital letters in the sand on a beach. The background shows a sandy beach with gentle waves washing onto the shore under a clear sky.


RELAX

# Candidate's Responsibilities

- Know your RTP/RPP Criteria
- Keep communication open with Heads, colleagues/mentors
- Ensure *Electronic C.V.* is up to date every July 15
- Make use of optional University Committee on Academic Promotion and Tenure (UCAPT)
  - Teaching Dossier and
  - Self-Assessment Statement
- Review/plan with your Academic Administrative Unit (AAU) Head

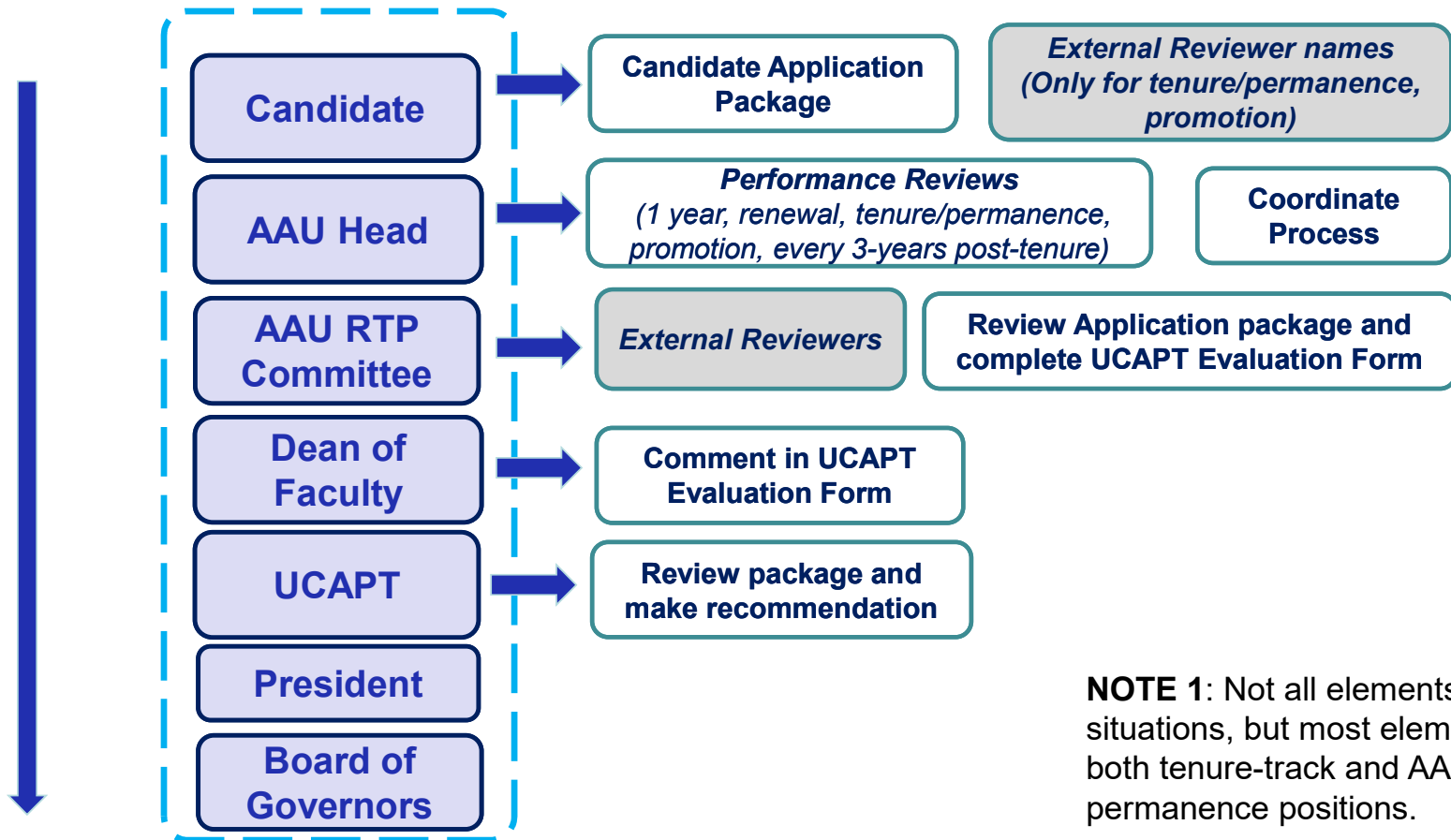
**\*\*Remember it's up to you to make the case that you are progressing on track and meeting expectations/criteria\*\***

# Tenure/Permanence Timeline

- 
- **1st full-year**
    - 1<sup>st</sup> Performance Review (by Head, written copy)
  - **Contract Renewal - usually after 3 years**
    - 2<sup>nd</sup> Performance Review (by Head, written copy)
    - RTP/RPP Committee Meeting
  - **Tenure/Permanence - usually 5-6 years**
    - 3<sup>rd</sup> Performance Review (by Head, written copy)
    - External Reviewers - review application
    - RTP/RPP Committee Meeting
    - Promotion automatically part of tenure/permanence

# Overall RTP Process

## AAU RTP/RPP Criteria



**NOTE 1:** Not all elements apply in all situations, but most elements apply to both tenure-track and AAS permanence positions.



# Ensuring Process Fairness



## **RTP/RPP Criteria**

- Clear, reasonable, measurable and flexible in discipline and AAU
- Created by the AAU and reviewed annually

## **External Perspectives**

- Tenure/Permanence or Promotion incorporates feedback from a minimum of three external reviewers – at least one from candidate's list
- UCAPT is a committee from across campus that has the mandate to ensure fairness of RTP/RPP process and reviews

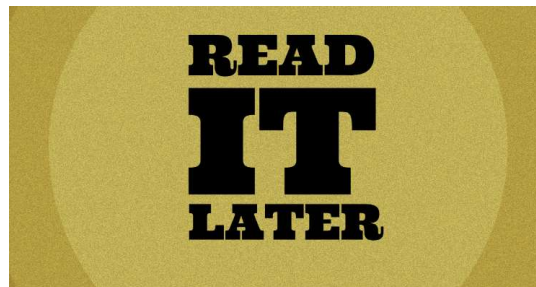
## **Process** - If you disagree during the process, you can:

- Discuss and respond to Head's review in writing
- Appear and speak at RTP meeting with WUFA support
- Respond and speak at the UCAPT meeting with WUFA support

# Relevant Articles and Bylaws - FYI

Faculty, Librarians, AAS Learning Specialists

- [Collective Agreement](#) Articles 5, 12 and 13
- University Senate Bylaws [22](#) and [23](#)



# Additional Supports and Resources

- Your Head!
- UCAPT Site
  - Guides, Evaluation Form, Criteria, Teaching Dossier and Self-Assessment  
<https://www.uwindsor.ca/provost/336/university-committee-academic-promotion-and-tenure-ucapt-process-and-procedures>
- RTP/RPP Workshop Sessions: Fall and Spring annually  
<https://met.uwindsor.ca/provost/events/12/>
- CTL consultations and observations <https://www.uwindsor.ca/ctl/346/teaching-observations>
- Teaching Dossier Academy: First week in June annually <https://ctl2.uwindsor.ca/workshops/51/>
- Early Career Faculty Mentoring <https://ctl2.uwindsor.ca/workshops/117/>
- Peer Collaboration Network <https://www.uwindsor.ca/pcn/>

**And.... Roundtables today!**

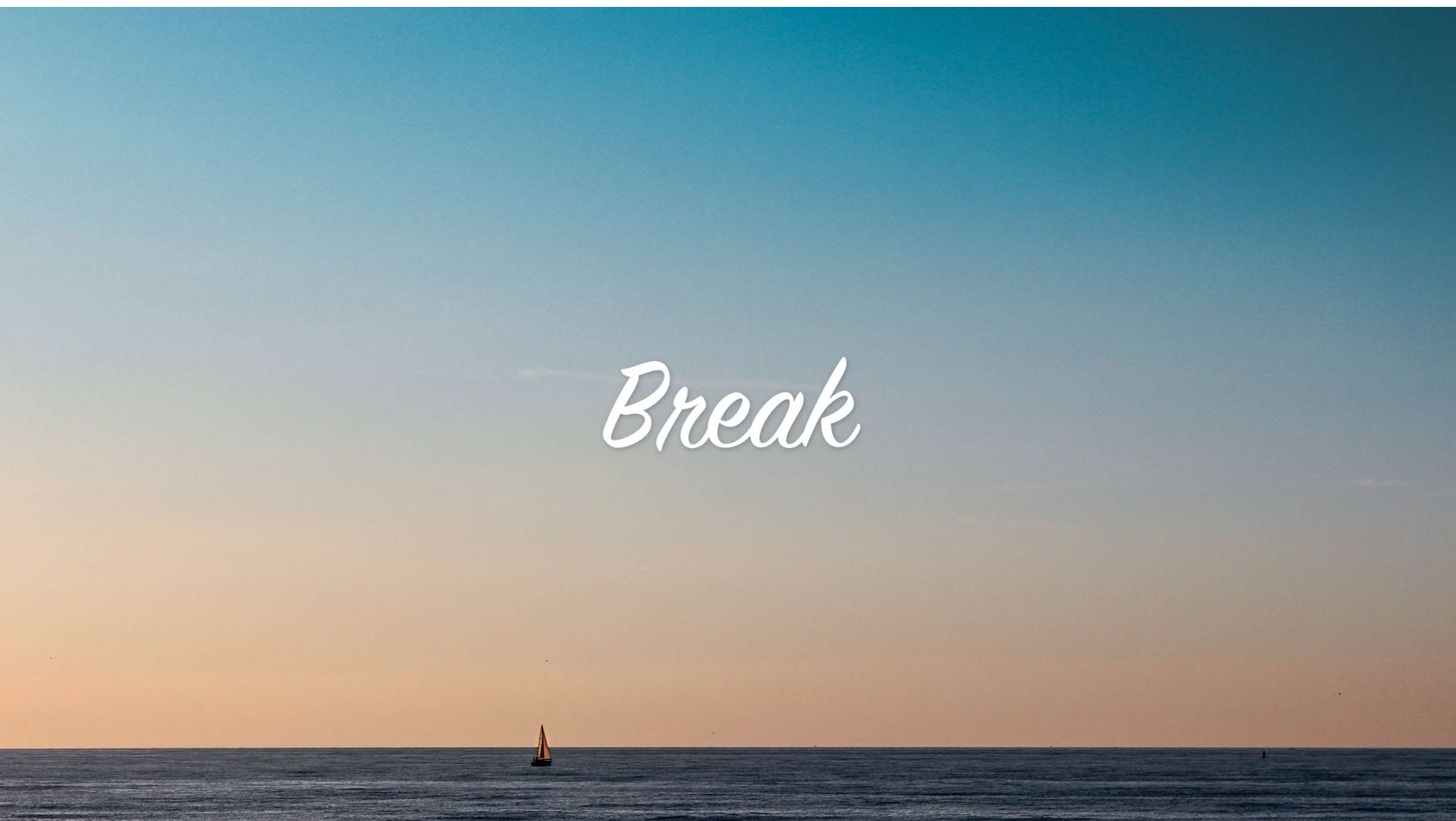


*Questions?*

**SUCCESS**



*Break*





# Roundtables



NEW FACULTY  
ORIENTATION 2024



- Three rounds, 15-20 minutes each
  - Facilitators ~5 mins.
  - Group discussion – effective approaches, ongoing challenges ~15 mins.
- Take a few minutes and choose your next roundtable

# Roundtables: Getting Started in...



NEW FACULTY  
ORIENTATION 2024



## 1. Hot Questions about Renewal, Tenure/Permanence, Promotion

Jessica Raffoul & Laura Chittle, Centre for Teaching and Learning; Erika Kustra & Cindy Wills, Office of the Vice-President

## 2. Research Career Trajectories

Kate Rosser-Davies, Michelle Nevett, Natasha Wiebe, Sara Kenno, Research and Innovation Services

## 3. Research Partnerships and Knowledge Mobilization

Tom Schnekenburger & Vesna Kaps, Research Partnerships

## 4. Living in Windsor: Where to go, What to do!

Mona Sleiman, Office of the President; Christine Young, Iva Gentcheva, Blair Gagnon, Office of the Vice-President

# CLOSING REMARKS



*Thank you!*

