



UNIVERSITY OF TORONTO
OISE | ONTARIO INSTITUTE
FOR STUDIES IN EDUCATION

July 3, 2015

A Message to Our Community from Interim Dean Glen Jones

Dear OISE Faculty, Staff, and Students:

As you know, OISE has been going through a period of major transition in terms of staffing, organization, and leadership. As the Interim Dean, I am writing to provide our community with information on a number of recent changes, and to share some of the initiatives we plan to introduce over the next few months.

A Little Breathing Space

Perhaps the most dramatic changes we have all been experiencing are associated with the reorganization of staff positions throughout the Institute. Many of our friends who played important roles within our community have moved on, and many of our current staff are transitioning into new or modified jobs with new tasks and responsibilities. It will be important for all of us to be patient and flexible with one another. We need to recognize that it will take some time for individuals to become comfortable in their new positions, and that there will be organizational and administrative issues that will need to be worked out over time. As a community, we may need a little “breathing space” over the next few months while we settle into the new organizational arrangements and prepare for the fall academic term.

Academic Leadership Team

Our new academic leadership team has now assumed office, and we are excited and honoured to have the opportunity to serve the OISE community. Our two new Associate Deans are Doug McDougall (Programs) and Michele Peterson-Badali (Research, International, and Innovation) and we have three new department chairs: Nina Bascia (Leadership, Higher, and Adult Education), Earl Woodruff (Applied Psychology and Human Development), and Jim Hewitt (Acting Chair of Curriculum, Teaching and Learning). Together with Abbie Bakan, who is continuing as Chair of Social Justice Education, and Helen Huang (Chief Administrative Officer), the new senior team is looking forward to working collaboratively, though we also realize that we have a great deal to learn over the coming months.

Dean's Office

There have also been important changes in staffing within the Dean's Office. Jesse Sims has just joined OISE as the Director of the Dean's Office where he has assumed major responsibilities for academic human resources, including our appointments, tenure and promotion processes. He brings a wealth of expertise to this new role given his previous work in the Provost's Office. Stepping in to fill a vacancy left by a maternity leave, Denise Makovac is the new Executive Assistant to the Dean. Denise has been a member of our community for many years and has held a number of key administrative positions.

Office Moves

We are also going through a relocation of offices within the Institute's senior administration. Michele, Doug and I have been consulting with staff in order to rethink and rationalize office allocations to accomplish the following:

- Developing a location plan that supports a collaborative senior leadership team approach;
- Creating an integrated CTEP office;
- Ensuring that functional teams are kept close together for ease of ongoing collaboration;
- Providing welcoming, obvious and contiguous access to decanal offices for faculty, staff and students as well as OISE's external visitors;
- Minimizing costs.

The basic components of the plan are:

1. The Academic Director, Teacher Education and CTEP will move to the 5th floor Dean's Office suite;
2. The Dean and Associate Deans (plus their executive assistants and one senior staff member each) will move to the east side of the 12th floor where suitable offices for this complement already exist;
3. Additional staff will be moved to the 8th floor inside the current Finance/HR area (Chief Administrative Officer, Communications) or the south west side of the 12th floor (Alumni Relations, Development and Dean's Office staff), and the Alumni Association office will move to the 8th floor beside the other association offices;
4. Most of the offices along the 5th floor hallway (west side) will be transferred to the university space office (Academic and Campus Events) which will save us some money through the university budget model and, we suspect, return the space to classroom/seminar use.

We believe that these changes will create a more integrated Dean's Office that will facilitate greater collaboration and support throughout the institution. The plan uses existing office space and the only costs will involve the physical move of office contents and furniture. The move will need to be staged, but we hope that everything can be accomplished by the middle of July.

OISE Review

The University has asked OISE to undertake a review during this academic year. The review will provide input into the decanal search process that will begin in the fall. The terms of reference for the review will be approved by the Provost in the near future. We anticipate that a draft of the review will need to be submitted in November of this year, with a site visit from external reviewers early in 2016. The review will not focus on programs, but rather on our progress in relation to our strategic plan and on other key issues. We will provide more information about the review process over the next few months.

Decision-Making Processes

We would like to move towards decision-making processes that are consultative and transparent. Doug, Michele and I will be working closely with the Chairs in order to create an administrative team approach to decision-making. We plan to create a number of new advisory committees that will provide a forum for the discussion of key issues, such as a committee on student success, as well as an advisory board that will strengthen our relationship with important external

constituencies and obtain input on relevant issues. We will also host one or two community meetings in the fall in order to provide updates on the OISE Review process and solicit feedback from the community.

We would like to thank everyone for the support and assistance that we have received during the transition period. Please feel free to drop by our new office area on the 12th floor for a visit. We would welcome your comments and suggestions (email: dean.oise@utoronto.ca).

Take care and enjoy the summer!!

A handwritten signature in black ink, appearing to read "Glen A. Jones". The signature is fluid and cursive, with the first name "Glen" and last name "Jones" clearly distinguishable.

Glen A. Jones, Ph.D.
Professor and Interim Dean

