

Original Approval Date: April 17, 2023

Most Recent Approval: April 17, 2023

Most Recent Editorial Date: -

Parent Policy: [Recognition of Teaching Policy](#)

## Teaching Awards Procedure

<b>Office of Administrative Responsibility:</b>	Provost and Vice-President (Academic)
<b>Approver:</b>	Provost and Vice-President (Academic)
<b>Scope:</b>	Compliance with University policy extends to all members of the University community

### Overview

The University of Alberta is committed to the identification and celebration of creativity and innovation in all stages of knowledge creation and dissemination in an inclusive manner that provides pathways for the recognition of faculty, students, staff, University partners, individuals and communities. This Procedure describes how the University of Alberta will adopt Indigenous Ways of Knowing, Being, and Doing and Equity, Diversity, Inclusion principles and practices in all application and adjudication processes for University-wide teaching awards.

### Purpose

The purpose of this Procedure is to outline the principles and practices for the application and adjudication of University-wide teaching awards to promote equity in the recognition of teaching and to foster an inclusive and supportive environment that values, acknowledges, and celebrates diverse contributions and experiences.

### Procedure

The Office of the Provost, in consultation with the University Teaching Awards Committee (UTAC), shall establish the application and adjudication guidelines for each teaching award and publish them on a relevant UofA website.

## 1. Application

The application guidelines shall ensure:

- The Framework for Effective Teaching grounds the awards criteria;
- Acknowledgement of the value of educational creativity, inspiring teaching, teaching innovation, and leadership;
- Clear communication of criteria for each teaching award and an indication of how many of those criteria are to be addressed in a successful application;
- The application process is not burdensome and can be submitted in a variety of modalities;
- The student voice is included in meaningful ways;
- Acknowledgement and respect of the principles of All My Relations; Decolonization; Indigenization; Indigeneity; Indigenous Ways of Knowing, Being and Doing; Intersectionality/Confluence; Reconciliation; Self-Determination; Sovereignty; Strength-Based Approach - From Braiding;
- Equity, Diversity and Inclusion (EDI); Human Rights, Equality (substantive), Intersectionality, and Accessibility - from the EDI Strat Plan;
- Applicants can account for their labour/emotional labour/mentorship/sponsorship (especially those from equity-denied communities);
- The inclusion of clarifying language and provisions around awards and leaves of absence, and community engagement;
- Teaching accomplishments are demonstrated in multifaceted forms
- That applicants are aware of mentorship opportunities and supports;
- Cultural, structural, and political barriers are accounted for in order to increase the applicant pool; and
- That translation costs will be covered by the University in support of languages other than English.

## 2. Adjudication

The adjudication guidelines shall ensure:

- That the adjudication process is inclusive, diverse, and equitable, and that all eligible applicants are considered and evaluated fairly based on their achievements and contributions to teaching excellence, including those from equity-denied groups, taking into account any systemic barriers or challenges that they may face;
- That adjudicating committees are diverse and trained on best adjudication practices with a particular emphasis on Indigenization; Reconciliation; and Equity, Diversity and Inclusion;
- The development of equitable and objective criteria that support assessment of the work of faculty and instructors and recognition of excellence in an inclusive and diverse manner that takes into account diverse modes of instruction; and
- Consideration of parental and other leaves so that applicants who have taken leave are not unfairly disadvantaged in the adjudication process.

## Related Links

- [Recruitment Policy \(Appendix A\) Definition and Categories of Academic Staff and Colleagues](#) (UAPPOL)
- [Post-Secondary Learning Act](#) (Government of Alberta)
- [University Teaching Awards Committee \(UTAC\) Terms of Reference](#) (University of Alberta)
- [Braiding Past, Present and Future: University of Alberta Indigenous Strategic Plan](#) (University of Alberta)
- [Strategic Plan for Equity, Diversity, and Inclusivity](#) (University of Alberta)

If any of the links are broken, please contact [uappol@ualberta.ca](mailto:uappol@ualberta.ca)