

Memo

To: College of Engineering Faculty, Staff and Students
From: Airini, Provost and Vice-President Academic
Date: September 23, 2022
Subject: Request for Feedback – Review, Suzanne Kresta, Dean, College of Engineering

Hello Colleagues. Bonjour.
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[English. French. Cree. Dakota/Lakota/Nakota. Dene. Michif. Saulteaux]

Dr. Suzanne Kresta was appointed as the Dean, College of Engineering in January 2018 and she is now in her final year of her first review period. Dr. Kresta has indicated her wish to stand for a second term. The *Search and Review Procedures for Senior Administrators* state that a review shall be conducted if the incumbent wishes to seek another term. The search and review procedures can be found at this link [search and review procedures](#).

The members of the review committee include:

Airini, Provost and Vice-President Academic - Chair
Ritu Malhotra - Board of Governors representative
Gillian Muir, Dean, Western College of Veterinary Medicine – dean representative
Petros Papagerakis, Associate Dean, College of Dentistry – Senior Administrator appointed by Council
Darcy Marciniuk, Associate Vice-President, Research – vice-president, research representative
Sven Achenbach – Faculty Appointee
Lisa Feldman – Faculty Appointee
Chris Zhang – Faculty Appointee
Edgar Martinez – GSA representative
Kasey Burgess – College's student society representative
Andrew Loken, Association of Professional Engineers - professional association representative

Accordingly, the review committee is soliciting feedback from those who are familiar with the work of Dr. Kresta to ensure that we have the appropriate information on which to base our advice to the president for his recommendation to the Board of Governors. All feedback submissions are welcome. The feedback is intended to help the review committee assess Dr. Kresta's performance as Dean, College of Engineering using the following questions as a guide:

1. Strategic Planning:
 - Reflection: In what ways has the dean influenced strategic plans, vision, and mission of the College of Engineering during the past four years. Please reflect upon the university

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- aspirations – transformative decolonization leading to reconciliation; productive collaboration; meaningful impact; distinguished learners; and global recognition.
- Looking ahead: How might the dean move strategic initiatives to decision, action and implementation?
2. Teaching:
 - Reflection: What has occurred in teaching and learning in the College of Engineering during the leadership of the dean?
 - Looking ahead: How should the College of Engineering deploy its mission and vision statements to address teaching outcomes and priorities?
 3. Research:
 - Reflection: What has occurred in research, scholarly and artistic work in the College of Engineering during the leadership of the dean?
 - Looking ahead: How should the College of Engineering deploy its research mission and vision in the medium- and long-term?
 4. People and Environment:
 - Reflection: How would you describe the culture within the college during the past four years? Please feel free to describe specific events, if relevant.
 - Looking ahead: How can the dean show awareness of and respect towards the development of an inclusive work environment?
 5. Financial and resource management:
 - Reflection: During the past four years, in what ways has information regarding the financial circumstances of the college been shared?
 - Looking ahead: What information about finances and resources would you see as helpful for the dean to provide? How should it be conveyed? What would key indicators of confidence in the ability of the college to handle financial and resource challenges and opportunities look like?
 6. Risk management:
 - Reflection: In what ways has the dean provided transparency of decision-making associated with collegiate resources?
 - Looking ahead: What information about risk management would you see as helpful for the dean to provide?

Submissions can be made by letter or email. Respondents are encouraged to use the above questions to frame their feedback but may also chose to comment on other areas as they see fit. The review committee recognizes that not everyone can comment on each area. As outlined in the review principles and procedures, submissions must demonstrate respect for individuals and be professional in tone. All submissions must be written and signed. Every email submission will be acknowledged by return email to confirm the authenticity of the author’s identity.

Submissions received through this process will be considered by the review committee in raw form. Letterhead and signature information will be removed to protect the confidentiality of the respondents when the feedback is shared with the incumbent and review committee. **If you wish your message to be fully confidential, please avoid including self-identifying information in the text of your letter. The full text of the submission will be included and will not be edited, with the exception of removing the author's name.**

Please make your confidential submission by **October 25, 2022 at noon** to Lori Auchstaetter, review committee coordinator, Office of the Provost and Vice-President Academic (by email: lori.auchstaetter@usask.ca).

The committee will review submissions and use these to frame its report, which will inform the recommendation of the president to the Board of Governors regarding renewal. An announcement will be made following the conclusion of this process.

Yours sincerely,



Airini
Provost and Vice-President Academic

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c: Review Committee members