

YUFA Equity Officer 2022-24 Statement of Interest – Celia Popovic

I am standing for election as Equity Officer with YUFA because I believe that my experience and skills equip me to perform the role with diligence and commitment.

As a woman and as a Teaching Stream Faculty member, I am aware of potential inequalities in the treatment of YUFA members at York University. As Director of the Teaching Commons for 7 years, I witnessed many situations where similar circumstances led to differing outcomes. I am keen to work with colleagues to address any such inequities.

My experience at York has given me unique insights. I have been a member of senior policy committees, and I am a senator, I have been responsible for hiring YUFA members into the Teaching Commons and facilitated regular meetings for Teaching Stream colleagues, to name just a few of my duties. These activities have given me insight to situations from multiple perspectives. As Equity Officer, I would use this insight to the benefit of YUFA colleagues to improve the experience of all members and ensure that inequalities are both identified and addressed.

One area of particular concern to me is the use of student evaluations as primary evidence in Tenure and Promotion decisions when evidence tells us that women and minority groups are disadvantaged. I would like to work with colleagues to explore and develop additional means to assess teaching in a way that is both fair and developmental for all concerned. Addressing this inequality could lead to improved evaluation of teaching and greater satisfaction for all faculty.

I am aware of significant efforts by some Hiring Committees to ensure that recruitment to their Faculty is fair, and I would encourage the sharing of good practice from those Hiring Committees across the University. I would also take this approach with regard to the criteria for Tenure and Promotion. While understanding the need for local departments to determine the details of their own criteria I would promote the global adoption of underpinning principles to ensure that performance that is regarded as suitable for Tenure in one department is not declined in another.

As we hopefully emerge from the Covid-19 pandemic we need to be aware that the impact of lockdowns and other restrictions have had a disproportional impact on some groups within YUFA. This is another area where I will seek to ensure fairness in decisions affecting YUFA members.

I am hard working, diligent, community minded and committed to equality in all its forms. I would be honored to take on the role of Equity Office in YUFA

Celia Popovic

Associate Professor

Faculty of Education

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