

General Faculties Council
University Teaching Awards Committee (UTAC)
Approved Open Session Minutes

Thursday, March 30, 2023
South Academic Building (SAB) 3-07
1:00 PM - 4:00 PM

ATTENDEES:

Tracy Raivio, Chair
Trish Manns, Vice-Chair
Ali Assi
Benjamin Cheung
Janet Wesselius

Nakita Valerio
Minn N Yoon
guest:
Carrie Smith
non-voting:
Kate Peters

REGRETS:

Brad Hamdon
Brooklyn Mackown
Sabrina Jannat Shanta
Victoria Ruetalo

Staff:

Heather Richholt, Coordinator

OPENING SESSION

Before calling the meeting to order the Chair acknowledged the territory and observed that it was important to position ourselves in the land.

1. Approval of the Agenda

Materials before members are contained in the official meeting file.

Presenter(s): Tracy Raivio, Professor and Chair of UTAC

The motion was moved and seconded.

THAT the GFC University Teaching Awards Committee approve the agenda.

CARRIED

2. Approval of the Open Session Minutes

Materials before members are contained in the official meeting file.

Presenter(s): Tracy Raivio, Professor and Chair of UTAC

The motion was moved and seconded.

THAT the GFC University Teaching Awards Committee approve the February 16 and March 9, 2023 minutes.

CARRIED

DISCUSSION ITEMS

3. Working Session - Proposed Revisions to the Awards for Teaching Excellence Policy Suite

Presenter(s): Karsten Mündel, Acting Vice-Provost (Learning Initiatives)

Discussion:

K Mündel thanked C. Smith, Vice-Provost (Equity, Diversity and Inclusion) who agreed to join the meeting to support the workshop. He shared that GFC had not had a chance to discuss the drafts put forward by UTAC but that they had been circulated for feedback to GFC members. He shared the feedback from members of GFC and asked C. Smith to comment on the feedback that the term “excellence” is missing from the new policy suite. She spoke to the ways that definitions of excellence may exclude individuals and encouraged the committee to consider why they are excluding the term. She noted the term itself is not problematic; however, the procedure should protect against it being used to exclude individuals. She emphasized that it would be problematic if there were a perception that the term is not embodied by equity-deserving scholars.

Members discussed:

- Including a multi-modal, multi-faceted definition of excellence and that “inclusive excellence” is something often used in approaching evaluations from an equity mindset;
- The feedback from GFC about the term “excellence” and that if the policy recognizes the diverse understandings of excellence it may help to ease concerns in the community;
- Whether the policy was only intending to reward teaching that was exceptional in its inclusive excellence or integration of Indigenous worldviews and how the principles set out under the policy might be translated into criteria used in adjudication;
- Recommendations from the *Report of the Equity, Diversity, & Inclusivity Review of Teaching Awards Working Group* to integrate ideas about equity in recognition of teaching in the University to help to remove barriers from individuals who might not be recognised for their work in the current framework;
- The purpose of the policy to ensure that the University is equitably recognising teaching and that given the strategic objectives set out in *Braiding Past, Present, and Future, the University of Alberta Indigenous Strategic Plan* and the *Strategic Plan on Equity, Diversity, and Inclusivity*, all members of the university community should working towards inclusive excellence;
- That it was important to ensure the policy and procedure are translating these ideas appropriately;
- That it was important that we don't encourage individuals to submit content on equity, diversity, and inclusion that doesn't reflect their practice because it seems to be required to be recognised;
- How the procedure might provide some guidance on how equity, diversity and inclusion and Indigenous initiatives might be weighted in the adjudication process;
- A conclusion that the procedure did not need to spell out how celebration of teaching can be achieved and a decision to remove that section from the procedure;
- How to acknowledge the long history of recognising teaching excellence and that these proposed changes and new procedure will enhance the process;
- An observation that until different pedagogical approaches and diverse teaching methods are being rewarded, it will be necessary to take intentional steps to ensure processes are equitable; and
- Proposed revisions to the adjudication process section to make clear the minimum standards for an equitable process.

The Chair thanked members for their work and committed to circulating a revised draft to members. She expressed a hope that at their April 6, 2023 meeting, they may be able to recommend GFC approve the final drafts.

4. Adjudication Guidelines (no documents)

Item was deferred.

CLOSING SESSION

5. Adjournment

- Next meeting of UTAC: April 6, 2023
- Next meeting of GFC: April 17, 2023