



General Faculties Council
 Approved Open Session Minutes

Monday, May 25, 2020
 Virtual Meeting by Video/Phone
 2:00 PM - 4:00 PM

ATTENDEES:

Statutory Members:

Ex-Officio:

David Turpin, Chair
 Chris Andersen
 Dale Askey
 Stanford Blade
 Lesley Cormack
 Greta Cummings
 Neal Davies
 Steven Dew
 Walter Dixon
 Joseph Doucet
 Fraser Forbes
 Brenda Hemmelgarn
 Shanthi Johnson
 Matina Kalcounis-
 Rueppell
 Gitta Kulczycki
 Maria Mayan
 Brooke Milne
 Pierre-Yves Mocquais
 Kerry Mummery
 Karsten Mündel
 (delegate)
 Melissa Padfield
 Andrew Sharman
 Kelly Spencer
 Catherine Swindlehurst
 Jennifer Tupper

Elected Faculty:

Jason Acker
 Cathy Adams
 J Nelson Amaral
 Nicholas Beier
 Heather Coleman
 Piet Defraeye
 Tarek El-Bialy
 Anastasia Elias
 Duncan Elliott
 Nadir Erbilgin
 Mary Forhan
 Bill Foster

Michael Frishkopf
 Nat Kav
 Eva Lemaire
 Pierre Lemelin
 Kathleen Lowrey
 Susanne Luhmann
 Pirkko Markula
 Lynn McMullen
 Al Meldrum
 Roger Moore
 Sarah Moore
 Vivian Mushahwar
 Shannon O'Byrne
 Christina Rinaldi
 Victoria Ruetalo
 Carolyn Sale
 Richard Schulz
 John Seubert
 Susan Sommerfeldt
 Eleni Stroulia
 Kisha Supernant
 Amy Tse
 Alan Underhill
 Kristof Van Assche
 Dilini Vethanayagam
 Akiko Watanabe
 Jonathan White
 Lynne Wiltse
 Ian Winship
 Minn-Nyoung Yoon
 Yan Yuan
Students:
 David Draper
 Katie Kidd
 Sachiketha Reddy
Appointed Members:
 Joel Agarwal
 Ananya Ananya Sarkar
 Samar Barazesh
 Paramita Chaudhuri Basu
 Chris Beasley
 Dhir Bid

Katherine Binhammer
 Amlan Bose
 Karl Buchanan
 Daniela Carbajal
 Meijun Chen
 André Costopoulos
 Nicole de Grano
 Talia Dixon
 Eric Einarson
 Shannon Erichsen
 Christian Fotang
 Ghoman Ghoman
 Shivani Gupta
 Jill Hall
 Purna Hariharan
 Kevin Kane
 Simran Kaur Dhillon
 Zaryab Khan
 David Konrad
 Rahul Korde
 Janice Kung
 Devshri Lala
 Sharonne Lee
 Christopher Lupke
 Habba Mahal
 Lucas Marques
 Adekunle Mofolasayo
 Sue-Ann Mok
 Abner Monteiro
 Jacob Park
 Nicole Patrie
 Tyler Saretzky
 Sarah Severson
 Khandaker Akib Shahriar
 Lee Smith
 Andrei Tabirca
 Shahed Taghian
 Dehaghani
 Frederick Tappenden
 Marc Waddingham
 Adan Wang
 Janet Williamson
 Donna Wilson

Adrienne Wright
 Ding Xu
 Xinxin Zhang

REGRETS:

W. Ted Allison
 Adarsh Badesha
 Marwan Burhani
 Yiming Chen
 Gary Eitzen
 Fay Fletcher
 Shawn Flynn
 Paul Gareau
 Robert Haennel
 Basil Hubbard
 Peter Hurd
 Emily Kimani
 Harnoor Kochar
 Sean McMurtry
 Ana Oliveira
 David Percy
 Dan Romanyk
 Georg Schmolzer
 Demetres
 Tryphonopoulos

Guest:

Bill Flanagan, President-elect

Staff:

Marion Haggarty-France,
 University Secretary
 Yimmie Sonuga, GFC
 Secretary
 Heather Richholt,
 Assistant GFC Secretary
 Brad Hamdon, General
 Counsel
 University Governance:
 Ann Hodgson
 Edyta McLoughlin
 Laura Riley

OPENING SESSION

The Chair began the meeting by providing an overview of the agenda. He then clarified the following virtual meeting protocols:

- That observers should remain muted unless specifically called upon;
- That all members' should mute their video and audio until called upon;
- The process to ask a question;
- The process to call a point of order; and
- That *pro forma* movers and seconders would continue to be used procedurally.
 - He thanked Dr Acker and Dr Sommerfeldt for agreeing to be *pro forma* movers and seconders for this meeting.

1. Approval of the Agenda

Materials before members are contained in the official meeting file.

Presenter(s): David Turpin, President and Vice-Chancellor, and Chair of General Faculties Council (GFC)

Discussion:

The Chair referred to following motion circulated to members, for consideration, at 12:45 pm on May 25, 2020 and noted his support in principle:

Whereas under clause 26(1)k of the *Postsecondary Learning Act* the General Faculties Council has the authority to “make rules and regulations for the management and operation of libraries,” and

Whereas it is essential that key library services be made available to faculty and students so that they may conduct their research and scholarship,

The General Faculties Council directs that University of Alberta library services be made available as soon as possible, and to as full an extent as possible, consistent with the Chief Medical Officer of Health’s directives and regulations.

At a minimum, the University of Alberta Library will make it possible for faculty and students to receive library books and other materials by curbside pick-up or other contactless means no later than Monday, June 15th.

He confirmed he had consulted with the member, ahead of the meeting, and adjustments would be made to the motion in consideration of procedural best practices and operational constraints.

Motion: Sale/Kav

THAT General Faculties Council amend the Agenda, as posted, to consider the motion circulated to members, by email, at 12:45 pm on May 25, 2020.

CARRIED

The Chair then confirmed the motion would be tabled for consideration as part of Agenda item 11C.

Motion: Acker/Sommerfeldt

THAT the General Faculties Council approve the agenda, as amended.

CARRIED

2. Report from the President

Materials before members are contained in the official meeting file.

Presenter(s): David Turpin, President and Vice-Chancellor, and Chair of GFC

Discussion:

The Chair began his report by:

- welcoming President-elect Bill Flanagan to the meeting;
- congratulating Dr Steven Dew on his reappointment as Provost and Vice-President (Academic);
- welcoming Walter Dixon as Interim Vice-President (Research and Innovation);
- welcoming student members in attendance for the first time;
- welcoming new Students' Union President Joel Agarwal and new Graduate Students' Association President Marc Waddingham;
- encouraging members to consider applying to fill vacancies on various GFC standing committees; and
- highlighting the call had also been issued for the Academic Staff member to serve on the Board of Governors and succeed Katherine Binhammer.

The Chair thanked the University community for their commitment and dedication to the planning of the Fall 2020 Term. He highlighted the following:

- in September 2020, the majority of classes will be delivered remotely;
- wherever possible, the University is committed to providing small group in-person learning and experiential learning;
- flexibility is important moving forward; and
- every effort will be made to support students in the continuation of their programs.

In relation to residences, the Chair confirmed that:

- subject to Chief Medical Officer directives and regulations, residences will be available for incoming students in the Fall of 2020 and the Winter of 2021; and
- accommodation packages will be available for students arriving who may need self-isolation.

In relation to the resumption of research activities, the Chair confirmed that:

- starting as soon as is feasible, when the necessary safeguards and supplies are in place, on-campus undergraduate and graduate research activities will resume.

The Chair updated the Council on recent information from Universities Canada, highlights included:

- The recent announcement from Immigration, Refugees and Citizenship Canada (IRCC) confirming international students will be able to start their studies online in September;
- That Universities Canada will continue to push for federal measures to support the safe arrival of international students; back stop international tuition revenue losses and invest in regaining and diversifying markets; and
- Increased federal investments in the university research ecosystem;

Following an update from Vice-President (Facilities and Operations) Andrew Sharman, and before asking for any questions or comments on his report, the Chair confirmed President-elect Bill Flanagan would be on hand to discuss his vision for the University during agenda item 10.

Questions and comments from members included:

- A request for clarification on why the next meeting of June 22, remains tentative.
 - The Chair confirmed following a few scheduling considerations, the date would be confirmed.

- A request for information on specific mental health supports available to first year students for Fall 2020.
 - The Dean of Students confirmed all current available supports would remain for Fall 2020 including telehealth services. He further confirmed new supports are in development for residences.
- A member raised the concern that campus mental health services will be unable to cope with the influx of uninsured students come Fall 2020.
 - The Registrar confirmed this matter was front of mind and work is currently being tackled by a task team dedicated to the creation of more integrated communication and onboarding of supports for incoming students.
- Confirmation that University of Alberta International (UAI) could be contacted directly for further information or advice on international student concerns.
 - The Chair confirmed UAI advisers are certified immigration advisers.

CONSENT AGENDA

Materials before members are contained in the official meeting file.

Consent Agenda Mover and Seconder: Acker/Sommerfeldt

3. A. Approval of the Minutes of March 30, 2020

THAT General Faculties Council approve the open session minutes of March 30, 2020.

CARRIED

B. Approval of the Minutes of April 20, 2020

THAT General Faculties Council approve the open session minutes of April 20, 2020.

CARRIED

4. New Members of GFC

TO RECEIVE:

The following ex officio members, to serve on GFC for a term beginning May 1, 2020 and extending for the duration of the appointment:

Walter Dixon, Interim Vice-President (Research and Innovation)

The following ex officio members, to serve on GFC for a term beginning July 1, 2020 and extending for the duration of the appointment:

Bill Flanagan, President and Vice-Chancellor
Barbara Billingsley, Dean, Faculty of Law
Steve Patten, Interim Dean, Faculty of Arts

CARRIED

ACTION ITEMS

5. Recruitment and Selection of Employees Policy and Procedures

Materials before members are contained in the official meeting file.

Presenter(s): Wendy Rodgers, Deputy Provost; Jax Oltean, Senior Legal Counsel, Office of General Counsel

Purpose of the Proposal: For review and recommendation of proposed changes to the Recruitment and Selection of Employees Policy and specific procedures under GFC's authority. Other procedures are not within the formal authority of GFC, but are included for information.

Discussion:

Dr Rodgers provided a high-level overview of the changes to the policy suite; framed the importance of the policy suite; highlighted the efforts of Provost-Fellow Malinda Smith and Senior Legal Counsel Jaxine Oltean in the completion of the work; and highlighted the Council's responsibility in upholding the tenor of the policy suite.

Questions from members:

- In relation to comments made by Dr Rodgers that the onus is on all members to uphold the tenor of the policy suite, a member mentioned concerns:
 - around the adoption of the Alberta Human's Rights Act; and
 - the inherent risks in the new language going below applicable Human Rights Law.
- The member then asked for clarification on whether a scholar critical of diversity and inclusion policy would be retained by the University.
 - Dr Rodgers confirmed that the policy is not related to the hiring of scholars and then invited Provost Fellow Malinda Smith to provide more context. Dr Smith confirmed the purpose of this work was to bring the policy suite up to step with our national partners because the policy had not been updated in 30 years.
- Member Dr Luhmann – Director of Intersections of Gender – one of the 4 signature areas, congratulated the team for their efforts on this timely and important work.
- A student member asked for clarification around why it had taken so long for the update and then asked for clarification on whether indigenous community were involved.
 - Dr. Rodgers confirmed that members of indigenous and LGBTQ2+ communities were invited to add commentary.

Motion: Acker/Sommerfeldt

THAT the General Faculties Council recommend the Board of Governors approve the amended Recruitment and Selection of Employees Policy, Faculty Deans Selection and Review Procedures, Department Chair Selection and Review Procedures, Academic Selection Procedure, and Acting and Interim Senior Administration Appointment Procedure, as set forth in attachments 3a, 3e, 3f, 3g, 3h, 3i and 3m, to take effect upon final approval.

CARRIED

6. Approval of the Proposed Terms of Reference for a New GFC Programs Committee, and Related Changes to the Terms of Reference for the GFC Council Executive Committee and the GFC Academic Planning Committee, and the Disbanding of the GFC Academic Standards Committee

Materials before members are contained in the official meeting file.

Presenter(s): Tammy Hopper, Vice-Provost (Programs) and Chair of Executive's ad hoc Committee on Program Approval Processes; Brooke Milne, Vice-Provost and Dean, Graduate Studies and Research; Jason Acker, Professor, Medicine and Dentistry and member of GFC Academic Planning Committee; Radim Barta, Graduate Students' Association representative on GFC Academic Standards Committee; Norma Rodenburg, Associate Registrar

Purpose of the Proposal: To seek approval of Terms of Reference for a new GFC Programs Committee and related changes to the Terms of Reference for the GFC Executive Committee and Academic Planning Committee and the disbanding of the GFC Academic Standards Committee.

Discussion:

Dr Hopper provided a high-level overview of the proposed changes and noted the streamlined governance process with efficient and comprehensive administrative support in the proposed structure.

A member asked about the composition of the Program Support Team (PST) and whether this administrative support would be seen as a gatekeeper and detract from collegial governance.

Dr Hopper replied that this support was already happening but in a fragmented and inefficient way. She noted that the PST would provide an opportunity for a single point of administrative consultation, which would streamline and shorten that step.

Motion: Acker/Sommerfeldt

THAT General Faculties Council approve the proposed terms of reference for a New GFC Programs Committee, as recommended by the GFC Executive Committee, and as set forth in attachment 1, to take effect on September 1, 2020.

CARRIED

Motion: Acker/SDommerfeldt

THAT General Faculties Council approve the proposed changes to the terms of reference for the GFC Executive Committee and the GFC Academic Planning Committee, as recommended by the GFC Executive Committee, and as set forth in attachments 2 and 3, to take effect on September 1, 2020.

CARRIED

Motion: Acker/Sommerfeldt

THAT General Faculties Council disband the GFC Academic Standards Committee, as recommended by the GFC Executive Committee, effective September 1, 2020.

CARRIED

7. University of Alberta Non-Credit Credential Framework

Materials before members are contained in the official meeting file.

Presenter(s): Tammy Hopper, Vice-Provost (Programs); Christie Schultz, Assistant Dean, Academic, Faculty of Extension

Purpose of the Proposal: The proposal is before the committee for endorsement as the University of Alberta framework for the development of non-credit credentials.

Discussion:

Dr Hopper provided a high-level overview before asking Dr Schultz to provide more detail. Dr Schultz provided a high-level overview of the consultation process.

Motion: Acker/Sommerfeldt

THAT General Faculties Council approve the University of Alberta Non-Credit Credential Framework, as

recommended by the GFC Executive Committee, and set forth in attachment 1.

CARRIED

DISCUSSION ITEMS

8. International Strategy Implementation Plan

Materials before members are contained in the official meeting file.

Presenter(s): Steven Dew, Provost and Vice-President (Academic); Doug Weir, Executive Director, Student Programs & Services, University of Alberta International

Purpose of the Proposal: The proposal is before the committee to keep members of GFC informed about implementation of the International Strategy, approved by the Board of Governors on the recommendation of GFC in June 2019

Discussion:

High-level update provided by Steve Dew no further questions.

9. Student Learning Analytics Policy Framework - GFC Committee on the Learning Environment ad hoc Committee (no documents)

Presenter(s): John Nychka, Vice-Provost (Learning Initiatives), Chair GFC Committee on the Learning Environment (CLE)

Discussion:

Dr Nychka reminded committee members that this framework came to GFC on February 24, 2020, for endorsement, and explained that an *ad hoc* task force was established at CLE on April 29, 2020 and would be working to further the implementation of the framework. He also confirmed this item would re-tabled for discussion at GFC, and its standing committees, in Fall 2020.

Members discussed the following points:

- that a set of principles and parameters is necessary to guide the development of this work;
- the importance of the development of a discussion paper to frame conversations at GFC, and standing committee meetings, on this important matter;
- the importance of this matter in this new, more virtual, reality;
- the need for the community to have more information about the collection and use of student data;
- the involvement of student services; and
- the need for caution around student privacy and consent for the use of data;

10. Academic and Administrative Restructuring (no documents)

Presenter(s): David Turpin, President and Vice-Chancellor and Chair of GFC; Bill Flanagan, President-elect; Steven Dew, Provost and Vice-President (Academic); Gitta Kulczycki, Vice-President (Finance and Administration)

Discussion:

President-elect Bill Flanagan, presented the “University of Alberta for Tomorrow”, a strategy to transform the university to meet current challenges by changing how both administrative services, and Faculties, are structured.

He began his comments by thanking the community for the warm welcome he had received thus far and confirming his plan would be discussed in more detail at a Town Hall scheduled to take place on June 2, 2020.

He then explained how this strategy would put the university in an even stronger position to deliver on its mandate, mission and vision and proffered the importance of the plan as a solution to the funding crisis.

Highlights of his presentation included:

- a review of the work completed thus far, in collaboration with international management consultancy the NOUS Group, using the UNIFORM system;
- an assertion of the yet untapped potential in realizing significant savings, the opportunities to expand new programs, and continue to attract students;
- an affirmation of the university’s commitment to equity, diversity, inclusion, and truth and reconciliation; and
- the confirmation that the process would move forward with transparency and extensive consultation;

He concluded his presentation by:

- asserting that the project scope must be pan-University with GFC, and the Board of Governors, playing a central role;
- challenging the university community to be open to different way of working; and
- confirming next steps would include setting up the governance structure of this work.

Member questions included:

- A request for clarification on the current cost of retaining the NOUS group;
 - To which the Vice-President (Finance and Administration) responded less than \$100,000.
- A request for clarification on why the necessary cuts, as depicted in the President-elect’s presentation, appear to be mainly to the Faculties;
- A request for clarification on the reference, in the presentation, to a reduction in dependency on government funding;
- A request for confirmation on whether the plan, as depicted in the presentation, has been made in consideration of the accreditation-related implications of these structural changes;
- A request for clarification on the NOUS group’s role in the review of the university’s UNIFORM data;
- A request for further clarification on the timeline for the implementation of the proposed plan and whether there was an opportunity to ask for additional funding from the Government of Alberta to take the time needed to implement such structural changes;
- A request for clarification around how existing programming would be grandfathered into the new structure; and
- A request for specific details on efforts to ensure the university’s commitments to equity, diversity, inclusion and truth and reconciliation are kept as part of the process.

Member comments included:

- that it is likely inadvisable to rely on reinvestment in the next few years;
- expressions of excitement at the paradigm shift ahead;

- the importance of centering the university's unique values, and remembering Canada's dual linguistic identity, as part of this work;
- the importance of being mindful of how further job-losses will disproportionately affect already marginalised members of the university community; and
- the importance of meaningful engagement as part of the process;

11. Academic Governance Emergency Protocols (Standing Item)

Presenter(s): David Turpin, President and Vice-Chancellor and Chair of GFC

A. Report of the GFC Executive Committee

B. COVID-19 Governance Decision Tracker

C. Upcoming Considerations for GFC (no documents)

Additional motion tabled

Discussion:

Questions and Comments:

- A member noted disappointment at the formal nature of the motion and raised concerns around the broadness of the motion.
- A member expressed support because of the importance of Libraries as the portal to research in the social sciences.
- A member requested Dr Askey provide a report to GFC Executive regarding the library closures and openings.

Motion: Sale/Kav

THAT General Faculties Council directs that University of Alberta library services be made available as soon as possible, and to as full an extent as possible, consistent with the Chief Medical Officer of Health's directives and regulations.

At a minimum, the University of Alberta Library will make it possible for faculty and students to receive library books and other materials by curbside pick-up or other contactless means as soon as possible after the Chief Medical Officer of Health permits.

CARRIED

12. Question Period

12.1Q - Question from GFC member Carolyn Sale on Reference to "Decision Tracker" during debate on 20 April 2020

12.2R - Response from University Governance

12.2Q - Question from GFC member Carolyn Sale on References to debate on amendment of agenda not being allowed under GFC's "Meeting Procedural Rules"

12.2R - Response from University Governance

Presenter(s): David Turpin, President and Vice-Chancellor and Chair of GFC

Discussion:

Dr Sale expressed her dissatisfaction with the answer about the use of precedent and noted that we should always strive to do better with our processes.

In regards to recent job cuts, a member asked if employees of the university would agree to pay cuts to avoid further job losses. The Chair replied that salaries were determined through bargaining but that, as the President-elect had said, nothing was off the table.

INFORMATION REPORTS

13. Report of the GFC Academic Planning Committee
14. Report of the GFC Academic Standards Committee
15. GFC Nominations and Elections
 - Call for Nominations for GFC Committees
 - April 27, 2020, GFC Nominating Committee Report to GFC
16. GFC University Teaching Awards Committee (UTAC) Annual Report
17. Report of the Board of Governors
18. Information Items A. Graduate Enrolment Report
19. Information Forwarded to GFC Members Between Meetings
 - Email Special Meeting of Exec
 - Email Special Meeting of Exec and Town Hall
 - Email Reappointment of Provost and Vice-President (Academic), Steven Dew

CLOSING SESSION

20. Adjournment

The Chair adjourned the meeting at 4:50 p.m.