

**Council of the Faculty of Graduate Studies and Research**

Wednesday, November 23, 2016

2:00 to 4:00 pm

University of Alberta Council Chamber, 2-100 University Hall

**Attendance at FGSR Council –****Department Council Rep**

AFNS, Vera Mazurak  
Biochemistry, David Stuart  
Bio Sci, Tracy Ravio  
Business – PhD, David Deephouse  
Chemistry, Mark McDermott  
Civil and Environmental Engineering, Dave Chan  
Dentistry, Pat Flood  
Earth & Atmospheric Sciences, Tom Chacko  
East Asian Studies, Christopher Lupke  
Economics, R. Todd Smith  
Educational Policy Studies, Evelyn Steinhauer  
Electrical & Computer Engineering, Marek Reformat  
Elementary Education, Doug Gledlie  
Extension (MACT, MACE), Gordon Gow  
Faculté Saint-Jean, Samira El Atia  
History & Classics, Margreit Haagsma  
Human Ecology, Deanna Williamson  
Humanities Computing, Maureen Engel  
Law, Matthew Lewans  
Library and Information Studies, Ali Shiri  
Linguistics, David Beck  
Mathematical & Statistical Sciences, Jochen Kuttler  
Mechanical Engineering, John Doucette  
Med Sci-Medical Genetics, Sarah Hughes  
Modern Languages and Cultural Studies, Carrie Smith-Prei  
Native Studies, Sean Robertson  
Occupational Therapy, Lili Liu  
Oncology, Mary Hitt  
Pharmacology, Amy Tse  
Philosophy, Ingo Birgandt  
Phys Ed and Rec, Normand Boule  
Physical Therapy, Mark Hall  
Psychiatry, Tara Checknita  
Religious Studies, Ryan Dunch  
Renewable Resources, Andreas Hamann  
Resource Ec & Envir Sociology, Henry An  
School of Public Health, Linda Carroll  
Secondary Education, Catherine Adams  
Sociology, Amy Kaler  
Women and Gender Studies, Michelle Meagher

**Associate Deans Graduate**

AFNS, Anne Naeth  
Education, Jill McClay  
Medicine & Dentistry, Hanne Ostergaard

**Ex-Officio Representatives**

Vice-President, Susan Hamilton  
FGSR Vice-Dean, Debby Burshtyn  
FGSR Associate Dean, Bryan Hogeveen  
FGSR Associate Dean, Suzanne Kresta  
FGSR Associate Dean, Naomi Krogman  
FGSR Associate Dean, John Nychka  
Vice-Provost and University Registrar, Thomas Hidson

**Graduate Program Administrators (GPAC)**

Mechanical Engineering, Gail Dowler

**GSA Representatives**

Sarah Ficko, GSA President  
Sasha van der Klein, GSA VP Labour  
Ahmad Al-Dabbagh, ECE  
Issac Awotwe, Economics  
Lebogang Disele, Drama  
Clara Fallone, Medical Physics  
Maryam Kebbe, Pediatrics  
Chongdan Luo, Chemical and Materials Engineering  
Alleson Mason, Educational Policy  
Phil Oel, Biological Sciences  
Estacio Pereira, Civil and Environmental Engineering  
Camila Pinto, AFNS  
Dasha Smirnow, Business  
Andrew Woodman, Pharmacology  
Mostafa Tawfeek, Civil Engineering

**FGSR**

Debby Burshtyn, Assoc Dean  
Bryan Hogeveen, Assoc Dean  
Suzanne Kresta, Assoc Dean  
John Nychka, Assoc Dean  
Naomi Krogman, Assoc Dean  
Dena Giroux, Executive Assistant to Vice Dean & Assoc Deans

**Guests/Observers:**

Christopher Michell-Viret, Alumni Council  
Renee Polziehn, FGSR  
Brent Epperson, Graduate Ombudsperson  
Meg Brolley, GFC Secretary, University Governance  
Michael Rausch, Strategic Analysis and Data Warehousing

**Council of the Faculty of Graduate Studies and Research**  
Wednesday, November 23, 2016  
2:00 to 4:00 pm  
University of Alberta Council Chamber, 2-100 University Hall

**1. Meeting called at 2:04 PM by the Chair, Debby Burshtyn**

**2. Approval of Agenda**

Approved by show of hands

**3. Approval of Minutes of October 19, 2016**

Approved by show of hands

**4. Matters arising from the Minutes**

None

**5. Report from the Dean (Debby Burshtyn)**

GSA President, S Ficko, had requested prior to the meeting that student observers attend the discussion about tuition and the chair asked if there were any objections in accordance with Council Policy. No objections were raised.

The new Assistant Dean – Administration, Amy Dambrowitz and the Executive Assistant to Vice Dean & Associate Deans, Dena Giroux, were introduced to Council.

H. Zwicker extends her regrets to not attending FGSR Council as she is in Tanzania. The purpose of her trip was to attend a Convocation ceremony for the 12 new Graduates of Master of Education in Educational Studies program at the off-site campus. This was in collaboration between the University of Alberta and University of Dodoma.

Professional Development Career Symposium occurred on November 8-9, 2016. Renee Polzhein, Andrea Graham, Romona Czarkert of FGSR and student Jasmin Hirshberg and all the volunteers were congratulated for the success of the Symposium. There were 130 attendees and 30 volunteers, and good student turnout from all faculties. Key messages for students from the discussion were noted: Alberta has highest employment rates in Canada; Students should consider degrees as work experience; Students with Graduate degrees earn higher salary with a variety of interesting roles to choose from; Jobs have been lost over soft skills not being developed and lack of emotional intelligence

Thanks to all those who have registered, the Mental Health First Aid course on Feb 23, 2017 course has full registration.

**Council of the Faculty of Graduate Studies and Research**

Wednesday, November 23, 2016

2:00 to 4:00 pm

University of Alberta Council Chamber, 2-100 University Hall

D. Burshtyn shared she is serving on the GFC Ad Hoc Committee on Academic Governance including Delegated Authority. This task force resulted from years and years of concerns over academic governance and in spite of several reports that to date have not produced changes to academic governance through GFC. Comments on academic governance and particularly the process for proposals for new graduate programs should be sent to Debby by email ([burshtyn@ualberta.ca](mailto:burshtyn@ualberta.ca)). The recommendations of the committee are to go to GFC by the end of March 2017.

Questions/Comments

None

**6. Restorative Practices Initiative (Bryan Hogeveen)**

B. Hogeveen provided an overview of the initiative that started 15 months ago when Brent Epperson, Graduate Ombudsperson met with B. Hogeveen to discuss issues of supervisory student relationships, specifically conflict in these relationships. The student/mentor relationship is foundational, and when it break down, it takes resources to deal with the aftermath. If this reaches a certain point, it might be too late as irreconcilable differences might have been created.

On Dec. 5 there will be a workshop at which these issues will be discussed called “Conflict Resolution & Restorative Justice in Graduate Studies”. The workshop will initiate discussion on how to better deal with conflicts without formal complaint processes. The goal is to examine alternative ways to deal with conflict in Graduate studies and finding ways to repair relationships, to intervene, and to prevent escalation of conflicts. Restorative practices are already being used in Residence, but this workshop is the first time this is being considered in a Graduate school context here or elsewhere. Formal invitations were sent out and members were encouraged to attend. Workshop presenters include: Melissa McKay, Thom Allena, and Craig Whitton.

Questions/Comments

None

**7. Graduate Supervision- Update on Report (Naomi Krogman)**

A survey on Graduate student supervision and suggestions for best practices was gathered at the last council meeting. The results of the survey were included in the meeting package.

N. Krogman reviewed strategies outlined in the report and focused on communication as key. There should ways to make it easy for professors to know the standards and expectations of

Graduate students. The Oxford Expectation Survey is a tool will be made available as a resource that brings in student and supervisor opinions. The survey is to be filled out by the supervisor and the student and then they discuss it and it can head off miscommunication or failed communication on expectations early on. The survey can be useful to use campus wide, especially for new Faculty supervising Graduate students.

Potential activities of the proposed Mentorship College were described including courses to train mentors on: How do you verbalize criticism with positive and negative feedback?; How to provide better outcomes on writing feedback?; Timeliness feedback (for professors); Tracking goals and being responsive to student needs (outline resources for students to receive help and support); Prompt professorship; the meaning of reciprocal respect; supporting professional development of Graduate students; Recognition of graduands contributions to society; setting boundaries; culture/gender sensitivity training; resolving conflict; approaches to absences/health issues/family interruptions/shifts in foci; Supporting a healthy lab and/or cohort support

#### Questions/Comments

Question- How do you train students and professors to be aware of International students with different academic background/skills (it was discussed that there is research from Australia- may need to be taken into consideration)?

N. Krogman: Professional Development is looking into this

Question – Could prospective supervisors fill out The Oxford Expectation Survey and send to prospective students so expectations are outlined ahead of time?

N. Krogman: the idea is to use it for a one on one discussion to communicate about expectations

Question- is there a timeline on the implementation of the Mentorship College?

N. Krogman: To have recruited mentors and courses planned by Spring 2017

#### **8. Embedded Graduate Certificate in School Administration Leadership (Samira ElAtia)**

The background for the proposed certificate was reviewed. In 2004, the Alberta Francophone School Board asked to develop training in the area of leadership in francophone school administration and consultation with students identified this as a high priority needs to develop. The certificate was developed in consultation with Alberta Teachers association, Alberta Education, Faculty of Education, and Office of The Provost, Calgary public school boards, and Calgary Catholic school boards.

Motion: *Be it resolved that the Faculty of Graduate Studies and Research Council approve the proposed Embedded Certificate in School Administration Leadership*

**Moved/seconded:** by Naomi Krogman/ Normand Boule

**Vote (Yes/No/Abstain):** 55/0/1

Motion carried

Questions/Comments

Question: Is the certificate open to students outside the Med program through Faculté Saint Jean?

Response: No.

Question: Is the Program only restricted to Master's students?

Response: Yes

**9. Leave Policy- Professional Category (Debby Burshtyn)**

Motion: *Be it resolved that the Faculty of Graduate Studies and Research Council approve the proposed change to the Graduate Program Manual Section 7.11 Approved Leave of Absence Policy for implementation Fall 2016.*

**Moved/seconded:** by David Stuart/ Mark McDermott

**Vote (Yes/No/Abstain):** 47/2/3

Motion carried

Questions/Comments

None

**10. International Tuition Proposal (Steven Dew, Provost and Vice-President Academic)**

The Provost gave a presentation illustrating the operating budget cost drivers (primarily salary increments from settlements, carbon levy, library subscriptions, utilities). He explained that the tuition freeze announced by the Provincial Government applies to domestic students and mandatory non-instructional fees. He noted it is not yet clear whether the freeze on tuition and fees will be backfilled into the operating grant at the CPI rate again this year as the previous two years.

Government announced plans to review tuition fee regulation policy and there is an open consultation process ongoing and the provost encouraged members to complete the questions on the website ([get link here](#)). The next step is to strike a working group of stakeholders, with intent to come back with recommendations by April/May. These will be effective for the 2018-

2019 Academic Year. This will define the framework of which we can manage and regulate tuition fees in future. There is hope the new regulation will allow for flexibility.

The government is also reviewing the model for base grants to postsecondary and the review will occur at similar timeframe as for tuition to reach decision for next Fall 2017, but this is not a public consultation.

The University will seek Board approval to implement changes to international fees:

1. Across the board - 3.02 % increase (Academic Price Index adjustment) for international students to address inflationary costs.
2. Increase to international graduate tuition of \$4000 with **concurrent increase** in financial support of \$4,000 per international graduate student (Part time will be \$2000). Cost Recovery and Physical therapy and Occupational Therapy will be excluded.
3. An Integrated Petroleum Geosciences (IPG) differential fee increase to \$35,089 from \$15,883 (brought up to match level)

The rationale presented is to bring U of A international tuition in line with comparators in Canada to raise the perceived value of the degree. U of A is currently listed at 14 in the U15 tuition cost. U of A tuition is lower than average of both domestic and international tuition.

Concerns raised included: Tuition level is one of the qualifiers that student look into when considering applying; Evidence supporting the increase in sticker price changes perceptions of degree value; Will students always get the rebate and if the real price goes up it will need to be a transparent; Will this shift the demographic of applicants? How will the API and CPI impact current student funding? Why is it necessary if we already have the second lowest funding are appealing to graduate students as we already have the second highest numbers? There is no correlation between percentage of students enrolled and tuition in other English speaking countries at the undergraduate level; the data shown for enrollment relative to tuition at U of A is undergraduate; will that \$4000 be rebated every year or just in year 1? Will there be grand parenting? Will there be the same API for teaching assistant/ scholarships?

S. Dew responded to the concerns indicating: undergraduate data was used because it's unconstrained, and Graduate numbers are constrained. There is no intent to increase real tuition price, only to increase sticker price on tuition. No need to grandparent as it is only the sticker price and the financial support will offset the increase going forward. In 2015, an applied business and economics paper outlined review of tuition increase. The price and quality are frequently thought to be correlated.

There were further concerns voiced that it's not fair to compare other programs to MBA program presented in the publication.

S.Dew- The paper was a general across the board paper (not specifically to the MBA program)

### Questions/Comments

Question: Were students consulted on this increase? The U of A has highest international student enrolment, with 2<sup>nd</sup> in lowest fees, so why is this not listed as an indicator? Also, University of Calgary has more students due to higher marketability. In reference to data presented, it doesn't seem to fair do a blanket increase based on undergraduate tuition.

Question: University of British Columbia tuition is higher than U of A now, but how does this compare with other institutions? How does this look internationally?

S. Dew- UBC planning an increase as they enjoy the highest level of international student participation. Currently, Alberta is lowest. Ontario has a penalty charged to Universities for each international student brought in.

Due to time constraints, members who did not get a chance to speak were encouraged to submit comments and questions to D. Burshtyn or H. Zwicker.

#### **11. Review of Program Review Self Study (D. Burshtyn)**

Tabled until next council meeting

#### **12. Best Practices Corner: Humanities Computing Intensive (Maureen Engel)**

HuCo (Humanities Computing) is a two year thesis based master's only program that draws students come from wide range of undergraduate programs, with a significant proportion being international students. This results in all students feeling out of place.

The Humanities Computing Intensity challenge was developed to get students working together and become hands on. Students were anticipated to fail at the challenge initially, so students knew this was a process and not the end of the world.

During term week 1 (classes are suspended). Each day a different professor sets a deliberate impossible challenge based on their area of expertise. The outcomes are: Extremely effective for cohort building; Each student brings a unique background; learn that no one is an expert; Learn to need to work together; Discover how broad field is; They feel connected to field quickly; Learn how "we" work in HuCo, not just what we work on; They learn research

backgrounds without needing to take a class with prof; Learn more about process more than “answers”.

Questions/Comments

None

**13. Report from the GSA (Sarah Ficko)**

Thank you to FGSR for sponsoring and participating in the Professional Development event held at the Faculty Club on October 27.

Students have been emailed regarding the Alberta Graduate Citizenship Award, and will be announced first week of December.

Early call for Talent and Training Program start in Jan. 2017

Please encourage Graduate students to participate in survey regarding tuition increase

No Dec meeting. Jan 11, 2017 is next meeting

**14. Adjournment at 3:56 PM**