



**UNIVERSITY OF
CALGARY**

GENERAL FACULTIES COUNCIL
Approved Minutes

Meeting #569

Thursday, December 8, 2016, 1:30-4:30 p.m.

Kinesiology B 126

Voting Members

D. Marshall, Vice-Chair	P. Friedrichsen	J. Lock	J. Sieppert
A. Abdelhafiz	T. Gabriele	J. Lockyer	R. Sigurdson
A. Afshar	S. Greenway	A. Lunz	S. Sirianni
G. Assefa	S. Grewal	M. Lysack	J. Sparling
S. Barker	S. Guscott	L. McCoy	E. Storey
B. Barton	W. Hartwell	C. Martini	D. Tapp
T. Beattie	S. Hoenie	M. Migotti	Z. Tasnim
J. Beaudoin	S. Hossack	K. Milaney	L. Taylor
B. Becker	C. Hurrell	T. Miller	R. Thompson
J. Bergerson	J. Jenkins	A. Offenbecker	J. Towers
S. Boysen	V. Jones	S. Premji	R. Wallace
R. Brennan for W. Rosehart	D. Kenyon	L. Radtke	W.D. Walls
D. Bruckner	M. Konnert	C. Reveen	H. Warsame
J. Cobb	R. Kremer	J. Revington	J. Watson Hamilton
D. Cramb	V. Kuriachan	J. Reynolds	S. Weaver
L. Dalgetty	S. LeBlanc	L. Rigg	P. Werthner
M. Foley	A. Levey	P. Rogers	R. Woodrow
	C. Lind	A. Saweczko	J. Yan

Guests

- L. Falkenberg, Chair of the Energizing *Eyes High* Secretariat – present for Item 9
- J. Ferrabee, University Architect – present for Item 6
- K. Jackson, General Counsel – present for Item 7
- E. Kurz, Academic Co-Chair, Teaching and Learning Committee – present for Item 14
- K. Lawrence, Associate Vice-President (Marketing) – present for Item 10
- J. Quin, Senior Director, Student Services – present for Items 7 and 8

Observers

- X.Y. Fang, Graduate Students' Association
- J. Krygier, Faculty Association
- K. McQuillan, Deputy Provost
- C. McVie, Provost's Office
- J. Morgan, Students' Union
- D. Parthenis, University Relations
- S. Strasser, Gauntlet

Secretary

S. Belcher

Scribe

E. Sjogren

The Vice-Chair called the meeting to order at 1:35 p.m. and confirmed quorum.

1. Remarks of the Vice-Chair

The Vice-Chair included the following in her remarks:

- A number of provincial government reviews are in progress:
 - The consultation period for the provincial government's review of the Post-Secondary Learning Act (PSLA) with respect to labour relations has ended, and Andrew Sims, arbitrator, is now preparing a report to the government. The University, Graduate Students' Association, and the University of Calgary Faculty Association all made submissions during the consultation period. It is possible that either the PSLA or the Labour Code could be revised as a result of this review.
 - The consultation period for the provincial government's review of tuition and mandatory non-instructional fees closes this week. Many submissions have been made, including collective submissions by student groups and the Comprehensive Academic and Research Institutions of Alberta. Stakeholders will be asked to name persons to serve on a committee that will develop a proposal to go to cabinet, and it is possible that this initiative will be complete by September 2017.
 - The provincial government's review of the overall funding model for post-secondary institutions continues, and information on this is anticipated in the new year
 - The provincial government's review of agencies, boards and commissions also continues, and will include examination of the province's post-secondary institutions and the Campus Alberta Quality Council
- The University's Indigenous Strategy is in development, and the feedback received during the consultation phase is now being analysed. The writing team will soon begin its work, and the draft strategy document will begin circulation in 2017.

2. Question Period

There were no questions.

3. Safety Moment

Documentation for this item was circulated with the Agenda. Penny Werthner, Dean of the Faculty of Kinesiology, spoke to General Faculties Council (GFC) on the topic of Ski and Snowboard Safety.

4. Approval of the November 17, 2016 Meeting Minutes

Documentation for this item was circulated with the Agenda. One revision to the minutes was requested.

Moved/Seconded

That the Minutes of the General Faculties Council meeting held on November 17, 2016 be approved, with the requested amendment.

Carried

5. Election of Two Academic Staff Members to the Advisory Search Committee for a Vice-Provost (Teaching and Learning)

Documentation for this item was circulated with the Agenda. The following persons were elected to the Advisory Search Committee for a Vice-Provost (Teaching and Learning):

Dawn Johnston, Arts
Leslie Reid, Science

6. Recommendation of the Long Range Development Plan

Documentation for this item was circulated with the Agenda. Bart Becker, Vice-President (Facilities), and Jane Ferrabee, University Architect, presented this item.

Highlights:

- The Vice-Chair noted that GFC had previously discussed this item at its October 13, 2016 meeting
- The proponents reviewed the process followed in developing the University's Long Range Development Plan (LRDP), and reported that any feedback received during the development process had been considered and incorporated into the document, if appropriate
- In response to questions, the proponents reported that:
 - The LRDP provides a general plan for the future development of the University's main campus
 - The open space beside the Physical Plant is a possible future field
 - Although the economy has changed in the time since development of the LRDP began in 2015, the general plan for the future of the main campus remains the same. The economy may impact the timeline for some of the development, but not the land use plan.
 - The University will work with the City of Calgary and the neighbouring communities to appropriately plan future pedestrian walkway and bicycle path connections to and from the main campus
- The classification of the future Kinesiology building to the immediate west of Collegiate Road was discussed, and the proponents were directed to reconsider the labelling of this building in order to appropriately recognize that significant research will occur in this building
- The LRDP's references to campus safety were discussed, and it was requested that the proponents reword the first sentence of section 4.5 (*A vibrant, pedestrian-friendly, 24/7, year-round campus is a safer campus*)

Moved/Seconded

That the General Faculties Council (GFC) recommend that the Board of Governors approve the Long Range Development Plan, in the form provided to the GFC, with the requested amendments.

Carried

7. Sexual Violence Policy

Documentation for this item was circulated with the Agenda. Jennifer Quin, Senior Director, Student Services, Patrick Ma, Students' Union, and Karen Jackson, General Counsel, were present for this item.

Highlights:

- The Vice-Chair remarked that sexual violence is a societal issue, and that, while the province has not yet mandated that Alberta universities have sexual violence policies, the University has identified this as a priority. The development of a standalone Sexual Violence Policy (SVP) was one of several recommendations made by the Sub-Committee on the Prevention of Sexual Harassment and Sexual Violence in 2015-2016, and its Implementation Committee recommended that this policy extend to include all members of the University community.
- The Vice-Chair reported that the proponents are aware that there are concerns about the breadth of the SVP and the confluence of the University's Harassment Policy, Collective Agreements with the Faculty Association and the Alberta Union of Provincial Employees, and the SVP. The proponents will be meeting with stakeholders, and the policy will be open for public consultation for 30 days beginning January 9, 2017.
- The proponents reported that the SVP's drafting committee consists of faculty, staff, and students. The University's existing procedures are being followed, and the definitions in the policy mirror those already agreed to by the province's post-secondary institutions. A website is being developed to foster sexual violence prevention and education, and the University will offer consent education training and other programs.
- In response to questions, the proponents reported that:
 - Post-doctoral scholars are included in the groups covered by the SVP
 - Section 4.20 of the SVP encourages all members of the campus community, including course instructors, to report incidents of sexual violence. Section 4.21 goes beyond this and identifies persons considered to be in positions of trust or authority (such as senior officers, managers, and students in a position of trust or authority) and who are required to report.
 - A report does not need to be a formal document; it can be a communication providing general information about a situation so that the University (e.g. the Sexual Violence Support Advocate or the University's Threat Assessment Committee) can determine if further action is needed
 - The processing of a report should occur within ten days, but if there is an imminent safety risk (e.g. the need for a trespass order) action can happen quickly
 - If an incident involves a person who is not a member of the campus community, the University's Threat Assessment Committee would determine whether the incident requires University action
 - If the respondent in a case of sexual violence is a University student, the Student Non-Academic Misconduct Policy may apply. University procedures can run in parallel to external processes.
 - Section 4.4 of the SVP states that a student may seek the assistance of the SU Wellness Centre for emotional support or the Student Ombuds or Student Legal Assistance for advice, but a person trying to offer guidance to a student can also approach these units for assistance as well
- The President of the Faculty Association expressed that the Faculty Association supports the underlying intent of the SVP, but that it does continue to have some concerns, including that:
 - Article 8 of the Collective Agreement with the Faculty Association provides that meaningful consultation with the Faculty Association and the Academic Staff Harassment

Advisory Committee must take place if alterations to the Harassment Policy are being made that will materially affect academic staff members. Consultation regarding the SVP, which overlaps with the Harassment Policy, has not yet occurred.

- The proponents reported that care is being taken not to violate Article 8, and that a meeting with the Faculty Association has been scheduled
- The SVP does not supersede the University's other policies and agreements, and it is important not to diminish an individual's rights and to recognize the potential to irreparably harm an individual's reputation
- The proponents agreed that the rights of respondents must not be diminished, and noted that the SVP investigation procedures mirror those of existing procedures. It was emphasised that the investigation procedures are robust in protecting the rights of respondents and that this will remain the case.
- The proponents noted that academic freedom is respected and will not be limited, but observed that, while academic freedom informs University actions, it is not necessarily specifically referred to in University policies
- The broad definition of sexual violence applies to a range of occurrences, from rape to unwanted remarks, and these may trigger the same process under the SVP, which may not be appropriate
- The proponents explained that the definitions in the SVP deliberately mirror those agreed to by the province's post-secondary institutions and used elsewhere in Canada and the United States, for consistency, and noted that, as with other policies, the response will differ depending on the offense
- Section 4.35 states that, if a complaint is dismissed, no record of the report will be placed in either the complainant or respondent's human resource file, but the University may keep an incident report on file which the Faculty Association finds concerning
- The proponents explained that the University needs to keep records, in observance with the University's retention rules, in part so that it can be identified if there are recurring problems in the campus environment
- Section 4.27 states that there is no time limit for making a formal report under the SVP, but this is in conflict with Collective Agreement which sets a limit of 20 working days for most actions relating to harassment or discrimination
- The proponents explained that, because of the nature of the occurrences that are covered by the SVP, it may take time for a victim to choose to come forward. The drafting committee is trying to balance everyone's rights, and concluded that it is best not to put a time limit on formal reporting relating to sexual violence. It was noted that the time limit to report under the University's existing Harassment Policy is one year, and that the Criminal Code of Canada does not set a time limit on the reporting of sexual offenses.
- The breadth of the SVP as set out in section 2c, which reads "*This policy applies to actions, interactions, and behaviours of members of the University community that take place... off University premises where such actions, interactions, or behaviour have a negative impact on a member of the University community...*", could result in the University becoming involved in a domestic dispute of academic staff members. Because of this potential, the Faculty Association feels strongly that it should be consulted in this drafting at it materially affects academic staff members.

- The proponents noted that the University has an obligation under the Occupational Health and Safety Act to provide a safe working environment, and committed to work with the Faculty Association on the wording of this section of the SVP
- It was suggested that, while section 2 of the SVP references Article 8 of the Collective Agreement with the Faculty Association, and states that the SVP does not supersede any provisions in Article 8, there should be greater clarity with respect to how cases with this overlap will be handled. Similarly, some cases will involve an individual with multiple roles (e.g. a graduate student who is also employed by the University) or some cases will overlap in nature (such as sexual violence and hate crime), and there should be greater clarity about how these will be handled and under which policy or agreement.
- The proponents observed that section 2 states that the SVP operates alongside other applicable University policies and procedures, but reported that the drafting team will consider this
- The proponents invited any additional feedback to be sent directly to them
- The Vice-Chair reported that consultation on the SVP will continue and it is expected that the SVP will return to GFC in March for recommendation of approval by the Board of Governors

8. Non-Academic Misconduct Annual Report

Documentation for this item was circulated with the Agenda. Jennifer Quin, Senior Director, Student Services, and Susan Barker, Vice-Provost (Student Experience), were present for this item.

Highlights:

- The presenters reported that the Student Non-Academic Misconduct Policy states that the Office of the Vice-Provost (Student Experience) will submit an annual report to GFC on the nature and number of complaints, decisions and sanctions under this policy
- The presenters gave a high level review of the content of the report and indicated that there are no unusual trends
- There were no questions

9. Energizing Eyes High Update

Documentation for this item was circulated with the Agenda. Loren Falkenberg, Chair of the Energizing *Eyes High* Secretariat, presented this item.

Highlights:

- The presenter reported that the next phase of the Energizing *Eyes High* initiative will include discussion of a number of the recommendations relating to the initiative's five pillars (Research and Scholarship, Teaching and Learning, Integration with Community, Campus Culture, and Student Experience), and that three supporting documents will be produced: 1) an environmental scan of the crosscutting themes; 2) focus groups feedback; and 3) surveys feedback
- The presenter reviewed the consultation participation rates
- The presenter then reviewed the preliminary results of the data analysis relating to each of the five pillars, emphasising that there were no dominating negative responses. She noted that there

was more than anticipated commentary relating to the University's teaching, laboratory, study, and social spaces.

- In response to a question, the presenter indicated that the *Energizing Eyes High* Secretariat had expected to see more commentary relating to Indigenous issues, but observed that the University is in the process of developing an Indigenous Strategy and so respondents may be comfortable that the University is already addressing this area of need
- The presenter reported that the strategy development phase of *Energizing Eyes High* will occur in December and January, with a target to bring a draft strategy document to GFC in February

10. Creative Services Business Model

Documentation for this item was circulated with the Agenda. Diane Kenyon, Vice-President (University Relations), and Kim Lawrence, Associate Vice-President (Marketing), presented this item.

Highlights:

- The presenters reported that the University's contract with Xerox is ending this month, and there will be changes to the University's printing and creative services business model. Creative services, which includes graphic design and production services, will be overseen by the Marketing unit of University Relations starting in January, and it is believed that this will provide consistent brand management and cost and time efficiencies.
- In response to a questions, the presenters reported that:
 - Drupal 7 website design support will be offered to Faculties
 - Users should notice no difference in the nature and timing of creative services
- The presenters invited that any questions or feedback on the new model be sent directly to them

11. Report on the November 22, 2016 GFC Executive Committee Meeting

A report on the November 22, 2016 meeting of the GFC Executive Committee (EC) was circulated with the Agenda. Dru Marshall, Vice-Chair of the EC, was present to answer questions. There were no questions.

12. Report on the November 28, 2016 Academic Planning and Priorities Committee Meeting

A report on the November 28, 2016 meeting of the Academic Planning and Priorities Committee (APPC) was circulated with the Agenda. Robert Thompson, Academic Co-Chair of the APPC, was present to answer questions. There were no questions.

13. Report on the November 22, 2016 Research and Scholarship Committee Meeting

A report on the November 22, 2016 meeting of the Research and Scholarship Committee (RSC) was circulated with the Agenda. John Reynolds, Co-Chair of the RSC, was present to answer questions. There were no questions.

14. Report on the November 24, 2016 Teaching and Learning Committee Meeting

A report on the November 24, 2016 meeting of the Teaching and Learning Committee (TLC) was circulated with the Agenda. Ebba Kurz, Academic Co-Chair of the TLC, was present to answer questions. There were no questions.

15. Policy Development Update

A report on the policies and procedures moving through the development process was circulated with the Agenda, for information only. There were no questions.

16. Other Business

There was no other business.

17. Adjournment

The December 8, 2016 General Faculties Council meeting was adjourned by consensus.

The meeting was adjourned at 3:22 p.m.