



GENERAL FACULTIES COUNCIL

Approved Minutes

Meeting #589

Thursday, April 18, 2019, 1:30 p.m.

Science Theatre 147

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***Voting Members***

|                    |                |              |               |                    |
|--------------------|----------------|--------------|---------------|--------------------|
| E. McCauley, Chair | J. Ellis       | J. Kortbeek  | L. Reid       | D. Sumara          |
| O. Alp             | A. Estefan     | S. LeBlanc   | M. Reid       | A. Timm            |
| B. Barton          | E. Favaro      | B. Maini     | J. Revington  | T. Tombe           |
| T. Beattie         | S. Franceschet | M. Mansouri  | L. Rigg       | J. Towers          |
| B. Becker          | P. Gimby       | D. Moynaugh  | P. Rogers     | H. Warsame         |
| J. Bergerson       | S. Grewal      | A. Murray    | C. Rohr       | J. Watson Hamilton |
| I. Brodie          | W. Hartwell    | S. Nazir     | I. Rontu      | S. Weaver          |
| O. Chapman         | D. Hodgins     | G. Nelson    | W. Rosehart   | P. Werthner        |
| M. Chin            | I. Holloway    | B. Paris     | B. Saifeddine | M. Whelan          |
| L. Dalgetty        | M. Hynes       | D. Paskevich | A. Saweczko   | B. Wylant          |
| J. Dewald          | M. Iskander    | N. Peters    | J. Sieppert   | R. Yates           |
| R. El-Hacha        | J. Jenkins     | L. Radtke    | R. Sigurdson  |                    |
| R. Ellaway         | D. Kenyon      | R. Ramdhaney | D. Sinasac    |                    |

***Guests***

Debbie Bruckner, Senior Director - Student Wellness - Access and Support – present for Item 8

Kim Lawrence, Associate Vice President (Marketing), University Relations – present for Item 7

Florentine Strzelczyk, Deputy Provost – present for Item 6

Andrew Szeto, Director, Mental Health Strategy – present for Item 8

Anju Visen-Singh, Senior Director, Marketing, University Relations – present for Item 7

***Observers***

K. Dang, incoming Vice-President (Academic), Students' Union

M. Hart, Vice-Provost (Indigenous Engagement)

J. Horning, Gauntlet

K. Jackson, General Counsel

C. Johns, Senior Director, Academic and International Strategies

D. Kozak, Faculty Association

K. Lindsay, Students' Union

M. Lopes, Vice-President (External), Graduate Students' Association

B. Miao, Students' Union

J. Ruwanpura, Vice-Provost (International)

S. Zarezadeh, Students' Union

***Secretary***

S. Belcher

***Scribe***

E. Sjogren

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The Chair called the meeting to order at 1:32 p.m. and confirmed quorum.

**1. Conflict of Interest Declaration**

No conflicts were declared.

**2. Remarks of the Chair**

The Chair included the following in his remarks:

- Brit Paris, President, Graduate Students' Association (GSA), Sagar Grewal, President, Students' Union (SU), Elena Favaro, Vice-President (Academic), GSA, and several of the SU Faculty representatives were thanked for their service on this occasion of their last General Faculties Council (GFC) meeting
- Christiane Rohr, Postdoctoral Association (PDA), was welcomed to her first GFC meeting as a representative of the PDA
- The search for the University's new Vice-President (Research) is underway, and Lesley Rigg has been renewed as the Dean of the Faculty of Science
- The University recently celebrated several awards, including the 2019 University of Calgary Teaching Awards, and the Three Minutes Thesis competition. Susanne Craig, a University alumna, recently won a Pulitzer Prize, and the University was just named one of Canada's Best Diversity Employers by Mediacorp Canada Inc.
- The provincial election was held on April 16, 2019. The University's teams will work closely with the new government, and will ensure that the University's importance within the post-secondary sector continues to be messaged
- Members were thanked for their participation in the President's installation ceremony held on April 8, 2019

**3. Question Period**

There were no questions.

**4. Safety Moment**

Documentation for this item was circulated with the Agenda. Linda Dalgetty, Vice-President (Finance and Services), spoke to GFC about "WCB Instructions for Faculty and Staff".

**5. Approval of the February 14, 2019 Meeting Minutes**

Documentation for this item was circulated with the Agenda.

**Moved/Seconded**

That the Minutes of the General Faculties Council meeting held on February 14, 2019 be approved.

**Carried**

## 6. Approval of the GFC Academic Staff Criteria and Processes Handbook and Related Matters

Documentation for this item was circulated with the Agenda. Florentine Strzelczyk, Deputy Provost, presented this item.

### Highlights:

- The proponent provided an update on the recent history of the Appointment, Promotion and Tenure (APT) Manual, General Promotions Committee (GPC) Manual, and Collective Agreement (CA), with respect to the appointment, assessment, promotion and tenure of academic staff. The GFC was reminded that processes relating to assessment, promotion and tenure have been incorporated into the CA, while the criteria for these remain within the purview of the GFC.
- The proponent reported that a GFC Academic Staff Criteria and Processes Handbook, under the authority of the GFC, has been created. Some components relating to adjunct, clinical, and honorary appointments are not included in the new handbook and have been housed within an Adjunct, Clinical, and Honorary Appointments Provisions (ACHAP) document that remains under the authority of the GFC and the Board of Governors. This new handbook and document will replace the APT Manual and GPC Manual.
- The proponent reported that the GFC Executive Committee (EC) has established an Academic Staff Criteria and Processes Working Group to review and make recommendations for updates to the content of the handbook over time, and that the related Faculty guidelines will also be renewed
- The proponent acknowledged the Faculty Association, the University's Employee and Academic Labour Relations team, the University Secretariat, and the Appointment, Promotion and Tenure (APT) Ad-Hoc Committee members for their concerted efforts in developing the handbook and related documents
- In response to questions, it was reported that:
  - Provisions relating to Emeritus and Faculty Professors are outside of the processes set out in the handbook and ACHAP document
  - The Faculty of Environmental Design is currently mentioned in the handbook as it used to be a separate graduate Faculty. Content and Faculty names will be flagged for update when the handbook is reviewed by the EC's working group.
- The GFC suggested that acronyms within the handbook, specifically GPC (General Promotions Committee) and GMC (General Merit Committee), be defined when the handbook is updated

### **Moved/Seconded**

That the General Faculties Council (GFC):

- a. approve the new GFC Academic Staff Criteria and Processes Handbook (the Handbook) and the Adjunct, Clinical, and Honorary Appointments Provisions document (ACHAP), which Handbook and ACHAP together replace the Appointment, Promotion and Tenure (APT) Manual dated October 2009 and the General Promotions Committee (GPC) Manual dated October 2005, each as amended from time to time, in the forms provided to the GFC;
- b. dissolve the APT Ad-Hoc Committee established by the GFC in June 2011; and
- c. amend Responsibility 4.6 of the GFC Executive Committee Terms of Reference to read "Periodically review and recommend to GFC any changes to the GFC Academic Staff Criteria and Processes Handbook",

as recommended by the GFC Executive Committee.

**Carried**

## 7. National Awareness Program Update

Documentation for this item was circulated with the Agenda. Kim Lawrence, Associate Vice President (Marketing), University Relations, and Anju Visen-Singh, Senior Director, Marketing, University Relations, presented this item.

### Highlights:

- The presenters reviewed the elements of the University's National Awareness Program (NAP), which is a multi-year public marketing initiative serving to improve awareness of the expertise of University scholars in teaching, learning, research and community engagement and the University's direct societal impacts. The NAP focusses on topics that relate to current events and/or are known to be of interest to the public.
- The presenters reported that, since the initiative began in 2016, twelve pillars of content have been released, with each pillar lasting 2-3 months
- Each pillar of content consists of multiple webpage and newsletter articles, videos, webinars, and other promotional materials, and features the University's research experts, students, alumni, and community leaders
- The presenters highlighted the initiative's most-viewed articles, and the Facebook, Twitter, and LinkedIn posts that have resulted in the most engagement
- Discussion included that:
  - Reputation is a metric of the University's *Eyes High Strategy*, and the goals of the NAP are to build brand awareness and boost the University's reputation
  - Members of the campus community may not be aware of the NAP, and since granting agencies encourage researchers to make the public aware of their research, it is desirable to increase internal awareness of this possible option to showcase their work
  - Marketing is different from traditional academic dissemination of information, and there are risks that the NAP may not accurately reflect an academic's intent or content may be released in coincidence with a current event that may affect the perception of the work. Given that there is academic content involved, it was suggested that consideration be given to having the GFC have greater oversight of the NAP.
  - University Relations shields academics from negative social media interactions, but most feedback is welcomed and so greater effort may be needed to ensure that any academics participating in the NAP receive feedback meant for them
  - It was suggested that the phrase "knowledge mobilization" be used instead of "marketing", as most academics do not relate to the concept of marketing their work
- In response to questions, it was reported that:
  - The NAP articles and other posts cite or link to research publications. It was noted that the links are usually to publication abstracts only, and then persons would have to pay to access the full issue, and so it was suggested that links to full copy-edited versions of publications could be made available with the permission of the publishers.
  - The appropriate Dean or Deans review all pillar content before it is released

## 8. Campus Mental Health Strategy Update

Documentation for this item was circulated with the Agenda. Andrew Szeto, Director, Mental Health Strategy, and Debbie Bruckner, Senior Director - Student Wellness - Access and Support, presented this item.

### Highlights:

- The presenters reviewed the history of the Mental Health Strategy, and reminded members of the strategy's six focus areas: Raising Awareness and Promoting Wellbeing, Personal Resilience and Self-Management, Early Identification and Response, Direct Service and Support, Institutional Policies, Processes, and Procedures, and Supportive Campus Environment
- The presenters reported that some of the strategy's twenty-eight recommendations have been fully addressed, and that progress is being made on all of the remaining recommendations. Meetings with administrators from the student experience, athletics, and other areas occur in order that programming can be offered and improved as needed.
- The presenters highlighted examples of successful recent initiatives, including the release of a harm reduction website and decreased wait-times for professional assistance, and reported that upcoming initiatives include continuing to build strong relationships with units, launching an embedded certificate in Mental Wellbeing and Resilience, and developing a Suicide Awareness and Prevention Framework
- The presenters reported that a postdoctoral scholar will be hired to explore the integration of mental health and teaching and learning strategies
- Discussion included that:
  - The GFC, which provides general oversight for the implementing of strategies such as the Mental Health Strategy, expects robust accountability and evaluation of the aspects of a strategy's initiatives that are or are not working. The presenters reported that statistics, such as wait-times, participation rates, and program evaluations, are gathered in order to provide evidence of the University's success and leadership in this area.
  - Suicide prevention is hugely important, and the federal government has allocated funding for a program to support initiatives in this area
- In response to questions, it was reported that:
  - Other statistics, such as the age of persons seeking help and the times of year that demand spikes, are collected in order to ensure that services are made available as needed
  - If a member of the campus community is concerned about the wellbeing of a student, they can contact the Student-at-Risk Team at [sar@ucalgary.ca](mailto:sar@ucalgary.ca)
  - The University's anti-stigma efforts are considered to be successful, with more people reaching out for help and participating in programs and events
  - The increased caseload at the Wellness Centre (up 6% last year) is not hugely different from increases seen at other institutions. This is a time of culture change, and it is not expected that the caseload will increase at this rate indefinitely.
  - Several Faculties have formally adopted the Mental Health Strategy and have internal initiatives to support the wellbeing of their students, faculty and staff

**9. Network Access Controls**

D'Arcy Moynagh, Chief Information Officer, presented this item.

Highlights:

- The presenter reported that Network Access Control (NAC) is a security initiative designed to verify systems connecting to the University's network at the wired level, which has been happening for years at the wireless level. The University has made many changes since the Malware incident of 2016, and this initiative is the last step in the security plan created after that incident.
- The NAC will work by recognizing a user on the wired network and directing them to the appropriate segment of the University's network. An unidentified system will be granted default connection to the internet only.
- To avoid issues, an information campaign is underway. In addition, representatives of Information Technologies (IT) have been visiting units in order to identify any split network connections so that these can be replaced.
- NAC activation will occur on Tuesday and Thursday nights, and an IT support team will be present to assist a unit with any access issues. Units will be notified 2-3 weeks prior to activation.

**10. Standing Reports**

Documentation for this item was circulated with the Agenda, for information only:

- a) Report on the April 2, 2019 GFC Executive Committee Meeting
- b) Report on the February 25, March 11, and April 1, 2019 Academic Planning and Priorities Committee Meetings
- c) Report on the March 26, 2019 Research and Scholarship Committee Meeting
- d) Report on the March 28, 2019 Teaching and Learning Committee Meeting
- e) Report on the March 22, 2019 Board of Governors Meeting
- f) Report on the April 4, 2019 Senate Meeting
- g) Policy Development Update

There were no questions.

**11. Other Business**

There was no other business.

**12. Adjournment****Moved/Seconded**

That the General Faculties Council adjourn the April 18, 2019 meeting.

**Carried**

The meeting was adjourned at 3:01 p.m.