



GENERAL FACULTIES COUNCIL
Approved Minutes

Meeting #592

Thursday, October 10, 2019, 1:30-4:30 p.m.

Science Theatre 147

Voting Members

E. McCauley, Chair	K. Dang	J. Lock	P. Sicotte for R. Sigurdson
D. Marshall, Vice-Chair	S. Davidson	K. Lukowiak	J. Sieppert
H. Abbas	G. East	B. Maini	B. Singh
M. Abdelsamie	S. Eaton	M. Mansouri	F. Smith
S. Alexander	R. El-Hacha	J. Meddings	J. Smits
S. Barker	J. Ellis	B. Miao	M. Tarailo-Graovac
M. Bauer	M. Fraser	M. Nguyen	T. Tombe
T. Beattie	M. Gavrilova	A. Nygren	A. Viczko
B. Becker	D. Gereluk	D. Paskevich	M. Wang
L. Benson	P. Gimby	Q. Pittman	H. Warsame
J. Bergerson	C. Graham for L. Rigg	S. Raj	J. Watson Hamilton
C. Bousman	B. Halawa	R. Ramdhaney	S. Weaver
A. Buret	D. Hodgins	L. Reid	P. Werthner
E. Carr	I. Holloway	M. Reid	D. White (teleconference)
M. Cassis	M. Iskander	J. Revington	B. Wylant
M. Chin	F. Jalilehvand	P. Rogers	R. Yates
L. Dalgetty	J. Kortbeek	A. Saweczko	S. Zarezadeh

Guests

- K. Jackson, General Counsel – present for Items 9 and 11
- D. Johnston, Academic Co-Chair, Teaching and Learning Committee – present for Item 8
- R. Thompson, Co-Chair, Research and Scholarship Committee – present for Item 8

Observers

- K. Hamilton, President's Office
- C. Johns, Provost's Office
- A. Knowles, President's Office
- J. Krygier, Faculty Association
- M. Kularatne, Students' Union
- C. McVie, Provost's Office
- F. Strzelczyk, Deputy Provost

Secretary

S. Belcher

Scribe

E. Sjogren

The Chair called the meeting to order at 1:33 p.m. and confirmed quorum.

The Chair welcomed Anders Nygren, Acting Dean, Schulich School of Engineering, Lauren Benson, Postdoctoral Association, and several of the academic staff members of General Faculties Council (GFC) to their first GFC meeting. The Chair reported that Deborah White, Dean of the Qatar Faculty, is connecting to the meeting using the Zoom videoconference platform.

1. Conflict of Interest Declaration

No conflicts were declared.

2. Annual Address of the Chair/Remarks of the Chair

The Chair included the following in his remarks:

- The annual Community Report was presented at the University's Foothills and main campuses on September 26, 2019. This report highlights the implementation of the University's *Eyes High* Strategy and the Academic and Research Plans, and sets out the priorities for the year ahead.
- Examples of various achievements were given, such as the Qatar Faculty's contributions to the revolutionizing of health care in the Middle East
- Energize: The Campaign for Eyes High has raised over \$1.2 billion for the University to date
- Rahul Arora, the 16th student from the University to become a Rhodes Scholar, spoke at the New Student Induction Ceremony about the opportunities available to the University's students
- The University is growing, such as through the development of the University District, the gift of the W. A. Ranches, and the acquisition of certain lands in the University Research Park by the University
- During this period of budgetary constraint, the community is facing many challenges, but the University is viewed positively and can continue to contribute to the community, such as through fostering innovation in Calgary
- The provincial government was elected with a clear mandate to produce an austerity budget. Representatives of the University have been meeting regularly with representatives of the government in order to address misconceptions in the recent MacKinnon Report on Alberta's Finances and to ensure that the value of the University is seen. The University's budget is in development, and the University will be prepared to react to the provincial budget which will be announced on October 24, 2019.

3. Remarks of the Vice-Chair

The Vice-Chair included the following in her remarks:

- The budget town hall scheduled for October 16, 2019 will be live streamed. In response to a question, it was confirmed that a second town hall will be held after the provincial government's budget announcement on October 24, 2019.
- The University's annual United Way campaign is underway, and members of the campus community are encouraged to contribute
- A salary equity settlement has been reached between the University and The University of Calgary Faculty Association, and, as a result, female academic staff members will receive an increase of

\$1,398 in their base pay backdated to July 1, 2019. An analysis of the salaries of clinical staff will be conducted next.

4. Question Period

There were no questions.

5. Safety Moment

Documentation for this item was circulated with the Agenda. Linda Dalgetty, Vice-President (Finance and Services), spoke about the University's UC Emergency app, and encouraged members to install this app, and enable notifications, if they have not done so already.

In response to a question, it was explained that the recent glitch with the UC Emergency app occurred because the app was in transition to a new owner, and this is no longer an issue.

6. Approval of the June 13, 2019 Meeting Minutes

Documentation for this item was circulated with the Agenda.

In response to a question, it was reported that the GFC meeting room (Science Theatres 147) is set to be renovated before September 2020.

Moved/Seconded

That the Minutes of the General Faculties Council meeting held on June 13, 2019 be approved.

Carried

7. Election of Two Academic Staff Members to an Advisory Selection Committee for a Dean of the Faculty of Social Work

Documentation for this item was circulated with the Agenda. There were no nominations from the floor, and the following persons were elected:

Tara Beattie, Graduate Studies/Medicine
David Hodgins, Arts

8. Approval of 2019-2020 Work Plans

- **GFC Executive Committee (EC)**
- **Academic Planning and Priorities Committee (APPC)**
- **Research and Scholarship Committee (RSC)**
- **Teaching and Learning Committee (TLC)**

Documentation for this item was circulated with the Agenda. The Chair (also Chair of the EC) and Vice-Chair (also Vice-Chair of the EC and Co-Chair of the APPC) presented this item. Also present were: Tara Beattie (APPC Academic Co-Chair), Robert Thompson (RSC Co-Chair), Leslie Reid (TLC Co-Chair), and Dawn Johnston (TLC Academic Co-Chair).

Highlights:

- In response to a question, it was explained that the EC had two meetings in September 2019, and these are represented by two columns of entries on the EC work plan
- In response to a suggestion, it was explained that the item “University of Calgary International (UCI) Review” on the RSC work plan is different from the item “International Strategy Unit Review” that appears on other work plans, and that the RSC item would be renamed in order to prevent confusion

Moved/Seconded

That the General Faculties Council (GFC) approve the 2019-2020 Work Plans for the GFC Executive Committee (EC), Academic Planning and Priorities Committee (APPC), Research and Scholarship Committee (RSC), and Teaching and Learning Committee (TLC), in the forms provided to the GFC, and as recommended by the EC, APPC, RSC and TLC respectively, with the suggested amendment to the RSC workplan.

Carried**9. Statement on Free Expression**

Documentation for this item was circulated with the Agenda. Dru Marshall, Provost and Vice-President (Academic), and Karen Jackson, General Counsel, presented this item.

Highlights:

- The proponents reviewed the development of the University’s Statement on Free Expression and the revisions made from the consultation to date. It was reported that two concerns have arisen during the consultation: 1) that marginalized groups can feel powerless to raise their voices, and these groups may become even further marginalized if dominant groups are emboldened by the statement, and 2) how free expression can be handled within the teaching environment.
- Discussion included that:
 - The addition of language in the fifth paragraph, stating that free expression in research, teaching, learning and other settings will be in keeping with an environment of respect and civility, is important and appreciated because it empowers instructors to set boundaries within the classroom
 - The concept of ‘right’ has significant implications in law, and the use of this word (e.g. “*right of free expression*” and “*right to investigate*”) in the Statement should be considered
 - The fourth paragraph could be reworded to avoid the implication that the University is granting the right to free expression. The proponents requested that proposed alternate wording be submitted to them.
 - The language in the Ministry’s letter and the Chicago Report reads “...*falsely defames an individual...*”, but the word ‘falsely’ should not be used in the University’s Statement as it is often not possible to determine whether speech is false or not
 - It is a broad declaration to say that free expression is limited by law and the University’s operational policies and procedures, and this wording should be further considered
 - Once finalised, the Statement could be used to help guide decisions about when a speech or a demonstration should be denied the opportunity to take place at the University. The proponents noted that the presence of extra security personnel can be arranged, and

presentations by persons with balancing points of view can be organized, rather than blocking points of view considered to be unwelcome or offensive. It was noted that some situations are complex, and will have to be considered carefully.

- The University's policies and procedures relating to free expression, such as the Code of Conduct, Harassment Policy, and Sexual Violence Policy, should be linked to the webpage as part of the communication plan when the Statement is posted publicly
- It is important to consider the well-being of marginalized groups, and to ensure that alternative points of view are expressed on campus if there is a controversial speaker
- In response to questions, the proponents reported that:
 - If an event convenor cannot afford to pay for extra security, the University will consider whether or not the event will be permitted to go ahead. Decisions will be made in consideration of safety, and not based on whether the speaker's subject matter is agreeable.
 - Speech must incite violence in order to be considered to be hate speech
 - While the Ministry's letter states that an institution may restrict expression in some instances, speakers should not be barred based on what they might say
 - If something occurs that appears to be in violation of the law, this can be reported to the police and the University. Both the police and the University may investigate an occurrence, but the University may put its investigation on hold until any police proceedings have been completed.
- It was reported that the Statement will be submitted to the Ministry in November, and the Ministry will review it and provide feedback. The Statement will return to the GFC and the Board of Governors in December, for discussion and approval, respectively, before being posted publicly by December 15, 2019.

10. 2018-19 Academic and Research Plans – Status Update

Documentation for this item was circulated with the Agenda. Dru Marshall, Provost and Vice-President (Academic), and Andre Buret, Interim Vice-President (Research), presented this item.

Highlights:

- The presenters reported on the status of the implementation of the 2018-2023 Academic and Research Plans, and noted that many initiatives have made significant progress. Initiatives requiring action were specifically identified, including equity, diversity and inclusion in awards programs and leadership teams, interdisciplinary research and teaching, innovation and entrepreneurial endeavours, and establishing more collision spaces. The presenters observed that some priority initiatives are not set as goals for the current academic year because other initiatives are taking precedence.
- Discussion included:
 - That community-engaged research is important, and the community should be involved in the setting of criteria for any new University awards for research in the areas of societal and community issues.
 - It is important to communicate about all of the University's research successes, including those in the Arts and Social Sciences

- In response to questions, it was reported that:
 - The Life Sciences Innovation Hub is being developed in a recently-acquired building in the University Research Park, and will include lab, office and meeting spaces to support innovation and start-ups
 - A dashboard is being developed to present the University's equity, diversity and inclusion metrics
 - The University is one of sixteen Canadian institutions participating in the Carnegie Project, which involves the classification of community-engaged scholarship and consideration of how community engagement can be supported

11. Office of Diversity, Equity and Protected Disclosure Review and Response

Documentation for this item was circulated with the Agenda. Dru Marshall and Karen Jackson presented this item.

Highlights:

- The presenters reported that the Office of Diversity, Equity, and Protected Disclosure (ODEPD), established five years ago, was recently reviewed under the University's quality assurance program
- The presenters reported that, in response to the review, some changes will be made including:
 - Separation of the ODEPD into two distinct areas: 1) education and advocacy, under the purview of the Provost and Vice-President (Academic) and a new Vice-Provost (Equity, Diversity and Inclusion), and 2) protected disclosures and research integrity, under the purview of the General Counsel
 - Two additional advisors will be hired in the protected disclosure and research integrity office, with one advisor dedicated to research ethics complaints, and the University's sexual violence support advocates will be transferred from Student Services to the education and advocacy portfolio
 - The Diversity Network and the staff and student Gender and Sexual Diversity Committees will be revamped
 - The Vice-Provost (Equity, Diversity and Inclusion) will be responsible for the Equity, Diversity and Inclusion Dashboard, in conjunction with the Office of Institutional Analysis
- In response to questions, it was reported that:
 - The Vice-Provost (Equity, Diversity and Inclusion) will work with the Vice-Provost (Indigenous Engagement) on matters relating to both portfolios
 - The new model should serve students better. The Vice-Provost (Student Engagement) will be involved as appropriate.

12. Enrolment Report 2019

Documentation for this item was circulated with the Agenda. Angelique Saweczko, Registrar, presented this item.

Highlights:

- The presenter reviewed the Fall 2019 enrolment statistics, including: the registration for undergraduate, graduate, international and Indigenous students, student demographics, and admission averages
- In response to questions, it was reported that:
 - Fall and annual enrolment statistics differ because some programs have Winter and Summer term intakes
 - The overall increase in registration from Fall 2018 (744 students) does not add up to the individual increases in undergraduate, graduate, international and Indigenous students because, for example, some students are undergraduate and Indigenous, and so appear in the data twice
 - The University works with the Ministry to examine issues such as grade inflation, but Alberta has diploma exams which aids in standardizing grades
 - Students self-identify as Indigenous, and this information is also captured from other sources such as scholarship applications
 - Representatives of the University are not currently travelling to China to recruit students, because of the Canadian government's Travel Advisory for China, but the University has strong relationships in this area and China remains the top country of origin for both graduate and undergraduate students at the University
 - The University has students from 133 countries, and so is not impacted as heavily as some other institutions when political events in one country impact enrolment, such as when Saudi Arabia pulled its students from foreign schools
 - The University works with agencies such as International Student Services, and will adjust admission decisions to facilitate the timing for a student to obtain a visa

13. Standing Reports

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

- a) Report on the September 4 and 25, 2019 GFC Executive Committee Meetings
- b) Report on the September 30, 2019 Academic Planning and Priorities Committee Meeting
- c) Report on the September 17, 2019 Research and Scholarship Committee Meeting
- d) Report on the September 19, 2019 Teaching and Learning Committee Meeting
- e) Report on the June 17, 2019 Senate Meeting
- f) Policy Development Update

14. Other Business

There was no other business.

15. Adjournment

Moved/Seconded

That the General Faculties Council adjourn the October 10, 2019 meeting.

Carried

The meeting was adjourned at 3:17 p.m.

Susan Belcher
University Secretary