



Meeting #600

Thursday, October 8, 2020, 1:30 p.m.

By Zoom platform

Voting Members

E. McCauley, Chair	R. Clements	C. Jessel	Q. Pittman	D. Stewart
D. Marshall, Vice-Chair	S. Cork	B. Kahanyshyn	R. Plume	M. Tarailo-Graovac
S. Abraha	L. Dalgetty	J. Kortbeek	J. Poissant	A. Timm
B. Adams	S. Davidson	R. Lauer	S. Raj	B. Uppal
S. Alexander	A. dela Cruz	S. LeBlanc	R. Ramdhane	A. Viczko
O. Alp	J. Dewald	J. Lock	L. Reid	M. Wang
D. Altafsh	S. Eaton	M. McDonough	J. Rodney	H. Warsame
K. Baral	F. Finley	B. Maini	M.J. Romaniuk	S. Weaver
S. Barker	M. Fraser	B. Mayer	W. Rosehart	G. Welch
M. Bauer	D. Gereluk	J. Meddings	F. Samavati	P. Werthner
T. Beattie	W. Ghali	E. Montes Garces	A. Samji	D. White
S. Benseler	P. Gimby	G. Nelson	A. Saweczko	J. Winter
L. Benson	D. Hodgins	L. Nowell	T. Shandro	B. Wylant
J. Bergerson	I. Holloway	M. O'Brien	N. Shaw	R. Yates
C. Bousman	C. Hornbeck	A. Paquette	R. Sigurdson	M. Zhang
J. Brar	C. Hurrell	D. Paskevich	D. Sinasac	M. Zytaruk
J. Brown	M. Husein	E. Perrault	D. Slater	
M. Cassis	F. Jalilehvand	N. Peters	F. Smith	
O. Chapman	A. Jenney	J. Pieper	D. Souraya	

Guests

- D. Book, Legal Counsel – present for Item 11
- A. Knight, Academic Co-Chair, Research and Scholarship Committee – present for Item 7
- P. Pexman, Associate Vice-President (Research) – present for Item 12

Observers

- J. Alho, Assoc. Vice-President (Government and Community Engagement)
- M. Brown, Graduate Students' Association
- K. Hamilton, President's Office
- C. Cao, Graduate Students' Association
- M. Hart, Vice-Provost (Indigenous Engagement)
- C. Hogan, Senior Assoc. Vice-President (Strategic Communications)
- K. Jackson, General Counsel
- C. Johns, Provost's Office
- A. Knowles, President's Office
- D. Kozak, Faculty Association
- M. Kularatne, Students' Union
- C. McVie, Provost's Office
- J. Ruwanpura, Vice-Provost (International)
- M. Smith, Vice-Provost (Equity, Diversity and Inclusion)
- R. Thompson, Associate Vice-President (Research)

Secretary

- S. Belcher

Scribe

- E. Sjogren

Staff

- J. Carter
- T. Hodzic

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 – Annual Address of the Chair

The Chair included the following in his remarks:

- Ellen Perrault, Dean of the Faculty of Social Work, David Stewart, President of the Faculty Association, and several of the elected academic staff members and appointed members of the General Faculties Council (GFC) were welcomed on this occasion of their first meeting
- Faculty, staff and students were thanked for their efforts during this time of COVID-19
- A presentation highlighting the University's achievements over the past decade and setting out the current landscape, including:
 - The University has expanded programs, increased the number of graduates, received major donations, constructed new facilities, increased research funding, innovations and new inventions, increased high impact publications and citations, improved National Survey of Student Engagement results, and implemented the Mental Health Strategy and Indigenous Strategy
 - The successes of the last ten years mean the University is well positioned to manage the pressures of the changing world
 - The University is facing a number of challenges at this time:
 - The Campus Alberta Grant provincial base funding is decreasing
 - The provincial government is conducting a post-secondary system review, Alberta 2030, which includes examining the six-sector model and considering opportunities for efficiency gains, looking for connections between the post-secondary system and labour market demands, and seeking opportunities to drive innovation and support the commercialization of research, and the impacts of this system review on the University are unknown at this time
 - COVID-19 continues to impact the University's operations
 - Recognition of the need to develop a funding growth strategy for the University in order to continue to achieve its purpose-driven endeavours

3. Remarks of the Vice-Chair

The Vice-Chair included the following in her remarks:

- Members of the University community were thanked for their efforts during this difficult time
- The Crisis Management Team and its task forces, as well as Faculty and Department committees, are meeting frequently to ensure that the University's operations are continuing as smoothly as possible
- The University is practicing robust COVID-19 safety measures, and persons who have tested positive have isolated from campus and deep cleaning has occurred. The University community is

encouraged to practice masking, distancing and frequent handwashing, as there is a collective responsibility to protect the health of everybody. On occasions when non-compliance is observed, such as students gathering at tables, they are approached and asked to comply.

- Persons struggling with mental health issues, or observing others in need of help, are encouraged to access the various resources available at the University
- Enrolment has not be negatively impacted by COVID-19. This Fall term, the University has achieved the highest enrolment in the institution's history with more than 35,000 students, which represents a 2.4% increase and includes increased numbers of international and Indigenous students.
- The Winter term will again be a hybrid model of remote and in-person learning, increasing from approximately 20% in-person to 30% in-person, with maximum class size growing from 20 persons to 30 persons. The campuses are being monitored for hot spots of increased risk, such as foot traffic congestion points.

4. Question Period

In response to questions relating to Alberta 2030, it was reported that:

- Consultation includes roundtable meetings which have broad representation from university management, university boards, faculty associations, students, and community members
- Management is carefully checking the provincial government's data for accuracy and fairness, and attending separate meetings with leaders to discuss matters such as the importance and value of the University, the University's aspirations, institutional governance, and support for students
- Ian Brodie, Department of Political Science, represents the University on the guiding coalition that is overseeing the Alberta 2030 initiative
- The Alberta 2030 system review will conclude with a report, but the guiding coalition is not generating a separate report on the process

5. Safety Moment

Documentation for this item was circulated with the Agenda. Bill Ghali, Vice-President (Research), presented on the topic of 'Influenza', and specifically noted that the annual flu shot is considered to be especially important to receive during COVID-19. It was reported that flu shot clinics will take place on the University's campuses from October 19-23.

6. Approval of the June 11, 2020 Meeting Minutes

Documentation for this item was circulated with the Agenda.

Moved/Seconded

That the Minutes of the General Faculties Council meeting held on June 11, 2020 be approved.

Carried

Jocelyn Poissant abstained.

7. Approval of 2020-2021 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), Andy Knight (RSC Academic Co-Chair), and Leslie Reid (TLC Co-Chair).

Highlights:

- The proponents noted that the approval of work plans is done annually, and that there will be reports on the committees' meetings in each GFC package
- There were no questions

Moved/Seconded

That the General Faculties Council (GFC) approve the 2020-2021 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.

Carried**8. Elections**

- **Two Academic Staff Members to an Advisory Review Committee for the Dean of the Faculty of Law**
- **Two Academic Staff Members to an Advisory Selection Committee for a Dean of the Faculty of Veterinary Medicine**

Documentation for this item was circulated with the Agenda. The Chair presented this item.

Highlights:

- The Chair reported that the elections will be held by email immediately following the meeting, to ensure accurate vote count and proper participation
- There were no nominations from the floor

The following persons were elected:

Advisory Review Committee for the Dean of the Faculty of Law**Erin Gibbs Van Brunshot**, Faculty of Arts**Hussein Warsame**, Haskayne School of BusinessAdvisory Selection Committee for a Dean of the Faculty of Veterinary Medicine**David Hansen**, Faculty of Science**Guido van Marle**, Cumming School of Medicine

9. Growth Through Focus Vision

Ed McCauley, President and Vice-Chancellor, presented this item.

Highlights:

- The Growth Through Focus vision (GTF), Unstoppable, speaks to how the University can maintain the goals set out in the *Eyes High Strategy 2017-2022* while dealing with COVID-19, an economic downturn, budget cuts, and other changes
- To be successful, the University must establish a distinct brand of excellence and develop a plan that is centred on the University's people and purpose. The University must break out of traditional silos, approach challenges in innovative ways, strike partnerships within the community, and be able to react quickly when opportunities arise.
- The University can differentiate itself as a preeminent entrepreneurial university. This is not limited to the commercialization of research, but also includes efforts that have a positive impact on society. Students, faculty, staff, alumni and community partners can all be helped to reach their potential by an adaptable and resilient university driven by the needs of the community and the passions of its scholars.
- The GTF is built on three ideas: transdisciplinary scholarship, deeper community integration, and future-focused program delivery
- The four areas of focus of GTF are proposed to be: life sciences, energy transformations, society building, and exploring digital worlds. These are cross-cutting areas where the University is already seeing success and growth, and were identified because these are areas that scholars have gravitated towards due to academic passion and the needs of the community. Financial, human, and philanthropic resources will be directed to these focus areas.
- At this stage of the GTF consultation, it is suggested that the University should retain its Faculty structure, but assess Departmental structures with an aim to reduce administrative overhead and increase agility. It is also suggested that units consider personalizing learning for students, such as through modularizing programs and offering online/blended learning, experiential learning, micro-credentialing, and stackable certificate options, and that this development may be incentivised. Employment opportunities and the priorities of industry could influence curriculum.
- It is proposed to create a Transdisciplinary Academy, which will help create connections across the University and support researchers in tackling projects. It is also proposed to create a Partnership Playbook, which will define the rules of engagement through which partnerships can happen with the University.
- The next step in the development of GTF is continued consultation, including a town hall next week
- In response to questions, it was reported that:
 - Industry partners will engage with and provide support to the University when the University's value to its partners is demonstrated
 - The Executive Leadership Team and task teams have been involved in the development of GTF to date because it was necessary to operate quickly in order to get options on the table and align with the timing of the Alberta 2030 system review. It was noted that the feedback gathered from the last town hall was used to inform the current vision.
 - A task team has been examining other institutions' academic structures and engagements with industry in order to learn what has been successful

- Some points have been generally discussed with stakeholders such as the Chamber of Commerce, but GTF has not been shown to potential community partners as part of the consultation process
- The specifics of GTF are still evolving, and the feedback from the Students' Union, Graduate Students' Association, and Faculty Association has not yet been synthesised
- Humanities is included in the ideas of GTF
- Any specific proposals regarding the merging of Departments or non-departmentalizing a Faculty will be initiated at the Faculty level and not by Management
- Internationalization, and other key components of the University' *Eyes High* strategy, Academic Plan, and Research Plan, will remain a part of the University's growth
- Metrics will be developed and included in future presentations
- Discussion included:
 - It was suggested that the consultation process and plan for further developing GTF be discussed at the upcoming town hall
 - The idea of not creating mega-Faculties was supported
 - It was observed that the current GTF presentation does not visually demonstrate a commitment to equity, diversity and inclusion (EDI) and Indigenization, although these and the value of mental wellbeing are interwoven in the content. It was suggested that the slides be revised to be more inclusive. It was further suggested that the slides relating to transdisciplinarity and the four areas of focus be revised to include visuals representing all disciplines.

10. Academic Staff Criteria and Processes Handbook – Part I

Documentation for this item was circulated with the Agenda. Francine Smith, Academic Co-Chair of the Academic Staff Criteria and Processes Working Group (ASCPWG), presented this item.

Highlights:

- The proponent reported that the ASCPWG is a working group of the GFC Executive Committee, and that it was charged with reviewing the remaining provisions of the Academic Staff Criteria and Processes Handbook (the Handbook) after some provisions were moved into the Collective Agreement. The proponent reviewed the membership of the ASCPWG and the timeline for its work.
- The proponent reported that Part I of proposed revisions to the Handbook (including criteria for renewal, transfer, tenure and promotion, and merit assessment) are being presented for discussion today, and that Part II (including criteria and processes for academic appointment) is expected to come to the GFC later this academic year
- The proponent then provided an overview of the proposed revisions to the Handbook, including the addition of a preamble, explicit requirements for research and scholarship, teaching and service, clear criteria for renewal, tenure and promotion, and merit assessment, attention to EDI, and provision for new Faculty Guidelines
- In response to a question, it was confirmed that the University's Handbook provisions are in keeping with the practices at other institutions

- Discussion included:
 - That it is good that the Handbook is a living document that will be reviewed regularly by the ASCPWG, as alignment with the language in GTF, such as micro-credentialing, will be necessary
 - That some members of the academic staff are not within Faculties, and that the wording in the Handbook referring to Deans and Faculty Councils should indicate that there are equivalents to these in some units
 - The language in sections 4.8.1 and 4.8.2 should be updated to reflect that the councils for the Librarian and Counsellor groups currently establish the criteria for these groups, not the Vice Provost (Libraries and Cultural Resources) and Vice-Provost (Student Experience)
 - The language in section 4.8.2 articulating commitment to EDI should be reconsidered, as this is not included in other similar sections and because the Preamble covers this
 - That the clarity provided by the revised Handbook is welcome, especially in relation to tenure and promotion
 - Whether the use of the word “normally” throughout the Handbook is desirable, and that the flexibility that this provides is necessary in light of some disciplinary differences. It was noted that Faculty Guidelines will provide detail and structure while the Handbook provides more flexibility.
 - What is meant by the term “community”, and specifically whether this refers to the business community or society at large
 - That consideration be given to a specific reference to online teaching in section 3.3.2, which describes that teaching may take different forms
 - That excellence cannot be measured without a clear definition
 - Whether section 3.2.2.f, which speaks to building respectful relationships with, and valuing, Indigenous communities, could be worded differently since this is a responsibility of all
- The Chair requested that any additional feedback be sent directly to the proponent, and noted that this item is expected to return to the GFC at the November meeting for approval

11. Revisions to the Sexual Violence Policy

Documentation for this item was circulated with the Agenda. Deborah Book, Legal Counsel, presented this item.

Highlights:

- The proponent reported that when revisions to the Sexual Violence Policy were reviewed by the Board of Governors in June, some concerns were raised and additional revisions are now being proposed. The proponent then provided an overview of the current revisions, including to explicitly recognise gender-based violence, clearly reference the differential impacts and role of intersectionality in sexual and gender-based violence, and improve the language relating to formal reporting.
- Discussion included:
 - That the definition of Reprisal could be reworded to make clear that retaliatory measures against staff and administrators are also included

- Vicarious reporting, and if or when a person is required to file a report, especially if there is understood to be multiple incidents. The proponent noted that the goal of the policy is to empower victim/survivors, and that reporting is never forced. The proponent observed that there is a duty to protect, and it was suggested that when uncertainty arises an assessment meeting be held in order to determine next steps that respect the victim/survivor.
- That it is not clear who can assist in determining responsibilities and next steps in response to disclosures and how victim/survivors can be supported, and the proponent reported that the first point of contact should be the Sexual Violence Response Office
- That the policy's Scope references activities that take place "through social media or other online means", but that more examples of online violence could be included
- The Chair requested that any additional feedback be sent directly to the proponent

12. Child Health and Wellness Research Strategy

Documentation for this item was circulated with the Agenda. Susa Benseler, Director, Alberta Children's Hospital Research Institute, Bill Ghali, Vice-President (Research), and Penny Pexman, Associate Vice-President (Research), presented this item.

Highlights:

- The presenters reported that the Child Health and Wellness (CHW) research theme is one of two emerging strategic research themes recently chosen following a rigorous process initiated by the Vice-President (Research)
- The presenters then gave a presentation highlighting the CHW research theme's development, goals, strategic objectives, grand challenges, metrics, governance and partnership structures, and how it intersects with the six already-established strategic research themes under the Research Plan
- The presenters referred the GFC to the CHW Strategy document, Executive Summary, and Grand Challenges summary document that were included in the meeting package
- Discussion included that:
 - The CHW research theme clearly ties to the University's values and priorities and will add to the University's growth
 - The CHW research theme was developed with input from scholars from many disciplines, and that scholars from all disciplines may see ways to connect and engage with the work
 - The CHW research theme provides opportunities for international work and collaborations
- The Chair reported that the second emerging strategic research theme, One Health, will be presented to the GFC at an upcoming meeting

13. Standing Reports

The following reports were circulated with the Agenda for information:

- a) Report on the September 16, 2020 GFC Executive Committee Meeting

- b) Report on the June 8, June 22, July 21, and September 28, 2020 Academic Planning and Priorities Committee Meetings
- c) Report on the September 17, 2020 Research and Scholarship Committee Meeting
- d) Report on the September 15, 2020 Teaching and Learning Committee Meeting
- e) Report on the September 22, 2020 Senate meeting
- f) Policy Development Update

There were no questions.

14. Revised Teaching and Learning Committee Terms of Reference

Documentation for this item was circulated with the Agenda for information.

There were no questions.

15. Revised Research Ethics Appeal Board Terms of Reference

Documentation for this item was circulated with the Agenda for information.

There were no questions.

16. Other Business

There was no other business.

17. Adjournment

The October 8, 2020 General Faculties Council meeting was adjourned by consensus.

The meeting was adjourned at 4:14 p.m.

Susan Belcher
University Secretary