



GENERAL FACULTIES COUNCIL

Approved Minutes

Meeting #604

Thursday, February 11, 2021, 1:30 p.m.

By Zoom platform

Voting Members

E. McCauley, Chair	S. Cork	B. Kahanyshyn	N. Peters	F. Smith
D. Marshall, Vice-Chair	L. Dalgetty	P. Khosla	J. Pieper	D. Stewart
S. Abraha	S. Davidson	S. LeBlanc	Q. Pittman	M. Tarailo-Graovac
B. Adams	A. dela Cruz	K.-Y. Lee	R. Plume	S. Thrift
A. Alase	J. Dewald	J. Lock	J. Poissant	A. Timm
O. Alp	S. Eaton	R. McCorkell	M. Qurishi	T. Tombe
D. Altahsh	A. Estefan	M. McDonough	S. Raj	B. Uppal
K. Baral	S. Farheen	B. Maini	R. Ramdhaney	A. Viczko
S. Barker	F. Finley	B. Mayer	L. Reid	H. Warsame
M. Bauer	M. Fraser	J. Meddings	M.J. Romaniuk	G. Welch
T. Beattie	D. Gereluk	N. Molina	W. Rosehart	P. Werthner
S. Benseler	W. Ghali	E. Montes Garces	F. Samavati	J. Winter
J. Bergerson	P. Gimby	L. Nowell	A. Saweczko	B. Wylant
J. Brown	D. Hodgins	M. O'Brien	T. Shandro	R. Yates
M. Cassis	C. Hurrell	A. Paquette	N. Shaw	M. Zhang
O. Chapman	M. Husein	D. Paskevich	R. Sigurdson	M. Zytaruk
R. Clements	F. Jalilehvand	E. Perrault	D. Slater	

Guests

- D. Book, Legal Counsel – present for Items 10 and 11
- J. De Roaldes, Associate Registrar - Admissions and Recruitment – present for Item 15
- M. Hart, Vice-Provost (Indigenous Engagement) – present for Item 7
- S. Kelly, Assistant Registrar - Student Recruitment and Applicant Relations – present for Item 15
- N. Kenny, Senior Director, Taylor Institute for Teaching and Learning – present for Item 7
- M. Morrison, Student Appeals Officer – present for Item 13
- M. Smith, Vice-Provost (Equity, Diversity and Inclusion) – present for Item 14
- F. Strzelczyk, Deputy Provost – present for Item 14
- R. Thompson, Associate Vice-President (Research) – present for Item 14

Observers

- M. Alam, Graduate Students' Association
- J. Alho, Assoc. Vice-President (Government and Community Engagement)
- K. Hamilton, President's Office
- K. Jackson, General Counsel
- C. Johns, Provost's Office
- J. Krygier, Faculty Association
- M. Kularatne, Students' Union
- C. McVie, Provost's Office
- J. Ruwanpura, Vice-Provost (International)

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

The Chair included the following in his remarks:

- The provincial government's budget will be announced on February 25, 2021. Representatives of the University, including management, student leaders, and others, continue to communicate with the government about the importance of the University.
- A recent Calgary Caucus meeting, that was also attended by provincial government Ministers, provided another opportunity to communicate about the University and its impacts on the city and province. Positive feedback and constructive suggestions for what the University could do better were received.
- The U15 and Universities Canada have been communicating with the federal government regarding issues with student visas, and it is hoped that an expedited process for international students can be developed

3. Remarks of the Vice-Chair

The Vice-Chair included the following in her remarks:

- The University's COVID-19 guidelines have been updated to align with provincial and federal guidelines. The University offered to serve as a quarantine hotel, but it was determined that the University is not located close enough to the airport for this.
- It is known that stress levels are high at this time, and members of the University community are encouraged to manage their stress, reach out to others, and access resources as needed
- The Vice-Provost (Equity, Diversity and Inclusion) and the Faculty of Arts were congratulated on the impressive roster of speakers for the University's Black History Month events. Members of the University community are encouraged to attend the remaining sessions.
- As the one-year anniversary of the impacts of COVID-19 approaches, members of the University community are thanked for everything that is being done to continue the University's operations

4. Question Period

In response to questions, it was reported that:

- As vaccinations happen and travel restrictions are modified, it is hoped that obtaining study permits will become easier for international students. It was noted that some students are deferring study and the international piece is of high concern, but most of the University's efforts are focused on supporting and protecting the students who are currently here.
- It can be arranged for the General Faculties Council (GFC) to receive a presentation on the Research Management System, and, specifically, the process and timeframe for grant account setup

- An initiative to develop a common grading scheme is a priority for the University, and this is tied to another initiative to develop a flexible grading policy. Once a common grading scheme is in place, then changes such as including the median course grade on the transcript can be considered.

5. Safety Moment

Documentation for this item was circulated with the Agenda. Linda Dalgetty, Vice-President (Finance and Services), presented on the topic of “Workplace Mental Health”, and encouraged members to follow the recommendations set out in the document.

In response to questions, it was reported that the email messages reminding members of the University community to complete the Harassment and Violence Awareness Training are automatically generated, the training takes less than an hour to complete, individuals may contact the University’s Environment, Health & Safety (EHS) team to request an extension to their two-week deadline, and students are not required to take the training at this time. It was noted that this training is mandated by the province’s Occupational Health and Safety Act and that the University has a deadline of March 31 for all faculty and staff to complete the training.

6. Approval of the January 14, 2021 Meeting Minutes

Documentation for this item was circulated with the Agenda.

Moved/Seconded

That the Minutes of the General Faculties Council meeting held on January 14, 2021 be approved.

Carried

Aniela dela Cruz and Osman Alp abstained.

7. Approval of the New ‘Indigenous Ways of Knowing’ University of Calgary Teaching Award

Documentation for this item was circulated with the Agenda. Dru Marshall, Provost and Vice-President (Academic), Natasha Kenny, Senior Director, Taylor Institute for Teaching and Learning (TI), and Michael Hart, Vice-Provost (Indigenous Engagement), presented this item.

Highlights:

- The proponents provided an overview of the University of Calgary Teaching Awards program and remarked that the proposal to add an ‘Indigenous Ways of Knowing’ award to the program reflects the University’s commitment to the conceptual models in ii'taa'poh'to'p (the University’s Indigenous Strategy) including Indigenous Ways of Knowing, Indigenous Ways of Doing, and Indigenous Ways of Connecting. The proponents highlighted that elders will be involved in the recognition of nominees, that parallel processes for the award have been developed, and that the processes for this award may be applied to the other awards in the program in the future.
- In response to questions, it was reported that:

- Gabrielle Lindstrom, a recently-hired TI Educational Development Consultant, and the TI's Indigenous Strategy Working Group can assist units in incorporating Indigenous Ways of Knowing into curriculum and provide support
- The dossier must include demonstration of support for the nomination from an elder, but the nomination letter does not need to be signed by an elder
- The GFC expressed enthusiastic support for the creation of the award

Moved/Seconded

That the General Faculties Council (GFC) approve the addition of a new award entitled 'Indigenous Ways of Knowing' to the University of Calgary Teaching Awards program, as set out in the document provided to the GFC and as recommended by the Teaching and Learning Committee.

Carried**8. Approval of the Name Change from the 'Department of Art' to the 'Department of Art and Art History'**

Documentation for this item was circulated with the Agenda. Richard Sigurdson, Dean, Faculty of Arts, presented this item.

Highlights:

- The proponent provided an overview of the history of the Department of Art, and noted that the proposed name change reflects the current strengths of the Department and aligns with other departments in North America
- There were no questions

Moved/Seconded

That the General Faculties Council (GFC) approve the change of name of the Department of Art to the Department of Art and Art History, effective March 1, 2021, as presented to the GFC and as recommended by the Academic Planning and Priorities Committee.

Carried

Elizabeth Montes Garces opposed.

9. Establishment of the 2021-2022 GFC Elected Membership Distribution

Documentation for this item was circulated with the Agenda. Ed McCauley, Chair, and Susan Belcher, University Secretary, presented this item.

Highlights:

- The presenters noted that this is an annual item and a straightforward arithmetic calculation
- There were no questions

Moved/Seconded

That the General Faculties Council (GFC) establish the total number of elected members to be on the GFC and determine and assign to each Faculty the number of members that may be elected by that Faculty, as set out on the document provided to the GFC and as recommended by the GFC Executive Committee.

Carried**10. Recommendation of the Revisions to the Sexual Violence Policy**

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

Secretary's Note: This proposal was previously discussed at the October 8, 2020 GFC meeting.

Highlights:

- The proponent provided an overview of the proposed revisions to the Sexual Violence Policy, including the use of inclusive and supportive language
- The President of the Students' Union expressed appreciation for the thorough consultation on these changes, which had been initiated by students

Moved/Seconded

That the General Faculties Council (GFC) recommend that the Board of Governors approve the revisions to the Sexual Violence Policy, as set out in the documents provided to the GFC and as recommended by the GFC Executive Committee.

Carried

David Stewart abstained.

11. Revisions to the Student Non-Academic Misconduct Policy and Procedure

Documentation for this item was circulated with the Agenda. Deborah Book, Legal Counsel, and Susan Barker, Vice-Provost (Student Experience), presented this item.

Highlights:

- The proponents provided an overview of the history of the Student Non-Academic Misconduct (SNAM) Policy and outlined the proposed revisions that include; changes to the suspension process, connection to professional codes of conduct and the option for the informal resolution of cases. The proponents noted that the proposed changes will align the SNAM Policy with the current Sexual Violence Policy, Student Academic Misconduct Policy and Student Misconduct and Academic Appeals Policy, and that the policy will no longer apply to students in the Qatar Faculty as the Qatar Faculty is operationally different.
- In response to questions, it was reported that:

- Appendix 1 sets out the categories of prohibited conduct, and includes that actions cannot interfere with the University's operations
- Appendix 2 provides for a variety of sanctions and notes that, wherever possible, sanctions are intended to be corrective and educational in nature
- How to consider substance abuse problems when determining an appropriate sanction is not specifically set out, and this requires further consideration
- The Student-at-Risk policy is parallel to the SNAM policy, and it is important to find a balance between holding a student accountable for their actions and accommodating mental health and addiction issues
- Students in the Qatar Faculty have access to the University's appeals process and can appeal any decisions related to misconduct
- Discussion included:
 - The sanction "invitation to participate in an ethical space for dialogue" is softer wording than the other sanctions in the list
 - The sanction "required learning – work assignments, educational assignments, service to the University" is problematic because learning should not be portrayed as a punishment
 - Racism is not specifically mentioned in the SNAM policy, and it was suggested that this should be considered. It was noted that developing an anti-racism document is a current priority for the University, and that this work will inform other University policies.
- The Chair reported that it is expected that this proposal will return to the GFC in April for approval

12. Growth Through Focus Update

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

Highlights:

- The presenter reported that the Growth Through Focus (GTF) Congress has launched, and online sessions will continue until February 18. Feedback is also being collected through discussion boards and direct email, and members of the University community are encouraged to visit the GTF website for information and materials.
- The GTF working groups will refine the GTF and develop future proposals based on the feedback received through broad consultation
- The presenter emphasised that the GTF builds on the University's strengths and successes and does not cast aside existing strategies and plans. The GTF will facilitate targeted growth, and maximize the efficient use of resources and the pursuit of new revenue during this time of budget reductions.
- The presenter remarked that program review and modification is part of ongoing quality assurance processes and institutional growth, and not new in the GTF, and that the GTF is not introducing a program prioritization exercise
- In response to questions, it was reported that:
 - Meetings with specific stakeholder groups to discuss the GTF can be arranged
 - The GTF website contains information about the next steps in developing the GTF

- Concerns about the lack of diversity in the membership of the GTF working groups have been heard, and revisions to the GTF will include the use of more inclusive language
- The feedback received during the GTF consultation period will be organised and reported to the University community
- The presenter encouraged participation in the GTF Congress, as the GTF is an important part of positioning the University to grow despite the current challenges

13. Student Appeals Office 2020 Report

Documentation for this item was circulated with the Agenda. Melissa Morrison, Student Appeals Officer, presented this item.

Highlights:

- The presenter outlined the work of the Student Appeals Office (SAO), and specifically highlighted the SAO's development of an appeal submission form, decision making tools, and Faculty appeals procedures, and described how COVID-19 has impacted appeals and the management of appeal hearings
- The presenter reviewed the 2020 appeals statistics, noting that the number of academic progression appeals is down because many Faculties delayed the Required to Withdraw process due to COVID-19 and the number of academic misconduct appeals is up
- In response to questions, it was reported that:
 - In an effort to make the appeals process more understandable to students, the SAO has a website with information and links to resources. Students are encouraged to access the offices of the Student Ombuds and Student Legal Assistance for advice in preparing an appeal.
 - There is a deadline for filing an appeal because a quick process minimizes the impacts to a student's registration and tuition payment, however there is a mechanism for a student to request an extension to the deadline for filing an appeal. The SAO is conducting a review of the appeals policy suite, and this will include consideration of the timeline for appeals.
 - The two most common grounds cited for appeal are 'procedural unfairness' and 'new information'. The SAO is working with Faculties to develop strong internal procedures to ensure robust decision making.

14. Dimensions Equity, Diversity and Inclusion (EDI) Pilot Update

Malinda Smith, Vice-Provost (Equity, Diversity and Inclusion), Florentine Strzelczyk, Deputy Provost, and Robert Thompson, Associate Vice-President (Research), presented this item.

Highlights:

- The presenters provided an overview of the Dimensions EDI Charter and Canadian pilot program, noting that the University's participation in the pilot program is jointly supported by the EDI, Provost, and Vice-President (Research) offices and is complementary to the implementation of the Indigenous Strategy

- The presenters reported that Dimensions EDI is a Tri-Agency initiative with goals to foster change within institutions by identifying and addressing systemic barriers and inequities faced by under-represented groups in the research community and to support equitable access to funding, increase inclusive participation, and embed consideration of EDI into research. The presenters explained that under-represented groups include women, Indigenous peoples, persons with disabilities, members of visible minority/racialized groups, and members of LGBTQ2+ communities.
- The presenters reviewed examples of Dimensions EDI activities at the University including EDI workshops, renewal of policies and processes, strategic hiring, and incorporating EDI into curriculum and developing social justice programs
- Discussion included:
 - Some programs were designed before EDI principles were a priority, and there is now effort for programs to be evaluated with an EDI lens
 - The GTF provides an opportunity to consider how to integrate and incentivise the consideration of EDI principles in the University's work
 - Some Faculties have been evaluating EDI during the course outline, curriculum review and unit review processes, but there is a lack of knowledge for how to utilize this information
 - EDI must be woven into practices and it is not easy to do this. Units such as the EDI office, Women's Centre, Q Centre, and libraries have resources that will help to increase EDI literacy at the University.

15. Virtual Recruiting Fair

Angelique Saweczko, Registrar, Jennifer de Roaldes, Associate Registrar, Admissions and Recruitment, and Steven Kelly, Assistant Registrar - Student Recruitment and Applicant Relations, presented this item.

Highlights:

- The presenters provided an overview of how the University's recruitment practices have changed due to COVID-19, including a shift to online webinars, virtual recruitment fairs, direct mailings, social media campaigns, virtual campus tours, and online school counsellor and school events. The presenters noted that digital recruitment has extended the University's reach and enabled targeted Indigenous and international student recruitment.
- The presenters then demonstrated the virtual open house, which is the University's largest recruitment tool and includes a video showcasing the University, interactive exhibition halls and virtual campus tours. The presenters noted that prospective students can access replayable parts of the platform at a time convenient to them, which is important.
- The presenters reported that some universities are experiencing a drop in applications at this time, but the University is trending up to 10% higher
- In response to questions, it was reported that:
 - This was the University's first virtual open house, and Departments were limited to one poster each. For the next large recruitment event in Fall 2021, consideration will be given to allowing Departments with many programs to have more than one poster.

- The University holds events for all schools in Calgary and does target some specific socioeconomic groups and recently-arrived students in order to assist with registration and application for funding
- Some students are eligible to be considered for admission under the University's Diverse Qualifications process

16. Standing Reports

The following reports were circulated with the Agenda for information only:

- a) Report on the January 27, 2021 GFC Executive Committee Meeting
- b) Report on the December 14, 2020, January 11, 2021 and February 1, 2021 Academic Planning and Priorities Committee Meetings
- c) Report on the January 19, 2021 Teaching and Learning Committee Meeting
- d) Policy Development Update

17. Other Business

There was no other business.

18. Adjournment

The February 11, 2021 General Faculties Council meeting was adjourned by consensus.

The meeting was adjourned at 4:06 p.m.

Susan Belcher
University Secretary