



GENERAL FACULTIES COUNCIL
Approved Minutes

Meeting #613
Thursday, February 10, 2022, 1:30 p.m.

By Zoom platform

Voting Members

E. McCauley, Chair	C. Bousman	M. Hogan	E. Perrault	D. Stewart
Teri Balsler, Vice-Chair	W. Bridel	C. Hurrell	R. Plume	L. Stoffregen
A. Akbari	J. Brown	M. Husein	T. Poffenroth	M. Tarailo-Graovac
J. Allan	A. Burns	F. Jalilehvand	J. Poissant	T. Tombe
T. Akhtar	M. Cassis	N. Jarvis	J. Priest	P. Toohey
O. Alp	O. Chapman	R. Lauer	A. Qayyum	M. Van Hee
J. Anderson	R. Clements	S. LeBlanc	M. Raivio	S. Weaver
D. Ashby	A. Dambrowitz	K.Y. Lee	S. Raj	R. Weller
G. Assefa	S. Davidson	M. MacKenzie	L. Reid	J. Winter
J. Ayala	A. Dela Cruz	E. Macphail	M.J. Romaniuk	B. Wylant
K. Baetz	J. Dewald	M. McDonough	W. Rosehart	R. Yates
K. Baral	V. Fast	J. Meddings	A. Schmal	M. Zhang
M. Bauer	M. Fraser	A. Musgrove	N. Schmidt	M. Zytaruk
T. Beattie	D. Gereluk	L. Nowell	R. Sigurdson	
S. Benseler	J. Guo	A. Paquette	D. Slater	
J. Bergerson	M. Herring	R. Pereyra	F. Smith	

Observers

J. Alho, Associate Vice-President - Government and Community Engagement
M. Hart, Vice-Provost & Associate Vice-President Research (Indigenous Engagement)
C. Hogan, Senior Associate Vice-President, Communications
C. Johns, Senior Director - Program Innovation and Planning
J. Krygier, Faculty Association
J. Lacasse, General Counsel
C. McVie, Provost's Office
K. Neprily, Graduate Students' Association
J. Ruwanpura, Vice-Provost (International)
M. Smith, Vice-Provost & Associate Vice-President Research (Equity, Diversity and Inclusion)
W. Therrien, President's Office
R. Thompson, Associate Vice-President Research

Secretary

L. Houle

Scribe

E. Sjogren

Staff

T. Hodzic
R. Kenny
C. Tutt

The Chair called the meeting to order at 1:30 p.m. and confirmed quorum.

1. Conflict of Interest Declaration

No conflicts were declared.

2. Inclusive Practice Moment

Dianne Gereluk, Dean of the Werklund School of Education (WSE), presented a Territorial Acknowledgment and then highlighted inclusive practices in her unit, including:

- Members of the WSE demonstrated good leadership by respectfully attending the Medicine Wheel in Nose Hill Park on September 30, 2021
- The WSE's Indigenous Task Force produced a report in 2016 with ten recommendations, and progress is being made towards these, including: listening to and working with the Indigenous community; increasing the WSE Indigenous student population; developing a mandatory Indigenous Education course for all undergraduate WSE students; and engaging in Indigenous language revitalization
- The WSE has set three priorities: to establish national-level leadership in Indigenous pedagogy; to build WSE faculty capacity in decolonization and Indigenizing ways; and to gather WSE Indigenous resources and publications to form a digital hub of information

3. Safety Moment

Mike Van Hee, Interim Vice-President (Finance and Services) - Services, presented on the topic of "Good Safety Leadership", including that:

- Leadership behaviours, including personal practices and the tone of communications, play a significant role in defining the safety culture of an institution
- The six characteristics of a good safety leader are: spends time on safety communications, has a field presence with their team, recognizes contributions to safety, holds self and others accountable to standards, has a strong communication style, and is proactive to avoid safety issues

4. Remarks of the Chair

The Chair included the following in his remarks:

- James Allan, Vice-President (Advancement), was welcomed on this occasion of his first General Faculties Council (GFC) meeting
- The primary objective of the University's *Eyes High* strategy was to be recognized as one of Canada's top five research universities by 2022, and the ReSearch Infosource Inc. Top 50 Research Universities list released on January 25, 2022 ranked the University in fifth place. This is a tremendous achievement, and reflective of the collective successes of the University's researchers and staff.
 - The University's Framework for Growth is about growing the University going forward, including attracting more top talent as the University's excellent work continues
 - Achieving research excellence enriches the student experience, and there is not a tradeoff between these two objectives
 - The University is having a positive impact on the world around us, and this is being recognized and celebrated
- A \$25-million gift from the Azrieli Foundation to establish the Azrieli Accelerator was announced on January 26, 2022. The Azrieli Accelerator will transform neurodevelopment disorder research at the University and enable the development of new treatments. The Azrieli Foundation looked across

Canada for research excellence in this area, and chose the University in part because they were impressed by the University's culture of transdisciplinary work.

- The provincial budget will be announced on February 24, 2022. Representatives of the University have been speaking with government representatives about the University's successes and contributions to the province (including to the development of talent and economic diversity), the impacts of past budget cuts, and the University's commitment to fiscal responsibility. In addition to reasonable base funding, the University is asking for infrastructure funding as there is an urgent need for reinvestment in the post-secondary sector.
- Representatives of the University have also been speaking with representatives of the federal government about the need for investment in talent and students, and there is hope for positive federal budget announcements soon
- The search for a new Chancellor of the University is underway, and ideas and suggestions can be sent to the GFC's representatives on the search committee, Tara Beattie and Trevor Tombe

5. Remarks of the Vice-Chair

The Vice-Chair included the following in her remarks:

- Equity, Diversity and Inclusion (EDI) Week was held January 31 to February 4, 2022, and the EDI team is recognized for presenting top notch programming during this event
- The EDI team is also recognized for the programming being provided during Black History Month in February. Members of GFC are encouraged to attend events and access the resources on the website.
- The searches for a Dean of the Cumming School of Medicine, a Dean of the Faculty of Arts, a Dean of the Faculty of Kinesiology, and a Director of the School of Public Policy are progressing well
- This is a stressful time for the University community, with provincial government announcements changing COVID-19 restrictions and the transition back to in-person classes happening after Reading Week. A message to the University community was sent today, confirming the University's requirements for masking and distancing for the remainder of the Winter semester. The University's leadership will continue to meet and communications will continue to be sent on matters such as the full return to working on campus. Members of the University community are thanked for their engagement and commitment over these difficult past two years.

6. Question Period

The GFC was given the opportunity to raise questions and initiate discussion on matters of interest at this time.

Highlights:

- COVID-19:
 - Appreciation was expressed for the University's decision to continue to require masking for the remainder of the Winter term
 - Concerns were expressed regarding the Minister of Advanced Education's February 9, 2022 tweet that shared his letter to post-secondary Board Chairs indicating that institutions are expected to align their COVID-19 restrictions with those of the provincial government, and

specifically that there should be no institutional masking, distancing or proof of vaccination requirements as of March 1, 2022

- In response to questions, it was reported that:
 - 99% of the University's population is vaccinated, and a proof of vaccination program is therefore not needed anymore. The University has a team that continues to monitor data and informed decisions will be made regarding masking and distancing, with health and safety as primary concerns.
 - The University is committed to returning to in-person learning after the Reading Week
 - Representatives of the University are actively communicating with the provincial government regarding the value of universities and the importance of deconsolidation and institutional autonomy. It is anticipated, should deconsolidation occur, that there will be changes to the structure of the Board of Governors and how the University reports to the government.
 - There is awareness that there may be challenges in executing the Winter final exams, and limited options are being considered. Communications from the Provost's and Registrar's offices will be sent.
 - There is also awareness that some instructors may become ill in the coming weeks, and options for class continuity are being considered
 - The original communication regarding continued masking in the Winter term related to instructional days, but it is intended for the masking requirement to continue through the final examinations period
 - The remote working environment is ending, and employees will begin to return to working on campus. A timeline and guidance for managers are being developed, and communications about this will be sent as soon as possible.
 - The University has pressed the provincial government regarding the need for rapid testing kits, but the kits are scarce and the K-12 system has been prioritised for these
- Cumming School of Medicine (CSM):
 - A member raised the situation of ongoing harassment of a graduate student in the Hotchkiss Brain Institute and referred members to the public statement "Trainee and Staff Joint Statement on Harassment and Discrimination within the CSM". The member expressed that some institutional responses to this matter are considered to be poor, and that the Graduate Students' Association is requesting clarity regarding the steps taken by the University to address this matter, how such situations will be handled differently in the future, and a commitment to improved safety at the University.
 - It was reported that this matter is currently in the hands of law enforcement, and that the University's leadership, including the Dean of the CSM, Dean of the Faculty of Graduate Studies (FGS) and the University General Counsel, are committed to reviewing how this specific situation was handled and to ensuring overall safety on campus. It was further reported that the FGS will be working to improve awareness of where students in threatening situations can receive effective supports.
- Preferred names:
 - A member reported that there continues to be an issue with students' preferred names not being utilised properly across all University systems and the member emphasised that the

appearance of legal/dead names, such as on a classlist, can be devastating to students. The member requested a formal publicly posted apology for the University putting LGBTQ2S+ students at risk and a commitment as to when all systems will use students' preferred names.

- Members of the University's leadership, including the Provost and Vice-President (Academic), the President, the Registrar, and the Vice-Provost (Equity, Diversity and Inclusion), expressed regret that this issue continues and agreement that this is an important matter that needs correcting. It was reported that efforts are being made to align the University's systems but that this is a complicated matter and a date for completion cannot be given, and that any public apology cannot be rushed because such a statement must be thoughtfully considered.

7. Approval of the January 13, 2022 Meeting Minutes

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

Moved/Seconded

That the Minutes of the General Faculties Council meeting held on January 13, 2022 be approved.

Carried

8. Establishment of the 2022-2023 GFC Elected Membership Distribution

Documentation was circulated with the Agenda. The Chair and Interim University Secretary presented this item.

Highlights:

- The presenters reported that:
 - It is practice to bring this approval to the GFC annually because the academic staff population fluctuates
 - The calculations were done by the Office of Institutional Analysis, and result in no changes to the distribution of elected academic staff member seats for 2022-2023
 - The Secretariat will contact the Deans to ask that elections be held for any seats that need to be filled
- 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

9. Standing Reports

Documentation was circulated with the Agenda as 'In Package Only' for information:

- a) Report on the January 26, 2022 GFC Executive Committee Meeting
- b) Report on the January 10 and 31, 2022 Academic Planning and Priorities Committee Meetings
- c) Report on the January 18, 2022 Teaching and Learning Committee Meeting

10. Other Business

There was no other business.

11. Adjournment

The February 10, 2022 General Faculties Council meeting was adjourned by consensus.

The meeting was adjourned at 2:49 p.m.

Lise Houle
Interim University Secretary