



General Faculties Council
Academic Planning and Priorities Committee
Approved Minutes

Monday, October 7, 2024, 2:00 p.m.
Meeting #180

A167/Zoom

Voting Members

Robin Yates, Co-Chair
Dawn Johnston, Academic Co-Chair
Mark Bauer
Marjan Eggermont*
Sheri Madigan – arrived during Item 1, left during Item 5
Kristin Baetz
Michael Hart*
Malinda Smith*
Ermia Rezaei-Afsah
Saaka Sulemana Saaka

Secretary

Michelle Speta

Scribe

Elizabeth Sjogren

Regrets

Barbara Brown
Cydnee Seneviratne
Justine Wheeler

Non-Voting Members

Tarun Aggarwal
Hannah Ashton

Resource Personnel

Christine Johns

Guests

Anita Gee, Program Manager, Corporate Training & Workforce Development Programs, Continuing Education
– present for Item 4
Stephen Hubbard, Vice-Dean, Faculty of Science – present for Item 5
Sheila LeBlanc, Associate Vice-President, Continuing Education – present for Item 4
MacDonald Oguike, Director, Corporate Training & Workforce Development Programs, Continuing Education
– present for Item 4

Observers

Elizabeth Pando, Program Innovation Partner
Kelly Hoglund, Senior Specialist, Academic Initiatives*
Kelly Kay Spurlock, Analyst, Planning & Reviews*

**Attended virtually*

Secretary's Note: In accordance with the General Faculties Council (GFC) Bylaws Section 8.2, the motion box and "Carried" denotation serves as the entry in the minutes that the Chair of the meeting declared the motion carried.

The Chair called the meeting to order at 2:04 p.m. and confirmed quorum.

1. Meeting Opening

1.1. Approval of the Agenda

Moved/Seconded

That the Agenda for the October 7, 2024 Academic Planning and Priorities Committee meeting be approved.

Carried

1.2. Traditional Land Acknowledgement

The Academic Co-Chair provided the Traditional Land Acknowledgement.

1.3. Conflict of Interest Declaration

The Co-Chair explained conflict of interest in relation to the Committee's business and noted that conflicts can be declared at any point during a meeting if need arises. There were no conflicts declared.

1.4. Remarks of the Chair

The Academic Co-Chair welcomed all returning members back to the Committee, including Dr. Michael Hart, who has returned to the Committee following his administrative leave. A special welcome was extended to Tarun Aggarwal, the new AUPE representative, on this occasion of his first meeting and the Academic Co-Chair led a roundtable of introductions.

The Academic Co-Chair reminded Committee members that they do not need to abstain from voting on prior meeting's minutes if they were absent, but rather that they have confidence in the Secretariat, the other members, and the process that produced the Minutes.

The Co-Chair acknowledged that members of the University community are exercising their right to free speech this afternoon and noted that it is the one-year anniversary of the Hamas attack in Israel.

The Co-Chair shared that the Faculty of Social Work has decided not to proceed with removing the 'Graduation with Distinction' designation from the Bachelor of Social Work program at this time, so this item will not be returning to the Committee.

2. Committee Orientation

Michelle Speta, Associate Secretary, provided a Committee orientation presentation which included:

- An overview of the University's bicameral governance structure, with a focus on the General Faculties Council standing committee and subcommittee structure and operations.
- An overview of the Committee's meeting schedule, membership, roles, responsibilities, and delegated authorities.
- Review of the expectations of the Committee members and reminder that decisions are to be made in consideration of the best interests of the institution.
- The supports provided to the Committee by the Secretariat and links to educational resources.

3. Approval of the June 17, 2024 Meeting Minutes

Documentation was circulated with the Agenda.

An amendment was requested to Item 7 to strike "...including the Students' Union Faculty of Social Work Representative" from the bullet point regarding student consultation on the Faculty of Social Work's proposal to remove the 'Graduation with Distinction' designation from the Bachelor of Social Work degree.

Moved/Seconded

That the Minutes of the Academic Planning and Priorities Committee meeting held on June 17, 2024 be approved with the requested amendment.

Carried

4. Approval of the Creation of the Human Resource Generalist Diploma (Non-credit), the Human Resource Analytics & Technology Certificate (Non-credit), and the Labour Relations Foundations Certificate (Non-credit) in Continuing Education

Documentation was circulated with the Agenda. From Continuing Education, Sheila LeBlanc, Associate Vice-President; MacDonald Oguike, Director, Corporate Training & Workforce Development Programs; and Anita Gee, Program Manager, Corporate Training & Workforce Development Programs presented this item.

Highlights:

- The presenters provided an overview of the proposal, explaining that Continuing Education is creating a suite of stackable competency-based programming within learning hubs that are tailored to specific fields. Continuing Education has offered Human Resources (HR) programming for years and the launch of the HR Professional Development Hub is in response to a shift towards competency-based hiring in HR.
- In response to questions, it was explained that:
 - The credentials are designed to meet the competency requirements of the Chartered Professionals in Human Resources of Alberta (CPHR) professional accreditation body.
 - The way that equity, diversity, inclusion, and accessibility (EDIA) is presented in this proposal was to meet the CPHR competencies framework requirements, industry needs, and to align with comparable programs in Canada. It is recognized that EDI is its own discipline parallel to HR, and that there is still a need for dedicated EDI credentialing.
 - The target students for these programs are professional HR practitioners who already have a degree, but not an HR degree. Although the Haskayne School of Business (HSB) offers HR courses, the Continuing Education courses and credentials will serve a student population that is unique from HSB's target audience because they are skills-focused and short-cycle.
 - These programs will also provide training in HR technology and analytics, recognizing that artificial intelligence is starting to play a significant role in HR.
- The Committee's discussion included:
 - HR is one of the most impactful areas with respect to Indigenous engagement in organizations, but existing HR programming does not address Indigenous engagement in a meaningful way. Not addressing this gap in new HR programs we develop would be a missed opportunity.

- The EDI aspects of the proposal are not aligned with current trends and the terminology being used may soon be outdated.
- The Committee requested the following amendments:
 - Review and revise the EDIA content of the proposal to align with emerging trends in this area, particularly with respect to the course HRM 110, while maintaining required alignment with CPHR competencies.
 - Develop the Indigenous engagement aspects of the proposal through reframing that is centered on people and cultures.
- The Committee directed that these amendments be made in consultation with the Office of Equity, Diversity, and Inclusion (Dr. Malinda Smith) and Office of Indigenous Engagement (Dr. Michael Hart), and that the amended proposal be shared with the APPC Co-Chairs for final approval.

Moved/Seconded

That the Academic Planning and Priorities Committee approve the creation of the Human Resource Generalist Diploma (Non-credit), effective January 2025, as set out in the proposal provided to the Committee with the requested amendments.

Carried**Moved/Seconded**

That the Academic Planning and Priorities Committee approve the creation of the Human Resource Analytics & Technology Certificate (Non-credit), effective January 2025, as set out in the proposals provided to the Committee with the requested amendments.

Carried**Moved/Seconded**

That the Academic Planning and Priorities Committee approve the creation of the Labour Relations Foundations Certificate (Non-credit), effective January 2025, as set out in the proposal provided to the Committee with the requested amendments.

Carried**5. Faculty of Science Midterm Unit Review Report**

Documentation was circulated with the Agenda. Kristin Baetz, Dean, Faculty of Science and Stephen Hubbard, Vice-Dean, Faculty of Science presented this item for discussion.

Highlights:

- The presenters provided an overview of the Faculty of Science's unit review, which was completed in February 2021. The recommendations of the unit review were foundational for the Faculty's strategic plan, *Get Science Done*, launched earlier this year.
- The presenters explained that the Faculty of Science is working closely with the Faculty of Graduate Studies and recently passed an updated minimum funding policy for thesis-based graduate students. The presenters shared that the Faculty of Science's philosophy is that all graduate students get paid a living wage, even if

that means the Faculty admits fewer students. There are also ongoing conversations regarding course requirements and impact on degree completion times in thesis-based programs.

- The presenters shared future plans for Faculty staffing, including:
 - A Director-level role for wellness and EDIA, details of which may change once the institutional strategy for EDIA is launched.
 - A curriculum engagement specialist which they are currently seeking funding for.
 - Multiple 0.2 FTE Assistant Dean roles to take on specific projects (e.g., core facilities, student misconduct) that are currently part of an Associate Dean's portfolio.
- In response to questions, it was explained that:
 - The new Associate Dean, Community and Innovation role does not include EDIA but rather focuses on community and industry outreach. EDIA is currently part of the Dean's portfolio.
 - The student groups referenced in the report (e.g., Black Science Student Network, LGBTQ2S+ Science Club) are grassroots. The Faculty is providing support but the initiatives have thus far been student-led.
- The Committee's discussion included the importance of ensuring that the Assistant Dean portfolios are proportional to the 0.2 FTE allotment. Building a culture of kindness as per the *Get Science Done* strategic plan includes ensuring leaders' workloads are reasonable and sustainable to allow for meaningful work.
- The Committee commended the Faculty's work on Indigenous engagement to date and recommended that further consideration be given to the inclusion of Indigenous Ways in science.

6. 2023-2024 Annual Non-Credit Programming Report for Professional and Continuing Education

Documentation was circulated with Agenda for information only.

7. Program Approvals Status Report

Documentation was circulated with Agenda for information only.

8. Other Business

The Co-Chair shared that the meeting scheduled for October 28, 2024 will be cancelled due to no pressing business.

9. Adjournment

The meeting was adjourned by consensus at 3:53 p.m.

Michelle Speta
Associate Secretary