



# UNIVERSITY OF ALBERTA

## UNIVERSITY GOVERNANCE

General Faculties Council  
Academic Planning Committee  
Approved Open Session Minutes

Thursday, June 11, 2020  
Virtual Meeting  
3:00 PM - 5:00 PM

---

**ATTENDEES:**

Steven Dew, Chair  
Jason Acker, Vice-Chair  
Joel Agarwal  
Chris Andersen  
Amlan Bose  
Walter Dixon  
Jelena Holovati  
Gitta Kulczycki  
Susanne Luhmann

Pirkko Markula  
Melissa Padfield  
Jerine Pegg  
Susan Sommerfeldt  
Marc Waddingham  
Ding Xu  
Yan Yuan  
*non-voting:*  
Marion Haggarty-France  
Yimmie Sonuga

**REGRETS:**

Shannon Erichsen  
Christopher Mackay

**Staff:**

Heather Richholt, Assistant  
Secretary to GFC

**OPENING SESSION****1. Approval of the Agenda**

Materials before members are contained in the official meeting file.

*Presenter(s):* Steven Dew, Provost and Vice-President (Academic), and Chair of GFC Academic Planning Committee (APC)

Motion: Andersen/Padfield

THAT the GFC Academic Planning Committee approve the Agenda.

**CARRIED**

**2. Comments from the Chair (no documents)-Fall Planning 2020**

*Presenter(s):* Steven Dew, Provost and Vice-President (Academic), and Chair of APC

***Discussion:***

The Chair began his comments by updating members on the provincial government's recent decision to postpone the implementation of the Institutional Management Agreement and Performance Based Funding Measures until 2021 and the suspension of the Expenditure Reduction Targets. He explained that while the postponement would reduce some of the fiscal constraints imposed on the university, the university would continue to contend with unprecedented cuts to our government operating grant. Moreover, the Chair affirmed that active financial management was needed especially if, as predicted, the COVID-19 pandemic affected 2020-2021 tuition revenues.

In response to a question, the Chair confirmed that the university was still not able to run a deficit budget or use carry-forwards from previous years.

The Chair then updated members on the recent closures of the Winspear Business Library and the HT Coutts Library, due to budgetary reductions, and confirmed that the resources and staff from those locations would still be available to students.

The Chair ended his comments by providing a high-level planning update on efforts underway for Fall 2020. He noted that consultation on proposed changes to the Evaluation and Grading Section of the University Calendar, and the associated regulations, would commence in Fall 2020. In response to a question, Ms Padfield, Vice-Provost and Registrar, confirmed that interim guidelines regarding conduct during examinations would be released in the coming weeks to aid instructors with their fall planning.

### **CONSENT AGENDA**

Materials before members are contained in the official meeting file.

Consent Agenda Mover and Seconder: Andersen/Sommerfeldt

#### 3. Approval of the Open Session Minutes of May 20, 2020

THAT the GFC Academic Planning Committee approve the open session minutes of May 20, 2020.

**CARRIED**

### **DISCUSSION ITEMS**

#### 4. Faculty of Extension Update (no documents)

*Presenter(s):* Steven Dew, Provost and Vice-President (Academic) and Chair of APC; Maria Mayan, Interim Dean, Faculty of Extension

*Discussion:*

The Chair explained that due to the changes to the Faculty of Extension's budget under the new budget model, the academic programs and associated staff would be moved to other Faculties and that this reorganization was expected to be complete by July 1, 2020.

The Chair further explained that the Continuing Professional Development and English Language School at the Faculty of Extension would continue and that the Faculty would be in a position to grow as a key enabler of lifelong learning for the university.

In response to a question about continuing education, professional development, and revenue generation in the Faculties, the Chair noted that the university should pursue a more coordinated approach across its non-credit offerings. He noted that the Faculty of Extension was well situated to provide standardization of registration, marketing, and records for non-credit credentials.

### **ACTION ITEMS**

#### 5. University of Alberta for Tomorrow (UAT)

*Presenter(s):* Steven Dew, Provost and Vice-President (Academic), and Chair of APC; Gitta Kulczycki, Vice-President (Finance and Administration)

*Purpose of the Proposal:* The Purpose of this Proposal is to continue APC's engagement with President-elect Bill Flanagan's vision for transformation at the University of Alberta. In particular, today's item includes discussion of the principles drafted by the Academic Restructuring Working Group (ARWG).

**Dr Dew stepped out of the Chair and Dr Acker assumed the role.**

*Discussion:*

Dr Dew presented academic restructuring plans related to the University of Alberta for Tomorrow initiative including the financial and non-financial benefits, which could be realized through academic restructuring.

He highlighted the following draft principles and objectives, included in the meeting materials:

- adherence to the vision, mission, and values in the Institutional Strategic Plan, *For the Public Good* including Equity, Diversity, and Inclusion (EDI); and
- a commitment to a consultative and transparent approach with regular engagement of General Faculties Council and the Board of Governors.

Dr Dew also spoke to the importance of expediency given the extreme financial pressures the university was facing and noted that a final model was expected to come forward in perhaps November 2020 with implementation by July 2021.

During the discussion, members asked questions and expressed comments including but not limited to:

- clarification of objectives to make Faculties more consistent in size and what that meant for student populations;
- student representation on the Academic Restructuring Working Group;
- clarification around the goal of broadening the disciplinary spans of academic units;
- the embedded support model versus the aligned support model and what this would mean for the support available in the Faculties;
- data driven decision making as it relates to the UniForum relationship with Commonwealth model universities and United States model universities;
- the NOUS Group's experience with other Commonwealth post-secondary sector models and large scale restructuring;
- whether to use Research synergies, Teaching and Program synergies, or a combination of both, to make decisions about how to restructure Faculties;
- considerations of many layers of input including student and employer demands, and EDI in the development of the proposed changes;
- a request for an EDI analysis of layoffs that had already happened across the university;
- the potential for higher paid administrators to be moved back into teaching and research at the expense of those with less seniority;
- the expense of market supplements for those Deans or Chairs whose positions were eliminated; and
- transition issues and the potential loss of talented people who decide to pursue administrative roles at other institutions.

Motion: Padfield/Kulczycki

THAT the Academic Planning Committee recommend that General Faculties Council endorse the principles and objectives for academic restructuring, as described in Attachment 1.

**CARRIED**

**Dr Acker stepped out of the Chair and Dr Dew resumed the role.**

**DISCUSSION ITEMS**

6. Question Period

*Presenter(s):* Steven Dew, Provost and Vice-President (Academic), and Chair of APC

*Discussion:*

In response to a question about the implications of the New GFC Programs Committee to the mandate and role of APC, Ms Haggarty France, University Secretary and Ms Sonuga, GFC Secretary, confirmed that GFC's delegation of authority to approve academic programs would move to the Programs Committee as of September 1, 2020, but that APC would still be responsible for the approval of programs which involved new space or resources, or affected long-range planning.

A member asked for further clarification:

- on current efforts to track the continued disproportionate disruption to support staff positions across the university; and
- what the university was doing, beyond a statement of solidarity with protesters, to address the lack of black and racialized faculty, staff and senior administration at the university.

In response Dr Rodgers, Deputy Provost, noted that:

- Human Resource Services had data on all disruptions and attrition and that the university was planning to re-run their employee EDI survey;
- the university was aware of the gender and racial disparity across the professoriate and protected, tenured positions, and that senior leadership will continue with the implementation of the university's EDI Strategy;
- the changes to the Recruitment Policy Suite were scheduled for consideration by the Board of Governors, for final approval, the following week; and
- EDI training for selection committee members would begin thereafter.

## **CLOSING SESSION**

### **7. Adjournment**

Ms Padfield, Vice-Provost and Registrar, noted that a virtual Spring Convocation would take place at 10:00 a.m. the following day and the livestream would be available on the university's homepage.

The Chair adjourned the meeting at 4:45 p.m.