



# UNIVERSITY OF ALBERTA

## UNIVERSITY GOVERNANCE

General Faculties Council  
Academic Planning Committee  
Approved Open Session Minutes

Wednesday, March 17, 2021  
Zoom Virtual Meeting  
2:00 PM - 4:00 PM

### **ATTENDEES:**

Steven Dew, Chair  
Joel Agarwal  
Chris Andersen  
Walter Dixon  
Shannon Erichsen  
Todd Gilchrist  
Jelena Holovati  
Susanne Luhmann

Pirkko Markula  
Melissa Padfield  
Jerine Pegg  
Susan Sommerfeldt  
Kisha Supernant  
Marc Waddingham  
Ding Xu  
Yan Yuan

### *non-voting:*

Brad Hamdon  
Kate Peters

### **REGRETS:**

Amlan Bose  
Sheena Wilson

### Staff:

Heather Richholt, Scribe

### **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)

#### *Discussion:*

A member asked to change the order of items 7 and 8 so that the item on metrics was considered first.

Motion: Andersen/Padfield

THAT the GFC Academic Planning Committee approve the agenda as amended.

**CARRIED**

#### 2. Comments from the Chair (no documents)

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

#### *Discussion:*

During his comments, the Chair made note of the following:

- the one-year anniversary of the COVID-19 pandemic and the university's move to remote delivery;
- the 2020 COVID-19 Remote Teaching Award recipients;
- planning for fall 2021 and the related discussion item on GFC's March 22 agenda;
- the previous week's budget approval by the Board of Governors;
- Institutional Management Agreements and the performance measure of Work Integrated Learning (WIL); and
- conversations with the Ministry of Advanced Education regarding support to grow the university's enrolment.

Members discussed the provincial government's criteria for identifying WIL opportunities and the equity issues related to unpaid WIL.

### **CONSENT AGENDA**

Materials before members are contained in the official meeting file.

Consent Agenda Mover and Seconder: Supernant/Xu

#### 3. Approval of the Open Session Minutes February 24 and March 8, 2021

THAT the GFC Academic Planning Committee approve the open session minutes of February 24 and March 8, 2021.
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**CARRIED**

### **DISCUSSION ITEMS**

#### 4. Proposal for the Establishment of the GFC Committee on the Documentation of Indigeneity (CDI)

Materials before members are contained in the official meeting file.

*Presenter(s):* Florence Glanfield, Vice-Provost (Indigenous Programming & Research); Chris Andersen, Dean, Faculty of Native Studies; Melissa Padfield, Vice-Provost and Registrar; Shana Dion, Assistant Dean, First Nations, Metis and Inuit Students

*Purpose of the Proposal:* This proposal recommends the establishment of the Committee on the Documentation of Indigeneity (CDI) as a standing committee with delegated authority from General Faculties Council to determine the standards and approve policy respecting the documentation of Indigeneity. Documentation of Indigeneity is required to determine eligibility for admissions, awards and financial support that are specifically reserved for Indigenous students and applicants.

*Discussion:*

The Chair noted that this item was before the committee because of APC's responsibility for Indigenous policies and initiatives.

Dr Glanfield explained that recent changes to the proposal included removing "Canadian" from the name of the proposed committee because many Indigenous Nations were here long before Canada. She also noted that there had been a suggestion to include student members on the committee and that the proponents were having conversations with graduate and undergraduate student groups to ensure they were properly represented.

Dr Andersen spoke about the connections between Indigenous identity and ancestry. He noted that there were not enough Indigenous targeted funding and positions available for all, so there was a need to prioritize those who grew up without the advantages of belonging to a white, middle class community.

Ms Dion indicated that this initiative was not about policing identity but about protecting identity and ensuring that funding and positions were given to those they were intended for. She explained that a unified and clear approach would help to achieve this goal. She also noted that this was not just a University of Alberta conversation but was happening on a National level as well.

Ms Padfield spoke to the administration of this committee and noted that they were seeking a delegation of authority from GFC to make decisions about documentation which would determine category for admission,

awards, and bursaries as well as the proactive work of ensuring that a complete and current list of acceptable documentation was published in the Calendar. She also pointed out that all voting members on the committee would be Indigenous.

Members discussed:

- the potential to add a GFC member to the composition;
- the information that would be published in the Calendar;
- that improving the university's diversity would result in GFC and its committees becoming more diverse;
- whether this committee could work on identifying documentation for hiring Indigenous scholars; and
- whether Indigenous knowledge could be used to determine identity.

## **EARLY CONSULTATION**

### 5. Indigenous Strategic Plan

Materials before members are contained in the official meeting file.

*Presenter(s):* Florence Glanfield, Vice-Provost (Indigenous Programming & Research)

*Purpose of the Proposal:* To provide an update to APC on the work completed to date on the Indigenous Institutional Strategic Plan (IISP). A thematic approach to the plan has been completed and specific objectives, responsibilities and timelines are under development and additional areas of alignment will likely emerge as the plan's consultation and development are completed. Elements of this proposed plan align with APC's authority.

*Discussion:*

Dr Glanfield updated the committee on the development of the Indigenous Institutional Strategic Plan. She spoke about the work of gathering data on the university's responses to the Truth and Reconciliation Commission's Calls to Action and the related items in the university's institutional strategic plan, *For the Public Good*. Dr Glanfield made note of the complex symbolism of the braid: past, present, and possible, and the ultimate goals of building relationships with Indigenous groups and discovering what it means to walk alongside these groups and respond to their needs as an institution.

Members expressed support and discussed objectives and measurement criteria, the complexity of what it means to be Indigenous, Indigenous curriculum, and the importance of identifying any instances of disconnect between what the Faculties are trying to do and what students are experiencing.

## **DISCUSSION ITEMS**

### 6. Public Report on the University of Alberta Equity, Diversity and Inclusivity Employee Census

Materials before members are contained in the official meeting file.

*Presenter(s):* Deborah Williams, Executive Director, Performance, Analytics and Institutional Research

*Purpose of the Proposal:* The proposal is before the committee for the summary report to be provided to General Faculties Council for information at its meeting of March 22.

*Discussion:*

Ms Williams provided a summary of the census results.

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

- the response rate of the emailed survey;

- sampling biases;
- how the data collected compared with employment and gender pay analysis;
- the value of these results as a baseline;
- tools and methods that could be used to augment the data;
- that data would be gathered from new employees;
- that the survey would be reposted and employees who have not filled it out would be encouraged to do so;
- the limitations on demographic data that could be collected through employment information;
- that the survey was confidential but also voluntary;
- that trust was important in order for people to feel comfortable sharing this information in a survey; and
- that result groupings of less than ten were suppressed in the census results.

## 7. Development of a GFC Position on Metrics Associated with Academic Restructuring

Materials before members are contained in the official meeting file.

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

*Purpose of the Proposal:* The proposal is before the committee in response to a recommendation included in the report generated from the committee of the whole discussion at the GFC meeting on February 8, 2021.

*Discussion:*

The Chair explained that he was looking for guidance from APC on the development of a position on metrics related to: cost reduction, shared services, and interdisciplinarity. He noted that the Board would like to have these in place for July 1, 2021. The Chair spoke about some of the data that would be available related to cost reduction and shared services but noted that the measures for interdisciplinarity were less clear.

Mr Gilchrist noted that they would be tracking progress toward savings goals for the Service Excellence Transformation (SET) with a pulse survey and would come back to APC with that data.

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

- that APC needed more time to discuss this item and provide advice;
- that monthly reporting for interdisciplinarity was not appropriate;
- that College Deans needed time to develop strategic plans and that plans and practice needed time to facilitate interdisciplinarity;
- that there were disincentives against interdisciplinary teaching and learning in the university's current structure that would have to be addressed;
- a question about how College Deans would support signature areas;
- whether comparisons would be made regarding functioning of shared services across colleges as well as general institutional satisfaction;
- that the focus would be on measuring the impact of the structure toward improvement, not to judge and penalize;
- that any metrics would have to relate directly to the activities of the Colleges;
- that there were current interdisciplinary initiatives that had nothing to do with the new structure;
- the intersections of the college model and SET; and
- the Board's concern with the financial savings as well as support of the university's mission.

The Chair thanked everyone for their input and asked for some volunteers for an APC working group on metrics. He also noted that he would look at scheduling a special meeting of APC to discuss any recommendations of that working group.

## 8. 2021-22 Mandatory Non-Instructional Fees (MNIFs) Annual Report

Item was deferred.

9. Growth Strategy

Item was deferred.

10. Budget Update

Item was deferred.

11. Update on University of Alberta for Tomorrow

Item was deferred.

12. Question Period

Item was deferred.

**INFORMATION REPORTS**

13. Items Approved by GFC Academic Planning Committee by email ballots

There were no items.

Information Items Forwarded to Committee Members Between Meetings

There were no items.

**CLOSING SESSION**

14. Adjournment

- Next Meeting of APC: April 14, 2021
- Next Meeting of GFC: March 22, 2021

The Chair adjourned the meeting at 4:15 p.m.