



General Faculties Council
Approved Open Session Minutes

Monday, February 25, 2019
Council Chamber, 2-100 University Hall (UNH)
2:00 PM - 4:00 PM

ATTENDEES:

Statutory Members:

Ex-Officio:

David Turpin, Chair
Chris Andersen
Dale Askey
Stanford Blade
Deborah Burshtyn
Alex Clark (delegate)
Greta Cummings
Steven Dew
Joseph Doucet
Shanthi Johnson
Gitta Kulczycki
Dennis Kunimoto
Frank Marsiglio
Kerry Mummery
Paul Paton
Andrew Sharman
Kelly Spencer

Elected Faculty:

Jason Acker
Ryan Dunch
Duncan Elliott
Nadir Erbilgin
Michael Frishkopf
Lesley Harrington
Basil Hubbard
Pierre Lemelin
Mark Loewen
Susanne Luhmann
Pirkko Markula
Rob McMahon
Lynn McMullen
Sean McMurtry
Al Meldrum
Sue-Ann Mok
Roger Moore
Alice Nakamura
Richard Schulz
Marc Secanell
Carrie Smith
Jorge Sousa

Lisa Stein
Eleni Stroulia
Brent Swallow
Dilini Vethanayagam
Akiko Watanabe
Lynne Wiltse
Ian Winship

Students:

Masoud Aliramezani

Appointed Members:

Erin Allin
Matthew Barnett
Meijun Chen
Melinda Chisholm
Shannon Erichsen
Levi Flaman
Shawn Flynn
Kevin Kane
Maryam Kebbe
Janice Kung
Reed Larsen
Anthony Nguyen
Ivy Porter
Andrei Tabirca
Helen Vallianatos
(delegate)
Sasha van der Klein
Janet Williamson
Donna Wilson
Allan Yilun Wu
Ding Xu

REGRETS:

Ayman Adwan
Joel Agarwal
Miray Aizouki
Saleema Allana
W. Ted Allison
Vahid Ayan
Bishoi Aziz
Allen Berger

Akanksha Bhatnagar
Robert Bilak
Katherine Binhammer
Jeff Birchall
Amlan Bose
Andre Bourgeois
Abigail Bridarolli
Tiffany Bruce
Katy Campbell
Yiming Chen
David Chung
Lesley Cormack
André Costopoulos
Julia Craig
Neal Davies
Piet Defraeye
Natalie Diether
Tarek El-Bialy
Dean Eurich
Fraser Forbes
Mary Forhan
Bill Foster
Adam Gaudry
Gautam Gaur
Tahra Haddouche
Robert Haennel
Osman Hojanepesov
Ryan Holowaty
Mariam Hosseiny
Albert Hu
John Hussein
Taher Jafferjee
Hyejun Kim
Brandi Kobes
Eva Lemaire
Leijun Li
Cindy Liang
Braulio Marfil-Garza
Laurie Mereu
Pierre-Yves Mocuquais
Mpoe Mogale
Carmel Montgomery

Vivian Mushahwar
Syed Mustafa
Anthony Nguyen
Shannon O'Byrne
Melissa Padfield
Sabitha Rajaruban
Christina Rinaldi
Shuaa Rizvi
Matthias Ruth
Carolyn Sale
Dustin Sandler
Georg Schmolzer
John Seubert
Kim Solez
Susan Sommerfeldt
Luke Statt
Nathan Sunday
Bruce Sutherland
Jacqui Tam
Amy Tse
Benjamin Tucker
Jennifer Tupper
Amanda Wakaruk
Rachel Wang
Jonathan White
Erin Wright
Janet Yao

Staff:

Meg Brolley, GFC
Secretary
Marion Haggarty-France,
University Secretary
Heather Richholt, scribe

Observers:

Joyce Hiller
Mike MacGregor
Janice Miller-Young
Jonathan Olfert
Fred Tappenden

OPENING SESSION

1. Approval of the Agenda

Materials before members are contained in the official meeting file.

Motion: Kulczycki/Sharman

THAT General Faculties Council approve the Agenda.

CARRIED

2. Approval of the Minutes of January 28, 2019

Materials before members are contained in the official meeting file.

Motion: Flaman/van der Klein

THAT General Faculties Council approve the minutes of January 28, 2019.

CARRIED

3. Report from the President

- Update from the Transition Committee (no documents)

The Chair announced the reappointment of Michael Phair as Board Chair and the reappointment of Stan Blade as Dean of the Faculty of Agricultural, Life and Environmental Sciences.

The Chair noted that Stephanie Green, Assistant Professor in Biological Sciences, had been awarded the Sloan Fellowship for her work in ocean sciences. Dr Green is the fourth University of Alberta researcher to receive the award since its inception in 1955.

The Chair mentioned the February 13th launch of the University's Equity, Diversity and Inclusion (EDI) Strategic Plan and noted that the launch of the plan marks the next phase of implementation.

Eleni Stroulia, Chair of the GFC Executive Transition Committee, gave an update on the implementation of the ad hoc Committee on Academic Governance and Delegated Authority's 48 recommendations. Dr Stroulia outlined the progress to date including efforts aimed at:

- Improving the strategic engagement of GFC members
- Improving the relationship between the Board of Governors and GFC
- Increased engagement
- Establishment of a new free-standing Nominating Committee and dissolution of the Replenishment Committee
- Updating standing committee composition and terms of reference and a commitment to review them every three years
- A re-imagined Council on Student Affairs (COSA)
- A draft template for Faculty Council Terms of Reference
- Ongoing work on the curation of GFC delegations of authority
- Ongoing work on program approval pathways

Dr Stroulia noted that there were several recommendations which would not be implemented by the deadline but that work was continuing in those areas and plans for implementation were underway. These included the terms of reference for the Committee on the Learning Environment which would come to GFC in Fall 2019. She also noted that the pathways for program approvals were quite complex and required a more in depth review before

the ad hoc recommendations could be addressed. For this reason the Executive Committee had established an ad hoc Committee on Program Approval Process to propose revisions to the current system.

Dr Stroulia concluded that the recommendations were on track to completion and that a renewal process had been built into the framework so that it could grow with our campus and community.

The Chair thanked Dr Stroulia, the members of the Transition Committee, and the Governance team for their work on the implementation of the ad hoc recommendations.

ACTION ITEMS

4. **Bill 27: Conflicts of Interest Amendment Act – Updated Draft Employee Code of Conduct**

Materials before members are contained in the official meeting file.

Presenter(s): Brad Hamdon, General Counsel, Office of General Counsel; Wayne Patterson, Vice-Provost and Associate Vice-President (Human Resources)

Purpose of the Proposal: To present to GFC the Code of Conduct: Employees' Obligations Respecting Conflicts of Interest, as approved by the Ethics Commissioner on January 17, 2019.

Mr Hamdon presented an overview and noted that the *Conflict of Interest Amendments Act* (Bill 27), which came into effect in December 2017, required all public agencies, including the University of Alberta, to have a Code of Conduct governing all employees approved by the Ethics Commissioner of Alberta. He noted that the proposed Code of Conduct documents were developed using current policies, procedures, and collective agreements and that new language was developed only where gaps existed for the acceptance of gifts and concurrent employment. This new language was developed with close attention to existing policy and agreements and with a consideration to streamlining the administrative burden of reporting as much as possible. He noted that the Code of Conduct was required by legislation to be posted publicly by April 30th and, upon approval, would come into effect on July 1st.

Mr Patterson noted that Human Resources would coordinate an awareness and communication strategy to include orientation, onboarding and support for faculty and staff as well as guidance and support for supervisors.

Discussion:

Members discussed student conflicts regarding concurrent employment and the exceptions accounted for in the Code, academic freedom and institutional autonomy, the potential for conflict with approvers and options for recourse, the process for estimating the value of gifts such as art, and the current policies that were incorporated into the Code.

THAT General Faculties Council recommend to the Board of Governors the Code of Conduct: Employees' Obligations Respecting Conflicts of Interest, as set forth in Attachment 1, to take effect July 1, 2019.

CARRIED

5. **Proposed Revisions to Standing Committee Terms of Reference - GFC Executive Committee**

Materials before members are contained in the official meeting file.

Presenter(s): David Turpin, President and Vice-Chancellor and Chair, GFC Executive Committee

Purpose of the Proposal: The proposal is before GFC to approve the revised terms of reference.

The Chair noted that no concerns had been raised with the terms when discussed at the last GFC meeting.

Discussion:

There was no discussion.

THAT General Faculties Council approve the proposed Terms of Reference for the GFC Executive Committee, as set forth in Attachment 1, to take effect July 1, 2019.

CARRIED

6. Proposed Terms of Reference for the Council on Student Affairs (COSA)

Materials before members are contained in the official meeting file.

Presenter(s): Tammy Hopper, Vice-Provost (Programs); Masoud Aliramezani, Vice-President (Academic), Graduate Students' Association (GSA)

Purpose of the Proposal: The proposal is before GFC to approve new terms of reference for the Council on Student Affairs.

The Chair noted that significant consultation on the COSA terms of reference had occurred over the past year.

Dr Hopper indicated that the new terms would allow for a revitalization of COSA and better student consultation.

Mr Aliramezani noted that the GSA was in favour of the addition of an ex-officio member of the Indigenous Graduate Students' Association.

Discussion:

There was no discussion.

THAT General Faculties Council approve the proposed Terms of Reference for the Council on Student Affairs (COSA), as set forth in Attachment 1, to take effect July 1, 2019.

CARRIED

EARLY CONSULTATION

7. Proposed Revisions to Terms of Reference - General Faculties Council

Materials before members are contained in the official meeting file.

Presenter(s): Eleni Stroulia, Chair, Transition Committee; Marion Haggarty-France, University Secretary

Purpose of the Proposal: The proposal is before GFC for consultation on proposed new terms of reference for GFC.

Ms Haggarty-France gave an overview of GFC composition and the members specifically indicated in the Post-Secondary Learning Act (PSLA) and the appointed members that GFC, as a self-governing body, had added to the composition. She asked members to consider whether those appointed members made sense in the current context and mentioned the potential additions of: an elected member of the Post-Doctoral Fellows Association (recognizing their importance to the academic and research work of the institution, and their inclusion in the PSLA), and the President of St Stephen's College (which would be consistent with the having the President of St Joseph's College as a current member of GFC).

Discussion:

A member suggested consideration of a seat for an elected Open Studies student. Regarding possible areas to contract membership size, a member noted an overlap in representation where some areas were represented by a number of individuals. It was noted that some seats were difficult to fill and were often vacant.

DISCUSSION ITEMS

8. Workplace Impairment Policy and Procedures

Materials before members are contained in the official meeting file.

Presenter(s): Wayne Patterson, Vice-Provost and Associate Vice-President (Human Resources); Marjorie Cayford, Senior HR Partner, Human Resource Services

Purpose of the Proposal: The framework is presented in order to engender feedback and support for the policy and each of the procedures submitted, which have been developed upon extensive consultation.

Mr Patterson outlined the consultation process that was involved in the development of the draft policy and procedures and indicated a target implementation date of spring/summer 2019. He explained that this issue encompassed a variety of types of impairment that would impact employees attending fit for work including: recreational drugs, alcohol, prescription medication, fatigue and mental health concerns. He further noted that the Student Code of Conduct would apply for issues with student impairment. The Policy and Procedures would apply to students who are employed by the university only when they are acting in an employed capacity.

Discussion:

Members discussed potential issues with moralizing in policy; failure to comply with disclosure and resulting discipline; definitions of excessive fatigue and stress; inconsistencies with drug testing; and the subjective application of policy and procedure.

9. Report of the Campuses and Facilities Safety and Security (CFSS) Working Group

Materials before members are contained in the official meeting file.

Presenter(s): James Allen, Associate VP (Operations and Management); Rob Munro, Acting Associate Vice-President (Risk Management Services)

Purpose of the Proposal: The purpose of this item is to present the findings and recommendations of the CFSS Working Group and seek input from committee members prior to finalizing the group's report.

The presenters gave an overview of the report and recommendations of the working group including staffing, infrastructure, and education and communication.

Discussion:

Members discussed the safety of campus outside of peak hours, access control, video monitoring, access when staff are cleaning after hours, and strategies to identify and reduce risk.

10. Green and Gold Scholar

Materials before members are contained in the official meeting file.

Presenter(s): Steven Dew, Provost and Vice-President (Academic)

Purpose of the Proposal: The proposal is before the committee for discussion at the GFC Executive Committee and GFC.

Dr Dew spoke about ongoing reviews of the Faculty Excellence Awards (University Cup, Distinguished University Professor (DUP), Henry Marshall Tory Chair, Vargo Teaching Professorship and McCalla Professorship). He noted that changes had been made to streamline, clarify and incorporate an EDI lens to the processes. Dr Dew spoke of the challenges faced with the DUP related to equity and diversity, and funding

sources, and noted that this award would be phased out. He provided an overview of a new Green and Gold Scholar award which would target professors with at least 10 years of service at the university.

Discussion:

Members asked questions and expressed opinions including but not limited to: the potential of a negative incentive for Faculties under the new budget model; increasing the diversity of recipients while decreasing the value of the award; the addition of EDI training to the adjudication process; the relative prestige of the Distinguished University Professor and the Green and Gold Scholar.

The Chair asked members to send additional feedback to the Provost's Office.

11. University of Alberta 2019-20 Budget

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

Dr Dew pointed to the new format of the documents to make it easier to understand rather than the format required for the provincial government. He gave an overview and noted the use of the 16.9 million in unbudgeted funds and the calculated rate of inflation of 2.77% as applied to international student tuition.

Ms Kulczycki noted that the budget documents had been provided to members in an email and would be posted with the GFC information online.

Discussion:

Members discussed the benefit liability and annual surplus, deferred maintenance, trends to lower spending amid funding uncertainty, and the treatment of carry forwards in the Faculties.

12. Question Period

There were no questions.

INFORMATION REPORTS

13. Report of the GFC Executive Committee

Materials before members are contained in the official meeting file.

14. Report of the GFC Academic Planning Committee

Materials before members are contained in the official meeting file.

15. Report of the GFC Academic Standards Committee

Materials before members are contained in the official meeting file.

16. GFC Nominations and Elections

- Election results for positions on Search and Review Committees

Materials before members are contained in the official meeting file.

17. Information Items

A. Annual Report on Undergraduate Enrolment 2018-19

Materials before members are contained in the official meeting file.

18. Information Forwarded to GFC Members Between Meetings

There were no items.

CLOSING SESSION

19. Adjournment

The Chair adjourned the meeting at 4:00 p.m.