



General Faculties Council
Approved Open Session Minutes

Monday, October 19, 2020
Zoom Virtual Meeting
2:00 PM - 4:00 PM

ATTENDEES:

Statutory Members:

Ex-Officio:

Bill Flanagan
Chris Andersen
Dale Askey
Barbara Billingsley
Stanford Blade
Martin Coutts
Greta Cummings
Neal Davies
Steven Dew
Walter Dixon
Joseph Doucet
Robert Haennel
Brenda Hemmelgarn
Shanthi Johnson
Matina Kalcounis-Rueppell
Brooke Milne
Pierre-Yves Mocquais
Kerry Mummery
Melissa Padfield
Steve Patten
Andrew Sharman
Kelly Spencer
Catherine Swindlehurst
Demetres Tryphonopoulos
Elected Faculty:
Jason Acker
W. Ted Allison
J Nelson Amaral
Heather Coleman
Piet Defraeye
Michael Dyck
Gary Eitzen
Anastasia Elias
Mary Forhan
Bill Foster
Michael Frishkopf
Basil Hubbard
Christine Hughes
Peter Hurd
Marianne Jacquet

Nat Kav
Hollis Lai
Pierre Lemelin
Kathleen Lowrey
Susanne Luhmann
Derek MacKenzie
Pirkko Markula
Sean McMurtry
Al Meldrum
Sue-Ann Mok
Roger Moore
Sarah Moore
Shannon O'Byrne
Sujata Persad
Frances Plane
Elena Posse de Chaves
Cheryl Poth
Dan Romanyk
Keith Rourke
Victoria Ruetalo
Carolyn Sale
Susan Sommerfeldt
Eleni Stroulia
Kisha Supernant
Amy Tse
Alan Underhill
Mani Vaidyanathan
Akiko Watanabe
Jonathan White
Lynne Wiltse
Minn-Nyoung Yoon
Students:
David Draper
Katie Kidd
Sachiketha Reddy

Appointed Members:

Ricardo Acuna
Joel Agarwal
Susan Babcock
Samar Barazesh
Paramita Chaudhuri Basu
Chris Beasley

Dhir Bid
Amlan Bose
Karl Buchanan
Daniela Carbajal
Breda Cormack
André Costopoulos
Nicole de Grano
Talia Dixon
Eric Einarson
Shannon Erichsen
Jennifer Fang
Shawn Flynn
Makboolee Fyith
Simran Ghoman
Shivani Gupta
Jill Hall
Purna Hariharan
Zaryab Khan
Janice Kung
Christopher Lupke
Habba Mahal
Lucas Marques
Abner Monteiro
Emily Motoska
Gaser Nagah
Yusuf Oliya
Jacob Park
Nicole Patrie
David Ren
Tyler Saretzky
Sarah Severson
Khandaker Akib Shahriar
Aadhavya Sivakumaran
Lee Smith
Andrei Tabirca
Shahed Taghian
Dehaghani
Frederick Tappenden
Dilini Vethanayagam
Mansimran Virk
Marc Waddingham
Adan Wang
Adrian Wattamaniuk
Donna Wilson

Adrienne Wright
Ding Xu
Xinxin Zhang

REGRETS:

Ananya Sarkar
Adarsh Badesha
Nicholas Beier
Marwan Burhani
Robert Burrell
Meijun Chen
Yiming Chen
Fraser Forbes
Christian Fotang
Simran Kaur Dhillon
Emily Kimani
Harnoor Kochar
David Konrad
Rahul Korde
Devshri Lala
Sharonne Lee
Angie Mandeville
Maria Mayan
Adekunle Mofolasayo
Ana Oliveira
Christina Rinaldi
Richard Schulz
Jennifer Tupper
Kristof Van Assche
Yan Yuan

Staff:

Brad Hamdon, General
Counsel and University
Secretary
Kate Peters, GFC
Secretary
Heather Richholt,
Assistant Secretary to
GFC
University Governance:
Ann Hodgson
Edyta McLoughlin
Laura Riley

OPENING SESSION

1. Approval of the Agenda

Presenter(s): Bill Flanagan, President and Vice-Chancellor, and Chair of General Faculties Council (GFC)

Discussion:

The Chair noted that he would like to begin a practice of starting GFC with a territorial acknowledgement and that his intention was that this be a meaningful action to begin the assembly. In particular, he does so considering the history and legacy of colonialism and the need for change in our society. He thanked Dr Florence Glanfield, Vice-Provost (Indigenous Programming and Research) for her assistance in crafting a statement.

The University of Alberta resides on Treaty 6 territory and the homeland of the Métis. This territory is a traditional gathering place for diverse Indigenous peoples whose histories, languages and cultures continue to influence our vibrant community. To acknowledge the territory is to recognize the longer history of these lands. The acknowledgement signifies our commitment to working in Good Relations with First Nations, Métis and Inuit peoples as we engage in our institutional work, uplifting the whole people, for the University for Tomorrow.

The Chair acknowledged that several motions had been received from members: Two motions from Dr Sale to amend the agenda by extending the meeting to 5:00 p.m. and to reorder the agenda to move Question Period before the University of Alberta for Tomorrow (UAT) discussion; one motion from Dr Lowrey to add new business to the agenda regarding UAT decision-making; and one additional motion from Dr Sale to remove the Rescission of GFC Policy 37 from the Consent Agenda and defer the item.

Discussion:

There was no discussion on Dr Sales' motions to amend the agenda.

Regarding Dr Lowrey's motion, the Chair reminded members that a two-thirds majority was required to add an item to the agenda. After the addition of the motion was moved and seconded, the Chair pointed out that GFC Executive would be asked to ensure that the materials for the meetings of GFC on November 23 and December 7 were ready, and the necessary information for GFC to make their decisions was provided. He also noted that GFC would always have the option to choose not to vote on a matter should it feel it was not ready to but that decision could be made at GFC on December 7, based on the information that has been discussed at the November 23 GFC and the materials provided in advance of the December 7 meeting.

The Provost and Vice-President (Academic) Steve Dew noted that he would not want to bring the final proposal to GFC on November 23 because at that meeting GFC would have the opportunity to give input to further refine the possible scenarios before the final proposal was selected.

A member expressed concern that if a decision had to be made on December 7th, members needed to see the final proposal as soon as possible; a member said that if a final proposal was not available on November 23rd, GFC should not be asked to approve it on December 7th; and a member requested some clarification around the dates for voting on the final proposal.

Motion: Sale/Tabirca

Motion from the floor

That today's meeting be extended until 5 pm to allow, in addition to the time already allotted for discussion of the "UofA for Tomorrow", an additional hour for GFC to:

1. Put questions individually to the Provost about the restructuring proposals of the Academic Restructuring Working Group; and
2. Have a collegial discussion about the proposed scenarios with the President chairing that discussion.

CARRIED

Motion: Sale/Acuna

Motion from the floor

Whereas at its meeting of 28 September 2020 moved to defer the half-hour mandatory question period for the meeting until today's meeting;
and Whereas at least some of the questions that were submitted for Question Period on 28 September 2020 and some of the questions submitted for Question Period on 19 October 2020 relate to the "University of Alberta for Tomorrow" restructuring proposals;
It is moved that agenda item 12 on the proposed agenda for today's meeting, "Question Period," be moved up to fall before agenda item 9 on the proposed agenda, "University of Alberta for Tomorrow."

CARRIED

Motion: Lowrey/Tabirca

Motion from the floor

THAT the General Faculties Council add the following new item to the agenda:
Because it is the normal practice in GFC to send very large dockets of material shortly before the meeting itself (for example for this meeting, we received 321 pages at 4:42 pm on Tuesday October 13; that is, 3 working days before this 2 pm Monday session), and because GFC is facing a momentous vote at its December 7 special session, it is moved that:
Either the restructuring proposal on which we are to vote on December 7 is presented in full at the November 23 GFC meeting, to allow time for GFC members to read and research it carefully before the December 7th vote, or -- in the event that it is only brought forward at or shortly before the December 7 special session -- the vote on the restructuring proposal instead be held at the first 2021 GFC (January 25th).

DEFEATED

Motion: Sale/Lupke

Motion from the floor

THAT the General Faculties Council pull the "Proposed Rescission of GFC Policy 37" from the "Consent Agenda" and table it for consideration at a later meeting at which we also first have the opportunity to consider whether GFC wishes to revise the new committee's "Terms."

CARRIED

Motion: Persad/Vaidyanathan

THAT the General Faculties Council approve the agenda as amended.

CARRIED

2. Comments from the Chair (no documents)

Presenter(s): Bill Flanagan, President and Vice-Chancellor, and Chair of GFC

Discussion:

The Chair began his comments recognizing that Michael Houghton, the Canada Excellence Research Chair in Virology in the Li Ka Shing Institute of Virology, was awarded the 2020 Nobel Prize in Physiology or Medicine in recognition of his discovery of the hepatitis C (HCV) virus. He noted that Dr Houghton's Nobel Prize was a tremendous accomplishment and a great opportunity for the university to build reputation and profile as well as enable Dr Houghton to continue his critical work, currently leading an effort to produce a vaccine for COVID-19.

The Chair spoke about the motion passed at the September 28th meeting of GFC which was a recommendation to the Board of Governors that the Service Excellence Transformation (SET) process follow the Academic Restructuring approval process and that materials for decision-making on SET be provided to GFC. He acknowledged that he presented this motion to the Board of Governors at their meeting the previous week and that the Board proceeded with the approval of the SET operating model and noted the letter that he forwarded to members of GFC from the Board Chair Kate Chisholm responding to that recommendation on behalf of the Board of Governors. He explained that there was appreciation for the recommendation from the Board, and the Board felt strongly that GFC should be kept apprised of the work on the SET initiative and provided with relevant information and that they were and remained fully committed to providing updates and relevant information regarding the SET initiative to GFC. The Chair explained that the decision made by the Board was only the beginning of the SET process and going forward, GFC would continue to weigh in on SET where it intersected or related to their responsibility over academic affairs of the University.

CONSENT AGENDA

Materials before members are contained in the official meeting file.

Omnibus Mover and Seconder: Persad/Vaidyanathan

3. Approval of the Open Session Minutes of September 28, 2020

Item was deferred.

4. New Members of GFC

TO APPOINT/REAPPOINT:

The following undergraduate student representatives to serve on GFC for terms commencing upon approval and ending April 30, 2021:

Mansimran Virk - Faculty of Nursing
Jennifer Fang - Faculty of Nursing
Aadhavya Sivakumaran - Faculty of Science
Yusuf Oliya - School of Business
Emily Motoska - Faculty of Education

CARRIED

5. Proposed Rescission of GFC Policy 37

Item was deferred.

6. Proposed Suspension of Bachelor of Arts Majors in Biology, Chemistry, Computing Science, Mathematics and Physics, and Sociology, and Bachelor of Science Majors in Mathematics and Physics, and Psychology, Augustana Faculty

Purpose of the Proposal: The proposal is before the committee to recommend the suspension of five current majors in the Bachelor of Arts program at Augustana Faculty (Biology, Chemistry, Computing Science, Mathematics and Physics, and Sociology) and two current majors in the Bachelor of Science program at Augustana Faculty (Mathematics and Physics, and Psychology).

THAT the General Faculties Council recommend that the Board of Governors approve the suspension of admissions to the Augustana Faculty Bachelor of Arts majors in Biology, Chemistry, Computing Science, Mathematics and Physics, and Sociology, and the Augustana Faculty Bachelor of Science majors in Mathematics and Physics, and Psychology, as submitted by Augustana Faculty and as set forth in Attachments 1-7, to take effect July 1, 2021.

CARRIED

7. Proposed Suspension of the Sport Coaching Major in the Bachelor of Kinesiology Program, Faculty of Kinesiology, Sport, and Recreation

Purpose of the Proposal: The proposal is before the committee for the approval to suspend the Bachelor of Kinesiology Sport Coaching major in the Faculty of Kinesiology, Sport, and Recreation.

THAT the General Faculties Council recommend that the Board of Governors approve the suspension of admissions to the Bachelor of Kinesiology Sport Coaching major, as submitted by the Faculty of Kinesiology, Sport, and Recreation and as set forth in Attachment 1, to take effect July 1, 2021.

CARRIED

8. Proposal for the Termination of the Bachelor of Education, Adult Education Route

Purpose of the Proposal: To seek recommendation of the termination of the Bachelor of Education, Adult Education route.

THAT the General Faculties Council recommend that the Board of Governors approve the termination of the Bachelor of Education, Adult Education route, as submitted by the Faculty of Education and as set forth in Attachment 1, to be effective upon final approval.

CARRIED

DISCUSSION ITEMS

12. Question Period - *moved to precede item 9*

- 12.1 GFC Question and Response on exam accommodation
- 12.2 GFC Question and Response on SET and GFC's mandate
- 12.3 GFC Question and Response on ARWG cost savings
- 12.4 GFC Question and Response on communications to government
- 12.5 GFC Question and Response on Internet for Instructors
- 12.6 GFC Question and Response on committee closed sessions
- 12.7 GFC Question and Response on Global TV story
- 12.8 GFC Question and Response on Contract with Hathi Trust
- 12.9 GFC Question and Response - Hathi Trust and Accommodation
- 12.10 GFC Question and Response - Global TV story
- 12.11 GFC Question and Response - ARWG Written Submissions
- 12.12 GFC Question and Response - Library Collection Policy
- 12.13 GFC Question and Response - Funding Baseline
- 12.14 GFC Question - Audio Transcripts for GFC
- 12.15 GFC Question on Motion concerning SET
- 12.16 GFC Question on Membership of the GFC Programs Committee
- 12.17 GFC Questions on UAT

Presenter(s): Bill Flanagan, President and Vice-Chancellor, and Chair of GFC

Discussion:

A member asked a follow up to question 12.1 on exam accommodation, about whether or not paper copies of exams would be available for students who needed them. Andre Costopoulos, Vice-Provost and Dean of Students noted that he would look into this.

A member noted a follow up comment to the answer to question 12.4 on communications with the Provincial Government regarding the effects of funding cuts, that the business language of "return on investment" was problematic for areas of the university's work that may not be valued in the same way.

A member noted a follow up comment to the answer to question 12.6 on closed sessions for GFC Committees, that closed sessions should be rare and that the policies should note that. Kate Peters, GFC Secretary replied that she would make a note for Executive Committee to consider this when they engaged in a review of GFC's Procedural Rules.

A member asked a follow up to questions 12.8 and 12.9 on Hathi Trust, about whether members of the university community could have access to the books that were on the shelves in our libraries given that the Hathi Trust interface had been difficult to use. Dale Askey, Vice-Provost and Chief Librarian explained that this was controlled digital lending and a matter of Canadian copyright law. He said that the university had to choose between digital or in-person offerings, and they chose the option that was best for the majority of the university.

A member asked a follow up to question 12.11 on Academic Restructuring Working Group (ARWG) written submissions, about whether GFC would receive all of the written submissions. Provost and Vice-President (Academic) noted that the submissions were made to the ARWG and not with the intention to be made public. He explained that his concern was for the individuals who would not want their remarks made public.

In response to question 12.14 on audio transcripts for GFC, Kate Peters GFC Secretary noted that the GFC Procedural Rules stated that the official record of proceeding was the minutes taken by the Secretary and approved by GFC and that no audio and video recording of meetings were permitted except through express authority of the Chair. She further explained that GFC had the responsibility to review their Procedural Rules every three years and had delegated the authority over Governance Procedural Oversight to GFC Executive.

In response to question 12.15 on the motion concerning the Service Excellence Transformation (SET), the Chair pointed to the letter from the Board Chair that was shared with GFC members and included in the meeting materials.

In response to question 12.16 on Membership of the GFC Programs Committee, Kate Peters, GFC Secretary noted that six of the nine positions had been filled through elections by the GFC Nominating Committee: three members were elected for mandates ending in 2023; one graduate student was elected until April, 2021; two members elected to serve on the Academic Standards committee were completing their mandate on the Programs Committee with mandates ending in 2021, and 2022; and three positions remained to be filled by the GFC Nominating Committee.

In response to question 12.17 on UAT, Steve Dew, Provost and Vice-President (Academic) explained that the two strategies, SET and Academic Restructuring (AR), were intended to work together to meet budgetary goals but that the goals of AR were not just financial. He said that this would be covered more in the discussion on UAT but that taking control of AR and following the principles approved by GFC and the Board was the university's opportunity to be forward thinking and innovative and not to just react to the funding cuts.

9. University of Alberta for Tomorrow (UAT)

Presenter(s): Bill Flanagan, President and Vice-Chancellor, and Chair of GFC; Steven Dew, Provost and Vice-President (Academic); Rob Munro, Executive Lead, Service Excellence Transformation (SET)

Purpose of the Proposal: To discuss and receive feedback on the contents of the Interim Report of the Academic Restructuring Working Group and to update GFC on consultation thus far, and next steps.

Discussion:

Dr Dew provided an overview of UAT consultations and gave a presentation reporting back on feedback the ARWG had heard to date including several variations on the scenarios originally developed. He noted several common concerns including:

- anxiety related to job losses and extent of the changes;
- interest in seeing more details around the proposals;
- doubts that consultation was sincere and belief that decisions had already been made; and

- concern that adding a layer of leadership would not save money.

Regarding Academic Leadership savings, Dr Dew noted that the current hiring freeze was projected to save money over the next two years and that moving some leaders back to teaching would help offset the resulting loss in academic capacity. He explained how SET and AR were designed to work together to increase administrative savings across the university.

Mr Munro spoke about the operating model that was approved by the Board of Governors and touched on the following key considerations:

- structuring the university administration for success resulting in sustainable workloads for administrative staff;
- developing a service culture to provide support for Faculties so they could focus on their core mission of teaching, research and engagement; and
- building a flexible model that can adapt to Academic Restructuring and drive standardized approaches and continuous improvement.

The Chair clarified the timeframe for these decisions was aggressive and was driven by the need to balance the budget given provincial funding cuts. He emphasized that timelines were not chosen by the university. He noted that if the university did not restructure, the necessary job reduction would not be strategic and would be more harmful to the institution. The Chair noted that he recognized that it was important for GFC to have the time to review materials and that they were working to share materials as early as possible under the compressed timelines.

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

- a question about timelines for implementation and why SET was moving faster than AR;
- that the SET operating model implementation would be an eighteen month process during which the model would continue to be improved upon;
- how AR could help the university to realize interdisciplinary and Equity, Diversity, and Inclusion (EDI) goals;
- the potential for consolidated leadership to focus on Interdisciplinary and EDI goals across the university, and work to revitalize Centres and Institutes, and Signature Areas;
- which tasks should remain with the Faculties and Departments and which could be handled centrally;
- an example that graduate student funding and employment was handled differently across departments according to discipline requirements and that would not change but that an efficient team of professionals could handle the paperwork in a more centralized unit;
- how office and classroom space would be determined based on the AR decisions that were made and in keeping with the goal to grow the university;
- a concern that the scenarios were unrealistic and the savings related to reshuffling academics were inflated;
- a concern that funds would be taken from the Departments to fund higher level administrators and that the restructuring would conflict with the budget model;
- an observation that there was a major difference in the selection of leaders for professional and non-professional disciplines;
- that the Non-Academic Staff Association (NASA) was not confident that the data being used to determine the operating model was accurate and that more time was needed to put together a comprehensive model that would really work;
- that Uniforum was not the only source of data being used in the process;
- a request for definitions of support staff "specialists" and "generalists" and how the cost savings projections were being calculated;
- expression of confusion regarding the central hubs in the SET initiative;
- how feedback would be collected throughout the implementation of changes to frontline services;

- a question regarding the message that in the past, the University had higher than average funding per student and spent higher than average funding on administration;
- a question as to why the larger, more efficient Faculties were being required to restructure as well;
- concern with the hiring freeze and the potential for increased workload for academic staff and how to track and prevent that;
- a question about what assurances could be had that senior faculty would move back to teaching so that junior faculty would not be overburdened;
- questions about the expected impact on graduate and undergraduate students over the next two years;
- questions about how the final proposal would be determined and what the next steps were for GFC;
- clarification that GFC would see revised proposals that reflected feedback and have the opportunity to debate the faculty structures before being asked to recommend on the final proposal;
- that over the next two years the university would have to restructure in order to respond to funding cuts and would redirect the professoriate to teaching, research, and community engagement while handling red tape elsewhere; and
- that following the two year restructure period, increased revenue sources and the projected demographic wave would help the university to grow the student body and the professoriate.

10. A. University of Alberta Students' Union (SU) Executive Goals 2020-2021

Materials before members are contained in the official meeting file.

Presenter(s): Joel Agarwal, President, University of Alberta Students' Union

Purpose of the Proposal: The UASU is presenting this information item by invitation, to brief General Faculties Council, GFC Executive Committee, and the Board Learning, Research and Student Experience Committee on its priorities for 2020-2021.

Discussion:

Mr Agarwal presented the Students' Union executive goals and priorities within the five themes:

1. Empower students to lead
2. Secure a strong future for students
3. Break down barriers
4. Ensure a high-quality university experience
5. Build a better campus community

B. Graduate Students' Association (GSA) Board Strategic Work Plan 2020-2021

Materials before members are contained in the official meeting file.

Presenter(s): Marc Waddingham, President, University of Alberta Graduate Students' Association

Purpose of the Proposal: The information item is before the committee because the GSA has been invited to brief General Faculties Council on its key priorities for 2020-2021 as identified by the GSA in its Board Strategic Work Plan (SWP).

Discussion:

Mr Waddingham spoke about the Graduate Students' Association Board Strategic Work Plan and their vision and mission:

To advocate for all graduate students to the University of Alberta and all levels of government in pursuit of a safe, supportive, respectful, accessible, and inclusive community that fosters the multi-faceted roles played by graduate students.

11. Academic Governance Emergency Protocols (Standing Item)
 - A. COVID-19 Governance Decision Tracker

12. Question Period - *moved to precede item 9*

INFORMATION REPORTS

13. *[If a member has a question about a report, or feels that a report should be discussed by GFC, they should notify the Secretary to GFC, in writing, two business days or more in advance of the meeting so that the Committee Chair (or relevant expert) can be invited to attend.]*

14. Report of the GFC Executive Committee

15. Report of the GFC Academic Planning Committee

16. Report of the GFC Programs Committee

17. GFC Nominations and Elections

18. Information Items
 - A. 2021-2022 Academic Schedule
 - B. Waiver of Advertising Requirements

19. Information Forwarded to GFC Members Between Meetings
 - A. Information Regarding Application for In-Person Delivery - Winter 2021
 - B. Materials from September 28 GFC Now available
 - C. Special Meeting of GFC - December 7, 2-4PM
 - D. Please Apply for a 2020-21 GFC Standing Committee

CLOSING SESSION

20. Adjournment- Next Meeting of General Faculties Council: November 23, 2020
- The Chair adjourned the meeting at 5:00 p.m.