Council of the Faculty of Graduate Studies and Research
Wednesday, February 13, 2019
2:00 to 4:00 pm
University of Alberta Council Chamber, 2-100 University Hall

Attendance at FGSR Council – February 13, 2019

Department/Unit Faculty Representatives

Agricultural, Food & Nutritional Science	Ben Willing
Art & Design	Lisa Claypool
Biochemistry	David Stuart
Biological Sciences	James Stafford
Biomedical Engineering	Alex Goh
Business (non-departmentalized) - PhD	David Deephouse
Cell Biology	Andrew Simmonds
Chemicals & Materials Engineering	Vinay Prasad
Chemistry	Michael Serpe
Civil & Environmental Engineering	Dave Chan
	Selma Guigard
Computing Science	Janelle Harms
Dentistry (Medical Sciences)	Patrick Flood
Drama	Piet Defraeye
Educational Policy Studies	Jorge Sousa
Educational Psychology	Sophie Yohani
Educational Studies	Elaine Simmt
Electrical & Computer Engineering	Marek Reformat
Elementary Education	Jennifer Branch-Mueller
Extension (non-departmentalized) (MACT, MACE)	Gordon Gow
Faculte Saint-Jean (non-departmentalized)	Samira El Atia
History & Classics	Margriet Haagsma
Human Ecology	Rachel McQueen
Kinesiology, Sport, and Recreation (non-departmentalized)	Normand Boule
Laboratory Medicine & Pathology	Monika Keelan
Mathematical & Statistical Science	Jochen Kuttler
Mechanical Engineering	Morris Flynn
Medicine	Nadia Jahroudi
Modern Languages & Cultural Studies	Micah True
Music	Maryam Moshaver
Native Studies (non-departmentalized)	Adam Gaudry
Nursing (non-departmentalized)	Diane Kunyk
Occupational Therapy	Lili Liu
Oncology	Alan Underhill
Pharmacy & Pharmaceutical Sciences (non-departmentalized)	Scot Simpson
Philosophy	Ingo Brigandt
Political Science	Siobhan Byrne
Psychiatry	Esther Fujiwara
Psychology	Anthony Singhal
Religious Studies	David Quinter
Resource Economics & Environmental Sociology	Henry An
Secondary Education	Bonnie Watt
Surgery	Fred Berry
Women's and Gender Studies	Felice Lifshitz

Associate Deans (Graduate) Representatives for Departmentalized Faculties

Science	Mark McDermott

Ex-Officio Representatives

FGSR Dean & Vice-Provost (FGSR Council Chair)	Deborah Burshtyn
Vice-President (Research) (or Delegate)	Laura Beard
FGSR Vice-Dean	Bryan Hogeveen
FGSR Associate Dean	Naomi Krogman
FGSR Associate Dean	John Nychka
Vice-Provost and University Registrar (or Delegate)	Carlo Dimailig
Vice-Provost and Chief Librarian	Dale Askey

Graduate Program Administrators Committee (GPAC) Representatives

Extension	Eileen Crookes
Department of Anthropology	Heather Cook

Graduate Student Association (GSA) Directly Elected Officials (DEO) Representatives

VP Labour	Beth Richardson
VP Academic	Masoud Aliramezani

Graduate Student Association (GSA) Council Representatives

Biomedical Engineering	Kevin Solar
Civil and Environmental Engineering	Mostafa Tawfeek
Computing Science	Dylan Ashley
Electrical Engineering	Thomas Cam
Mechanical Engineering	Fatemeh Razavi
Medicine	Bishoi Aziz
Medicine	Saima Rajabali
Radiology and Diagnostic Imaging	Martha Ruiz
Surgery	Mukt Patel
Surgery - Masters	Hayden Danyluk
Surgery - Masters	Catherine Stewart
(ALTERNATE) Pediatrics	Ronan Noble

Observers – Non-Voting

FGSR Operations Coordinator (Secretary)	Medha Samarasinghe
FGSR Executive Assistant & Operations*	Andrea Riewe
FGSR, SFO	Sylvia Fong-Wong
Graduate Ombudsperson*	Remonia Stoddart-Morrison
FGSR Governance*	Maria Chia
FGSR Awards Supervisor*	Amanda Brown
FGSR Admissions & Program Services Supervisor*	Joyce Anderson
FGSR Operations Coordinator (Secretary)	Medha Samarasinghe
FGSR Executive Assistant & Operations*	Andrea Riewe
FGSR, SFO	Sylvia Fong-Wong

Non-Voting

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FGSR Council February 13, 2019

1.0   Call to Order at 2:01 PM

2.0   Approval of Agenda for February 13, 2019
         Moved/seconded: Margriet Haagsma/David Deephouse
         Approved by a show of hands.

3.0   Approval of Minutes of January 23, 2019
         Moved/seconded: Normand Boule/Morris Flynn
         Approved by a show of hands.

4.0   Matters Arising from the Minutes
         None.

5.0   Report from the Dean

- Dean Burshtyn updated members on the **Western Deans conference** in Victoria which took place at the end of January. The keynote was Michael Hart, Vice Provost (Indigenous) University of Calgary. He spoke on 'Walking together in a good way: Supporting the sharing of Indigenous knowledge as a means to increase successful participation of Indigenous students in graduate education".

  A key concern for Graduate Deans remains mental health and wellness for their students. UBC even has a Grad Studies Dog to try to assist with positive interactions. FGSR is piloting therapy dog visits at Triffo Hall over the Winter term.

- Dean Burshtyn summarized the recent progress made on the **FGSR Alumni Survey**. The first phase of the study involved tracking employment outcome results and email addresses for 5,121 PhDs who graduated between 2005 and 2017. We have job information for 85% of all the 2005 to 2017 PhD graduates. The results indicate the following:

  - More than half (56%) are employed in the post-secondary sector
  - 25% of the known are in tenure stream
  - Movement into tenure stream increases the further out from convocation students are.
  - 29% are employed in private industry.

- UofA contributes to a 32% net "brain gain" of PhDs for Canada based on those we can track.

This information was followed by a survey which was distributed between January 8 and 22nd. That survey was completed by 1,466 PhD graduates, which is about a 35% response rate, (the researchers consider this to be a very strong response rate for this type of survey).

Dean Burshtyn hopes to publically share the results of the survey during Grad Impact Week, which is scheduled to be from April 1-5, 2019.

- GSMS **Awards** is experiencing some further delays, but we are waiting to ensure that the roll out is as smooth as possible. We expect a late February launch of wave 2 and 3.

- **Canadian Graduate Program Satisfaction Survey (CGPSS)** - The Tri-Annual Canadian Graduate and Professional School student satisfaction survey is sampling as we speak. The survey will be distributed soon and we should get the results in the late spring. We are looking forward to determining if we have made any headway on our ratings.

- Our **last Council** meeting for the year is scheduled for May 15. Dean Burshtyn needs to be away on that day and since it is nice to have one meeting late in the spring for remaining proposals, Debby has requested the meeting be moved to May 29. This would also give the learning outcomes working group a bit more time to deliver their work to Council. By a show of hands, no objections were noted.

- **Upcoming events:**
    o Tomorrow is the FGSR staff highlight event "We heart grad students". This staff-led event is meant to engage with graduate students in a welcoming and supportive context (including food and therapy dogs), rather than how we often see them, which is when they are stressed, or in academic or administrative distress.
    o 3MT competition regionals are underway. Please join us for the Finals on March 26.

- The **FGSR Dean Search** is nearing completion - the vision talks were Feb. 11 and 12. Dean Burshtyn encouraged Council members who participated to provide feedback to the Search Committee. The individual who is selected will set the direction of FGSR for years to come.

6.0 GSA Monthly Report

Beth Richardson, VP Labour of the GSA provided the report, including two highlights:
- GSA Council has added a seat for the Indigenous Students Council as of their March meeting. There's been additional discussion about Bill 19.
- The GSA Awards night will honour faculty members, staff, and students on March 22nd.

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7.0   Graduate Certificate in School Leadership, Faculty of Education

Motion: Be it resolved that the Faculty of Graduate Studies and Research Council approve the proposal for a Graduate Certificate in School Leadership, as submitted by the Faculty of Graduate Studies and Research and the Faculty of Education, to take effect in September 2019.

Elaine Simmt and Samira El Atia noted that the Government of Alberta has recently announced that effective this coming fall principals and superintendents in Alberta must be certified by Alberta Education in order to be in leadership positions. The professional certification for teachers, principals, and superintendents will be stackable. Alberta Education has been working collaboratively with accredited Alberta universities with BEd programming to develop programming that will lead to the leadership certification. The Faculty of Education at the University of Alberta is developing course work that will address quality standards thereby qualifying students for the mandated Alberta Education certification.

The Graduate Certificate in School Leadership will be composed of compulsory and elective courses. Each department with the Master of Education will be asked to consider accepting the Graduate Certificate in School Leadership as a ladder into their course-based programs.

It is important to note that the Alberta Education certification and the UofA's graduate certificates are different. Alberta Education has provided funding to create this program and are expecting that the multiple formats will enhance accessibility. These certifications could be laddered into MEd programs.

Moved/Seconded: Jorge Sousa / Jennifer Branch-Mueller

Discussion of the Motion / Questions:

- Pg. 43 contains a typo in the course number for the required prerequisite for one of the courses, which will be adjusted.
- Alberta Education has been very supportive, and Alberta Advanced Education has been working closely with us.
- A council member questioned if the 2 years teaching experience to qualify for the certificate includes international teaching experience. While the graduate certificate can be done with either international or domestic experience; in order to teach K-12 in Alberta, individuals must be certified by the Province of Alberta's Ministry of Education accreditation process.
- A council member noted that it would be important to ensure that the wording is clear so that students don't misunderstand; the certificate won't certify them to teach K - 12 in Alberta.

The Motion was approved.

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8.0   Graduate Certificate in School Leadership and Administration (in French), Faculty St Jean

Motion: Be it resolved that the Faculty of Graduate Studies and Research Council approve the proposal for a Graduate Certificate in School Leadership and Administration, as submitted by the Faculty of Graduate Studies and Research and the Faculty St Jean, to take effect in September 2019.

Moved/Seconded: Elaine Simmt / Fatemeh Razavi

Discussion of the Motion / Questions: None. Note that the discussion for Items 7 and 8 was completed together.

The Motion was approved.

9.0   Library: Journals, Predatory Journals, Publishing and Training at the Library offers

Janice Kung, Librarian at the John W. Scott Health Sciences Library, presented on the emerging issue of predatory journals.

The pressure to publish in academia is contributing to graduate students often falling victim to predatory journals which promise quick turnaround times and guarantees of publications. This is a risk to those who publish because the journals retain copyright and thus the research rights are lost, resulting in potential impact on job prospects and progress to the research. Graduate external examiners have also brought up this question on a couple occasions as they review student's work.

The predatory journals take money from researchers and ultimately cost institutions hundreds of thousands of dollars in lost time and research dollars.

The UofA libraries are a good resource to support and raise awareness on this trend through workshops and library guides. There are intro workshops that define what constitutes a predatory journal, why they are a problem, strategies to evaluate journal credibility such as checklists and criteria, as well as tools and resources to determine best places to publish including assessing open access, journal metrics and impact factors.

Ms Kung emphasized that she and her colleagues are available to present customized information for department and disciplinary needs.

Questions:
*   A council member asked if these sessions would could towards PD hours. As they are, the sessions would not count but if departments were to add on an assignment (as is the requirement for various activities to count towards the IDP requirement) they could count. As

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they are now, these sessions could count towards the Ethics and Academic Integrity requirement.

10.0   Equity, Diversity, and Inclusivity Strategy for FGSR
Vice-Dean, Bryan Hogeveen, presented on the FGSR EDI strategy.

The Equity, Diversity, and Insusion institutional strategy is a framework for the UofA to have a united vision and priorities related to matters of EDI. The plan is descriptive rather than prescriptive. The strategy was created by a group which was formed by open membership from across campus. The resulting document is one that aligns with the Institutional Strategic Plan, *For the Public Good*.

"The University of Alberta is committed to cultivating an institutional culture that values, supports and promotes equity, human rights, respect, and accountability among faculty, staff, and students. In our inclusive community, we encourage and support individual and collaborative efforts to identify and address inequities, and we welcome and enable contributions of all voices as we engage with diverse ideas, knowledges, and perspectives in the pursuit of inclusive excellence for the public good."

The plan includes 4 year goals with annual measurables, which ensure accountability throughout the process. The plan has been socialized at various groups including GEFAC; FGSR Exec; etc. The formal institutional launch is today.

FGSR's specific strategy includes asking the following questions:
*   What are other universities doing: (n35) specifically in relation to graduate studies and students?
*   What does the academic literature (n45) tell us about EDI in post-secondary institutions?

We will then turn our attention to considering our administrative and academic processes to ensure that we are applying an EDI lens. For example, we will review the Awards process including how our terms of reference are established; avoiding bias in reference letters; running workshops to train referees and adjudicators on how to understand bias in the applications; etc.

Council members engaged in a discussion noting that departments will be having these conversations as well since they will also need to plan how to best to apply EDI strategies to their own awards processes. Vice- Dean Hogeveen noted that FGSR's working group on these issues will include department representatives (grad coordinators and administrators) similar to what the University of Calgary has done. There will be ongoing consultation about any of the decisions that are made to this end.

A council member suggested that these same EDI lenses be applied to the Admissions process since things like GPAs from diverse geographic locations may have large inequalities tied to them.

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11.0   Minimum Funding Guarantee

Overview from Dean Burshtyn:
- As we move through the consultation process, GEFAC, the Provost, and other groups have the general sentiment that this would be a good thing, but recognize it could be a challenge to implement.
- UBC and UofC have models that have recently been implemented.
- We are currently in the process of taking our draft proposal through a round of consultation. The proposal is for minimum funding for $18K / year for 4 years for all doctoral students. This would apply to all full time students only, and includes all funding, (including funding from GRAs, GTAs, GRAFs, Scholarships, Sponsorships, etc.).

Questions and Comments from Council Members:
- *Q: Is the $18K fixed for 4 years? Will this be enough for students for each year?*
  A: There will be periodic review to ensure the annual amount is keeping up with CPI etc. $18K isn't enough for international students.
- C: Students have been vocal in the Quality Assurance process that they are concerned about a stipend cap (in a have/have not way). It could cause a drop of 30% in admissions if this were mandated, and all responsibility would be on departments, who cannot afford it.
- *Q: Other provinces get individual student funding directly from the government - how can we get that here?*
  A: We have had decreasing funds with the reduction in scholarship dollars for health and STEM.
- *Q: Thrilled with the possibilities and elevating our competitive position. But, what will this do to the profession of Nursing? There is a shortage of doctoral nurses, 2 out of 3 students are self-funded and working while completing the degree. Students would be maintaining their jobs so would they not get the funds? Is there a provision to declare themselves as self-funded, and if so, based on which criteria?*
- *Q: Would we make exceptions for international couples both pursuing PhDs at the UofA at the same time? Would we have an allowance for those with families?*
- *Q: This is a transformative document. Is the UofA ready to do such a policy? The infrastructure at all levels (dept, GSA, etc.) is not there; the GSA may not be able to handle the labour issues (eg. funding TAs). 2020-2021 seems ambitious in an environment where we don't have the money. Where did the options come from?*
  A: They options provide some flexibility about how to make this happen practically
- C: This would mean coming up with $4.6M for us annually, which we don't have. It would be difficult to support this with no mechanism for unequal funding to supplement programs with shortfalls. It would require us to scale down our operation.
- *Q: Why would students volunteer information about external money, if it would result in cutting their funding?*
  A: This would become a Code of Student Behaviour issue.
- C: If you have 3 year grant, (versus a 5 year grant), how can you assure funding for 4 years? This will prevent people from attracting grad students if they don't have a 5 year grant.

- The GSA was glad to see the policy coming for consultation. They included a couple questions/comments:
  - o Why is there a 10 hour working limit? There is no provision now to limit external employment to 10 hours a week; this is not enforceable.
  - o To address the earlier comment about the capacity to handle additional labor issues, the GSA noted that they do have the capacity. The GSA is now a union and behaving like one.
  - o Average time to completion is more than 4 years; we need to implement safeguards for students who exceed that time limit.
- Q: In Education, 70% of students are funded, 30% unfunded. Going from full to part time is important for these students. Some students CAN self-fund - why make an offer expecting it to get turned down?
- C: While supportive of this, the issue is students without funding - the haves vs. the have nots. Some students get federal money, UofA money, etc. Maybe we could find a way to make fund distribution more equitable.

Concluding Comments from Dean Burshtyn:
- This does not include tuition remission.
- The Faculties in which the demographics of students are largely female will have the biggest problem with this implementation (SSHRC funded faculties).
- The version seen at Council will move through consultation unchanged and the feedback will be shared with Council.

12.0   Question Period
None

13.0   Great Supervisor Awards

FGSR Council was pleased to honor this year's FGSR Great Supervisor Awardees. The purpose of this award is to recognize supervisors who demonstrate superb supervisory skills or who foster mentorship in their programs. The individuals were nominated by their department as a person who has demonstrated excellent supervisory skills and collaboration with graduate students.

The awards were presented by Dr. Debby Burshtyn and Dr. Naomi Krogman.

The meeting was adjourned at 3:47 PM.