



GENERAL FACULTIES COUNCIL MEETING #554

Approved Minutes

Monday, April 12, 2021

3:00 p.m. via Zoom

Present: M. Mahon, (Chair), C. Adams, K. Alexander, R. Barendregt, L. Barrett, J. Blum, S. Bubel, N. Buis Deering, P. Cardozo, B. Cummins, J. Cunningham, A. Darda, J. Diaz, J. Dobbie, L. Elias, I. Genee, K. Godfrey, E. Greidanus, M. Helstein, B. Hughes, M. Ingraham, D. Jarvie, P. Kellett, L. Kennedy, H. Kletke, J. Laurendeau, M. Letts, Y. Li, L. Litchke, C. Loewen, M. Magnuson, R. Marynowski, K. Massey, C. Mattatall, C. Nicol, E. Okine, R. Parkkari, T. Patel, K. Peacock, E. Pullan, N. Rebry, J. Rice, P. Shao, J. Sheriff, S. Spenceley, L. Spencer, R. Stark, C. Steinke, A. Stewart, M. Stingl, A. Taylor, J. Vokey, N. Walker, P. Wilson, S. Wismath, R. Wood, R. Yalamova, L. Zink

Regrets: L. Connel, C. Currie, K. Gillespie, H. Gray, I. Kovalchuk, R. Lee-Thai, R. Lindblad, M. Mohajerani, A. Novello, T. Oosterbroek, G. Pyle, D. St. Georges, J. Usher

Other: S. Das, K. Fuglerud, J. Gallais, V. Grisack, S. Nieboer, C. Takeyasu, L. van der Velde

Oki. The President opened the meeting with a welcome and the Territorial Statement. M. Mahon thanked the student representatives from the ULSU and the GSA for their service on GFC. Today will be the last meeting for many of them.

1. APPROVAL OF AGENDA

MOTION: gfc.2021.04.01

Stingl/Sheriff

That the Agenda for GFC Meeting #554 held Monday, April 12, 2021 be approved.

Motion: Carried

2. APPROVAL OF MINUTES

MOTION: gfc.2021.04.02

Vokey/Marynowski

That the Minutes for GFC Meeting #553 held Monday, March 1, 2021 be approved.

Motion: Carried

3. PRESIDENT'S REPORT

M. Mahon reported:

- COVID Update – work from home still in place/remember COVID protocols and complete health check when on campus. More cases of COVID reported for UofL students. There have been outbreaks in some of the other Universities across the country. It is a very tenuous time with people feeling the stress. The next few weeks will be challenging.
- Fall 2021 work continues. We are mindful of what we do in the fall takes the safety of our staff and students in the forefront. We need to balance wanting to open with our commitment to health and safety.
- Budget 2021 work continues with a Finance meeting last week. We are working towards a balanced budget made especially challenging with the budget cuts. We want to be transparent. We are nowhere near the situation that Laurentian is in. We are stable.
- Anti-racism messaging – It is important to continue to message our commitment to anti-racism. Equity, diversity and inclusion is a key priority for University of Lethbridge.
- Congratulations to Natasha Buis-Deering as she takes on the new Executive Director (Strategic Enrolment Management) & Registrar. This position is a result of combining two positions together.
- Kathy Greenwood Announcement as Vice-President (Development & Alumni Relations). She comes to us with many years of experience and will be a good asset for us.
- Nourish Programs – Swipe Out Hunger Campaign - The COVID-19 pandemic has prevented the University from running some of its regular Nourish programs, including Buy a Student Breakfast and Dinner for Six. Instead, the PACT (Philanthropy, Advancement, Community and Traditions) club, the UofL Students' Union (ULSU), the Organization of Residence Students (ORS) and Agility have teamed up for the Swipe Out Hunger campaign. Our students are facing food insecurity. It was a great initiative with Umami where Students got a meal kit and a cooking lesson. Members of the community were also invited to participate by purchasing a meal kit for themselves.
- New digital sign on University Drive will be revenue generating. There have been some questions on the cost of the sign. It was installed at no cost to the university. The UofL has a veto on content. We can also use roughly one quarter of the content.
- System review – Work Integrated Learning was the first metric introduced. M. Helstein has been working with the government. According to the government metrics, we are 100% compliant with them as all our students have this option built into their programs.
- The President has a meeting with the minister immediately after GFC so will miss COTW.
- Work continues with COPPOA (Council of Post-secondary Presidents of Alberta) on responding to the compensation framework.

- McCain donation of \$280,000 was a great gift and is funding to support graduate student research in agriculture.
- Previous held events – Indigenous Awareness week March 1-5th, Open House March 6th, Budget Town Hall March 9th, Green Shirt Day April 7th, Blue & Gold virtual April 9th
- Upcoming Events include
 - Volunteers of YQL Awards April 22nd,
 - Spark Teaching Symposium April 28, 29 & 30. This year the goal of Spark will be to connect faculties across our campus to discuss their teaching practices and experiences during the pandemic year, reporting on what adaptations they have made or will be making as we move forward with new semesters that may involve more in-person teaching for some instructors.
 - Senior Leaders Cultural Awareness Sessions – there will be four sessions with the Piikani nation to build awareness of equity, diversity, inclusion and reconciliation supported by MasterCard Foundation funding. It will be a testing ground as we want to use this training more broadly.
 - UofL Awards Night on May 27th will again be virtual.
 - Virtual Convocation events - Chancellor's virtual reception celebration on June 10th and Convocation on June 12th – we are in the process of looking at delivering some virtual honorary degree awards as we have a backlog and need to undertake this process in a different way.

4. QUESTION PERIOD

- J. Laurendeau – Thank you for the many updates. He is delighted to hear of some of the initiatives underway. Where are we at in the process for the search for Executive Director, Equity, Diversity and Inclusion? M. Mahon asked M. Helstein as chair of the committee to comment. M. Helstein responded that the ad is out and circulating widely. The members were encouraged to circulate it as well. This is a difficult market right now with many looking for talented people to do this work. There will be a series of meetings towards the end of April to shortlist candidates. M. Mahon reiterated the challenge of recruiting in this area. It is not just the universities across the country recruiting but the entire world is seeking these individuals. M. Helstein and the committee are doing all they can to find the right person for this position.
- J. Cunningham – Can we get an update on Navitas? M. Mahon reported that we have spent the last number of months trying to understand the feedback that we received from the university community and if that feedback enables us to develop a proposal for a relationship with them or not. E. Okine and M. Helstein have been doing the majority of the work. We are still in the process of discernment and are close to making a decision on whether or not to bring something back for discussion. E. Okine stated that we are still in conversations with Navitas and are trying to figure out if the University of Lethbridge's best interest is in going forward with a partnership. M. Helstein added that we will be going back to the groups who have interest with this decision but have not done that yet as we are not at that point yet. M. Mahon commented that the announcement in the relation with Wilfrid Laurier's agreement has given us more information and insight in that there are different models that will work as the various institutions have very different partnerships. This has been helpful.

- P. Cardozo – Very happy to hear that you have spoken to people at Laurier. Will you speak to any of the institutions that have been approached by Navitas but that decided against? M. Mahon stated that we can only speak with those institutions that make this information public. No stone unturned as why some institutions have or have not gone with a relationship with Navitas. The work is continuing.

5. ITEMS FOR ACTION

5.1. GFC “Committee of the Whole” (COTW) – Task Force Reports

MOTION: gfc.2021.04.03

Genee/Diaz

That GFC request the relevant senior administrators to make available to the members of the GFC Committee of the Whole the the full, complete, draft Task Force Reports as submitted to the relevant senior administrator, including any appendices where present as soon as is practicable recognizing the need for expediency. The Task Force Reports shall be redacted where necessary in order to protect personal identifying information and to ensure compliance with all collective agreements and employee manuals, applying the same standard to each group, and to maintain in confidence any position related to ongoing collective bargaining.

Motion: Carried

Original Motion Contained Within Agenda Package: That GFC request the relevant senior administrators to immediately make available to the members of the GFC Committee of the Whole the full, complete, original Task Force Reports as submitted to the relevant senior administrator, including any appendices where present, redacted where necessary only in order to protect personal identifying information and any collective agreements. This request does not pertain to Task Force Reports that have not yet been finalized, but it does pertain to all available Task Force Reports, including those that have already been discussed at the GFC Committee of the Whole.

This motion was received by GFC Executive who had a good discussion regarding the request. There was some feedback to the movers and the committee was comfortable with this coming forward. I. Genee proposed the original motion contained in the agenda package, and thanked GFC Executive for their assistance in the process and reviewed the background surrounding the establishment of the COTW. The summaries have been very helpful and the team leads were thanked for their efforts. It was articulated that the information in the summaries is not specific enough for meaningful feedback and the full reports are needed to see all the details and analysis of the options being proposed. There is an understanding that the final task force reports which will contain all feedback will be provided to GFC, but at that time an in-depth analysis will not be as possible as it is now.

N. Walker thanked the members for their motion and suggested some friendly amendments to keep the spirit of the motion.

- Suggest to remove immediately in the first sentence as they will need some time to do some redaction to the reports. Use as soon as possible.
- Would like to use full complete and draft task force reports. They are drafts until all consultation is done.
- Add to redaction part to recognise that some employee groups do not have collective agreements. We need to also add something to collective bargaining.
- The last sentence should be eliminated. It doesn't pertain to any future draft reports.

M. Mahon asked for thoughts on the friendly amendments from the mover/second. I. Genee appreciated the suggested amendments but is concerned on comment about ongoing negotiations. We would need to make sure that we only limit those that are subject to ongoing things in the current round. The last sentence is not relevant but was trying to capture that some task forces may not have a report. There was discussion on the last sentence and the deletion was agreed upon. J. Diaz agreed with the friendly amendments.

A question arose regarding the impact of this on the Independent Consultation Committee (ICC) and it will be analogous to the COTW so both bodies will receive the same information.

J. Gallais put the newly revised motion in the chat on Zoom.

There was further discussion on the expediency piece is important. E. Okine stated that the ones coming up are the priority and then the others that have previously been discussed will be completed. M. Helstein added that the deadline for feedback will be extended for those Task Forces that have already been discussed so that the full report information may be included in member's feedback.

There was further discussion on the wording of the motion as well as if the executive summary should be completed as well. There were comments on the amount of work involved in completed the summary. M. Mahon added that in the spirit of providing the full reports, we will leave it up to those providing the reports to whether or not there is a summary. It was decided that if the vote passes, then the team leads can decide if they want to do the summary or not.

The ballot vote was then called for and all non-members of GFC were sent to the waiting room until the vote was completed.

6. ITEMS FOR INFORMATION

6.1. 2021-2023 GFC Meeting Schedule and Guidelines

J. Gallais gave a quick background on the schedule and the guidelines. Our intent is to get the agendas out on Wednesdays so the last page of the enclosure is the report on how well we did last year.

6.2. GFC Executive Committee Report – April 6, 2021

Received as information. No questions raised.

6.3. GFC Executive Committee Approved Minutes – #533 – February 22, 2021, #534.1 –

March 3, 2021, #534.2 – March 11, 2021, #534.3 – March 25, 2021

Received as information. No questions raised.

7. OTHER BUSINESS

No other business.

8. ADJOURNMENT

MOTION: gfc.2021.04.04

Cardozo/Marynowski

That the GFC meeting #554 be adjourned.

Motion: Carried