



Monday, April 4, 2022

3:00 p.m. via Zoom

Present: M. Mahon, (Chair), K. Alexander, B. Badiuk, L. Barrett, J. Blum, G. Bonifacio, R. Bright, N. Buis Deering, C. Carnaghan, B. Cummins, J. Cunningham, C. Devoy, J. Dobbie, A. Dodd, A. Dymond, A. Ebenmelu, P. Ghazalian, K. Godfrey, K. Greenwood, T. Harrison, M. Helstein, H. Jansen, D. Jarvie, S. Johnsrude, P. Kellett, L. Kennedy, M. Kildaw, H. Kletke, O. Kovalchuk, M. Letts, Y. Li, R. Lindblad, R. Marynowski, M. Magnuson, S. Malla, J. Mather, C. Mattatall, I. McAdam, D. McIntyre, D. McMartin, M. Nixon, D. O'Donnell, G. Ogilvie, E. Okine, T. Oosterbroek, B. Parker, R. Parkkari, T. Patel, J. Rice, A. Schultz, D. Scott, S. Scott, M. Serebryansky, P. Shao, J. Sheriff, L. Spencer, D. St. Georges, A. Taylor, S. Urquhart, N. Walker, P. Wilson, S. Wismath, R. Yalamova, L. Zink, A. Zovoilis

Regrets: C. Currie, S. Dauncey, K. Massey, N. Rebry, C. Steinke

Other: J. Gallais, V. Grisack, M. Mathurin-Moe, M. Whipple (171 guests in total)

Oki. The President opened the meeting with a welcome and the Territorial Statement.

A moment of silence was held for Emily Sanche, a Master in Counselling student.

1. APPROVAL OF AGENDA

MOTION: gfc.2022.04.01

Bright/Wismath

That the Agenda for GFC Meeting #563 held Monday, April 4, 2022 be approved with amendments to presenters.

Motion: Carried

K. Massey is away and N. Buis Deering will be presenting those items listed for K. Massey - Items for Action 5.1 & Items for Information 6.1.

2. APPROVAL OF MINUTES

MOTION: gfc.2022.04.02

Badiuk/Carnaghan

That the Minutes for GFC Meeting #562 held Monday, March 7, 2022 be approved.

Motion: Carried

3. PRESIDENT'S REPORT

M. Mahon reported

- Labour Relations – we are entering into the engagement phase; there is much work to be done with Faculty, Staff, Students and Administration.
- UL Indigenous Awareness Week – April 4 – 8th Indigenous Awareness Week began this morning with a smudging ceremony.
- Spring Convocation – June 1, 2, 3 - In person ceremonies with 2020 & 2021 graduates affected by the pandemic on June 1st.
- Provincial Budget – more money directed into Work Integrated Learning opportunities
- Presidential Search – the committee has resumed their activities; check webpage for up to date information.
- Return to Campus Update – classes will remain online due to labour disruption; mask mandate in effect until end of Spring 2022, vaccinations are still strongly encouraged.
- Fall 2022 Enrolment – projected enrolment 8,615 (Fall 2021 8,779)
- National Co-op Award – Lionel Migrino has won a national work-integrated learning award after his efforts through a co-operative education work placement led to tangible change at a major Alberta employer. Migrino, an undergraduate student studying Human Resources Management and Labour Relations in the Dhillon School of Business on the Calgary campus, entered Pembina Pipeline Corporation dividing his time between multiple teams, including the Equity, Diversity and Inclusion team.
- Founding Faculty member, Muriel Shortreed, celebrated her 100th birthday on April 3rd. She taught Home Economics.
- Budget shortfall has to be dealt with, but faculty restructure will be paused until the semester is completed. Some solutions for balancing the budget include a temporary hiring restraint.
- Support for collegial governance. The fair summary is not validated yet and will be done by GFC Exec and the rest of the committee by June GFC. We will present to GFC in June and use the summer months to come up with solutions. We will present options to the September GFC meeting. The options will be presented well before the GFC meeting to allow for plenty of time for review. The faculty options will not be limited to those discussed.

4. QUESTION PERIOD

- R. Lindblad – Could we have an update on situation with Navitas. It was noted in Item 6.6 GFC Executive Committee Report. M. Mahon stated that they had discussed that the work with Navitas on data collection is nearing completion but is not finished

- and so the report is put off for another month. GFC would like to see a fulsome report with data, so we are hoping to have that item at our next GFC meeting.
- L. Zink – Student terms on GFC come to an end on May 1st and she asks that GFC continue to speak with students and let them contribute their point of view. M. Mahon acknowledged that we will continue to listen to student voices and include them in our conversations.
 - G. Bonifacio – acknowledge difficulties of labour relations and the strike. As an outgoing president, can you leave for GFC advice for a less protracted labour relations. M. Mahon commented that to try not to have budget cuts and a pandemic at the same time is a glib answer. We have had to make some excruciating decisions in that we have had to reduce the workforce. Covid then arrived and has made a big impact on our communities. Those two pieces are an unfortunate set of challenges. Decisions will not please lots of people. The goal of the next president is to work hard to develop and strengthen relationships at the UofL. It is not an easy task, and the committee needs to find a person who can do those things. All the players have to work together. We have many examples of that in the past but the last two years have been difficult.
 - T. Harrison – Navitas follow-up – things are being explored but if there was an agreement, this would be between a public body and a private entity. Would it be public? M. Mahon commented that the contract will be public if we come to an agreement. We haven't had conversations about contracts as we have not completed our information gathering. The elements of the agreement will be made public.
 - A. Schultz – Mental Health resources – At the last meeting, you were going to check in on wait times. M. Mahon responded that the wait time is two weeks and that if individuals are in crisis, they can see a counsellor the same day. K. Massey was going to report on this but he asked N. Buis Deering to add comments in her absence. She added that urgent and emergent care are seen the same day. We are capitalizing on the AHS mental health team working with our counselling team.
 - B. Badiuk – commented on the need for correct information to be shared. Will declining enrolment and programming be part of the discussion in faculty restructuring? M. Mahon responded that they hope it is just a moment in time with the pandemic and the strike. We are hopeful that we will not continue to see declining enrolment. Faculty restructuring did not include programming. We need to have these discussions with the academy and if there is something else, we should be pursuing. There has been some good work done in the last few years in new programming.
 - N. Hand – who is assessing the cases to be emergent or urgent. M. Mahon asked M. Slomp to answer as he oversees this area. M. Slomp reported that we have a robust team with registered psychologists and social workers. We have intake assessment workers who talk to everyone who comes in and see what type of service that the individual needs. We have partnered with AHS to have services on our campus to work together to meet the needs of students.
 - O. Kovalchuk – right before the strike, we had a lecture on the effect of trauma on health ready to be presented. We hope to reschedule this lecture on mental health services in the next few weeks. We are also looking to have a course with clinically valid resources such as how to deal with trauma. We would be happy to partner with

university on this. Please reach out to O. Kovalchuk if anyone is interested in working on this initiative.

5. ITEMS FOR ACTION

5.1. GFC Curriculum Coordinating Committee Report

May 1, 2023 implementation

Recommendations #1 - 4 – Dhillon School of Business – Kerry Godfrey

MOTION: gfc.2022.04.03

Godfrey/Marynowski

That General Faculties Council approve Recommendations #1 - #4 for the Dhillon School of Business from the CCC report for implementation May 1, 2023.

Motion: Carried

Recommendation #5 - #13 – School of Graduate Studies – Jackie Rice

MOTION: gfc.2022.04.04

Rice/Letts

That General Faculties Council approve Recommendations #5 - #13 for School of Graduate Studies from the CCC report for implementation May 1, 2023.

Motion: Carried

Recommendation #14 - #17 – Student Enrolment and Registrar’s Services – Natasha Buis-Deering

MOTION: gfc.2022.04.05

Buis Deering/Carnaghan

That General Faculties Council approve Recommendations #14 - #17 for Student Enrolment and Registrar’s Services from the CCC report for implementation May 1, 2023.

Motion: Carried

Implementation Pending Ministerial Approval

Recommendation #1-2 – Dhillon School of Business – Kerry Godfrey

MOTION:

gfc.2022.04.06

Godfrey/Zink

That General Faculties Council approve Recommendations #1 & #2 for the Dhillon School of Business from the CCC report pending ministerial approval.

Motion: Divided Below

There was a robust discussion surrounding concerns of having the diploma parchment to include the name of the school as it was seen as a new precedence and would include a donor's name for the 2-year diploma in indigenous governance. What other institutions do was discussed as well as what was requested from the government. It was decided to address tabling recommendation one to gather additional information and separate out recommendation 2 for separate approval.

MOTION:

gfc.2022.04.07

Harrison/Cummins

The GFC table the motion: That General Faculties Council approve the creation of a new Indigenous Governance and Business Management diploma.

Motion: Carried (8 against/1 abstention)

MOTION:

gfc.2022.04.08

Godfrey/Marynowski

That General Faculties Council approve the formal suspension of the Agricultural Enterprise Management major in the Bachelor of Management program.

Motion: Carried

Recommendation #3 – School of Graduate Studies – Jackie Rice

MOTION:

gfc.2022.04.09

Rice/Badiuk

That General Faculties Council approve the modification of the culminating activity in the Master of Counselling program to align with the practitioner model of the program, pending ministerial approval.

Motion: Carried

6. ITEMS FOR INFORMATION

6.1. Credit/No Credit Implementation Details

N. Buis Deering introduced the topic in K. Massey's absence. Page 12 of 35 of the agenda package articulates traditional calendar practice. On March 22 GFC approved the use of the credit, no credit. There will be a statement added in the academic calendar so if a student needs to reference it will be there. Credit/No Credit will open on May 5th when term ends and will close 11:59 on May 17th. Students need to make informed decisions. There are some instances that will not accept credit/no credit, so students are asked to speak with advising/funding agencies etc. before they make their decisions. H. Kletke thanked GFC in giving the students the autonomy to decide what is right for them. The ULSU has published a guide to help the students decide. L. Zink commented that they advocated that students make their own choices and the GSA will be working to establish a guide to help students to get questions answered. There was further discussion on different scenarios and flexibility for students. It was felt after discussions with York and Acadia registrars, that a long term notation on a transcript would disadvantage the student with their learning outcomes. It was felt that the calendar would document all accommodations and is a forward-thinking way to deal with these disruptions. There is the ability to add these pages to applications. There was a robust discussion on the way to note that there was a disruption to the learning semester and there is advocacy for the students who have an incomplete and then offered credit no credit.

Thanks was offered to the Student Union and the GSA as well as K. Massey and N. Buis Deering for their work on this.

6.2. Academic Staff Count

J. Gallais reported on the new calculations that come forward annually. It determines how many seats are allocated to the different faculties. Appointed seats assignments never change. It was highlighted that the only change is that Arts and Science will have an additional seat and the Dhillon School of Business will be reduced by one seat.

6.3. Investment Management Agreement

N. Walker introduced the template of the agreement from the government. We negotiated with the government on target and tolerance levels on the metrics. Some are targeted metrics which affect our funding and some are transparency metrics which don't affect funding. We have high targets in work-integrated learning since we have no issue with meeting that target.

M. Helstein added that the performance metrics are a result of advocacy from our institution and from across the province such as institutions and COPPOA. There were originally twelve metrics and this is a pared down version due to the advocacy of many. There is still work to do and we are unique and how we have been affected by Covid differently as most of our students come from elsewhere. There was discussion on the survey of graduate students and PD development. Discussion also occurred around the language of the metrics and how the university can set its own targets while needing to balance responding to government metrics and continuing to set our own targets.

6.4. Budget Update

N. Walker gave an update on the budget. Page 28 of 35 show that there are some slight adjustments with the year end. We have to present a balanced budget. To help do that we have a hiring restraint in place now. We will replace vacancies with term positions but once the other budget options start paying off, we can start hiring continuing positions again. The budget will come back to GFC at the next meeting and we will do all the normal consultations before going to the Board at end of May/June. There was discussion amongst the members of the principles for retention of positions. N. Walker will provide these at the next meeting.

The financial impact of Covid is projected to be \$6.6 million dollars in total with \$2.4 million impact this year in costs or reduced revenues including continuing technology costs as well as rapid testing.

MOTION: gfc.2022.04.10
Zink/Lindblad

That the GFC meeting continue past 5:00 pm.

Motion: Carried

Members asked about the break down between security and legal costs in the strike/lockout. N. Walker stated she will get that information for the committee.

6.5. Faculties Structures Update

E. Okine noted that this is a standing item. M. Mahon had given a brief update in his report so they will take time to answer questions. It was reported that pausing the exercise means the hiring restraint would be the solution for the next year. If we do not find strategies for budget savings, across the board reductions will have to take place. It was discussed that the information from the task forces and the fair summary will be useful. There are problems but we need to find a way forward. There were comments that there was not enough faculty representation while other comments were that faculty were involved with the Committee of the Whole. Over 500 pieces of feedback were received from the university community. A request was made to get a copy of the slides which N. Walker will provide. Collegial governance and recommendations from GFC will make up what goes to the board. It was noted that the institution cannot afford to do nothing because we need to stay a sustainable university. There was discussion on restarting the process. It is not the ideal way forward. There is a lot of information that has come through and from the task forces to us. There were good comments on both sides. It was noted that we need to get back to a point where we can be positive again. We need to continually evolve and not take too long with these decisions.

M. Mahon stated that this has been an outstanding conversation.

6.6. GFC Executive Committee Report – March 28, 2022

Received as information. No questions raised.

6.7. GFC Executive Committee Approved Minutes - #543 – February 28, 2022 Meeting

Received as information. No questions raised.

7. OTHER BUSINESS

Thank you to all of the students from both the ULSU and the GSA for their contributions to GFC over the last year. M. Mahon acknowledged the challenges from Covid and the strike. The President regrets that this has been your experience over the last year. We look forward to working with those that are carrying on and offer the best of luck to those finishing your studies.

8. ADJOURNMENT

MOTION: gfc.2022.04.11

Lindblad/Serebryansky

That the GFC meeting #563 be adjourned.

Motion: Carried