



Monday, May 1, 2023

3:00 p.m. in W646

Present: M. Mahon, (Chair), B. Allen, K. Anderson-Bain, Y. Belanger, G. Bonifacio, R. Bright, N. Buis Deering, L. Burckes, C. Carnaghan, J. Dobbie, A. Ebenmelu, K. Greenwood, K. Haight, M. Helstein, C. Hosgood, B. Hughes, H. Jansen, P. Kellett, M. Letts, R. Marynowski, K. Massey, I. McAdam, D. McMartin, A. Mukherjee, E. Okine, T. Oosterbroek, N. Patel, R. Patel, R. Preston, N. Rebry, J. Rice, Y. Sackey-Forson, J. Sadr, D. Scott, D. Slomp, L. Spencer, N. Thakor, M. Thomas, S. Thomas, J. Victor, A. von Heyking, N. Walker, P. Wilson, J. Youngdahl, A. Zovoilis

Regrets: L. Barrett, V. Baulkaran, R. Boon, J. Burke, A. Dymond, S. Findlay, P. Ghazalian, K. Godfrey, L. Kennedy, I. Kovalchuk, O. Kovalchuk, S. Malla, A. Martin, D. McIntyre, D. O'Donnell, J. Pickle, Y. Raza, J. Reiter, K. Schwarz, D. St. Georges, G. Tian, S. Urquhart, E. Wong, F. Wright

Other: G. Desteur, J. Gallais, K. Bhatt, L. Little-Bear, M. Moser, M. Mathurin-Moe, R. Westlund, M. Whipple
(other guests were present on Zoom)

Oki. The Chair opened the meeting with a welcome and the Territorial Statement. A moment of silence was observed in memory of:

- *Dr. Howard Tennant, President Emeritus, who passed away on April 6, 2023, at the age of 81.*
- *Lorne Williams who was a current student and long-time administrator at the Dhillon School of Business. Lorne passed away on April 8, 2023, at the age of 60.*
- *Dr. Ron Yoshida, a Professor in Philosophy, and a founding member of the University of Lethbridge in 1967 passed away on April 26, 2023, at the age of 85.*

The Chair also welcomed the new student members of GFC and introduced them. Dr. Harold Jansen was also welcomed as the newly appointed as the new University Librarian. The Chair and J. Gallais also welcomed Gage DeSteuer as the new Governance Officer.

1. CONSENT AGENDA

APPROVAL

- 1.1. Approval of the May 1, 2023 Meeting #573 Agenda
- 1.2. Approval of the GFC Meeting #572 – April 3, 2023 Minutes

INFORMATION

- 1.3. GFC Executive Committee Report – April 24, 2023
- 1.4. GFC Executive Committee Approved Minutes – #554 – March 27, 2023

MOTION: gfc.2023.05.01

Marynowski/Buis Deering

*That the General Faculties Council approve the May 1, 2023
Consent Agenda with editorial amendments.*

Motion: Carried

A student name was misspelled in the minutes and one individual was mistakenly marked absent.

2. PRESIDENT'S REPORT

M. Mahon reported on the following:

- AB 2023 Provincial Election – The importance of the election was highlighted in relation to post-secondary. The University, and Alberta post-secondary community has been talking with the sitting party as well the opposition.
- On behalf of the Provost & Vice-President (Academic) Search Committee, we wanted to thank our internal and external communities and stakeholders for your engagement in the consultation process and sharing your thoughts on opportunities and challenges, priorities and competencies that will provide insight into the ideal candidate profile. The Search Committee is providing an additional opportunity for employee and student executive group representatives to present directly to the full Search Committee in the next few weeks. Please be aware that all Committee Members (<https://www.ulethbridge.ca/governance/provost-vice-president-academic-search-committee>) as well as our Search Consultants, Janet Soles and Associates, Executive Search, welcome your continued feedback throughout the consultation process.
- The Deputy Provost ends June 30th, 2023 but that search will not commence until after the Provost and VP Academic search is concluded.
- Dr. Jon Doan was announced as the new Dean of the Faculty of Health Sciences at the last GFC.
- Dr. Harold Jansen was congratulated, as a present current member of GFC, as the new University Librarian and Dean, School of Liberal Education.
- Dean, Faculty of Education Dr. Lisa Starr - joins ULethbridge after nearly a decade at McGill University, most recently serving as the Department Chair for Integrated Studies in Education within McGill's Faculty of Education. Her experience in post-secondary education also extends to the west coast, where she worked within the Faculty of Education and earned her PhD in Curriculum and Instruction (Education) at the University of Victoria.
- Dean, Faculty of Fine Arts Dr. Heather Davis - is the founding director of the School of Creative Arts at the University of the Fraser Valley. Prior to taking on the role of school director in 2019, she was head of the theatre department and chair of UFV's Bachelor of Media Arts program.
- M. Mahon thanked the Provost, E. Okine, for chairing all the Decan Search Meetings and all the committee members that also sat on these committees.
- AE Ministerial Email – Email was received from the Minister of Advanced Education outlining the Targeted Enrollment Expansion for the Bachelor of Nursing combined program with the Lethbridge College, as well as the Bachelor of Science in computer

Science and Graduate Certificate in Data science. Also funding for support of bridging for Internationally Educated Nursing. They are still working through details.

- Mastercard foundation was here for 4 days last week with the CEO, Reeta Roy, spending Tuesday with community and 2 days with our Indigenous Community here on campus. The University, Mastercard and Kainai Health Board are beginning to explore a potential partnership surrounding health.
- Navitas – We have now signed a contract with Navitas. Navitas is nearing completion of securing a DLI (Designated Learning Institution), and once that is complete, we will be able to begin planning and implementation. Students are not expected until January 2024 as there is still work to be done surrounding employment contracts for instructors.
- Campus free speech – The University has received guidelines for this and will work to report free speech but also maintain institutional autonomy.
- Thank you to all those who attended the Dr. Mahon Dinner on April 20th, 2023.
- The Campus community is invited to a thank you event on May 11th for Dr. Mahon to thank the campus community.

3. QUESTION PERIOD

- B. Hughes – What does it mean by having new seats in a program? The Chair noted that this budget that was just announced by the government, there was zero increases to funding for institutions but there were a set of new seats that were identified, that institutions had to compete for. M. Helstein, Deputy Provost noted that the total funding envelope was \$54 million. This is not permanent funding, this is only 3 years of funding, with the promise of maybe more in the future. This creates a lack of budget predictability.
- G. Bonifacio – First, how many years will the Mastercard Foundation provide institutional support for Indigenous supports and services? Secondly, now that Navitas has been granted as a DLI, designated learning institution, does this mean they could provide a degree, how long will that be? The chair noted that Mastercard funding was for \$15 million over a 5-year period with the full intention for Mastercard to renew for another 5-year period, possibly longer. Mastercard commits to at least a decade of funding and often beyond that. The University will start negotiating the next agreement sometime this year. It was also noted that the health funding would be a separate funding opportunity focused on health education and health disciplines. The chair also noted that, in terms of the second question, that the terms of contract, with Navitas is 10-years, reviewed annually, with both parties having an out clause. The DLI can be pulled by the government at any time. The DLI is monitored by the province.
- D. Slomp – Asked a question about the inclusion of the counselling program within the current Mastercard agreement framework? The chair noted that the first meeting was just to set the initial framework to conduct a full assessment of needs. The Mastercard Foundation is now providing funding to the Blood Nation for the analysis of their need. The notion of enhanced self determination is the foundation of the project. The chair also noted that the inclusion of units that have engagement with health will take place in the near future.

4. ITEMS FOR ACTION

4.1. Appointments of New Members

MOTION: gfc.2023.05.02

Okine/Massey

That General Faculties Council (GFC) approves the appointed student members below to GFC for terms ending on April 30, 2024.

APPOINTED UNDERGRADUATE STUDENT MEMBERS (Nominated by Students' Union) [8] Section 25 & GFC Bylaws – (GFC Appoints)

Student (Arts & Science)	Jonah Pickle	April 30, 2024
Student (Arts & Science)	Yewoe Sackey-Forson	April 30, 2024
Student (Arts & Science)	Elisha Wong	April 30, 2024
Student (Business)	Ankit Mukherjee M	April 30, 2024
Student (Business)	Rikin Patel	April 30, 2024
Student (Education)	Rachele Preston	April 30, 2024
Student (Health Sciences)	Annie Ebenmelu	April 30, 2024
Student (Health Sciences)	Foster Wright	April 30, 2024

APPOINTED GRADUATE STUDENT MEMBER (Nominated by Graduate Students Association) [2] Section 25 & GFC Bylaws – (GFC Appoints)

Graduate Student	Katherine Anderson-Bain	April 30, 2024
Graduate Student	Vacant	April 30, 2024

Motion: Carried

4.2. GFC Admission Standards Committee Reports

MOTION: gfc.2023.05.03

Buis Deering/Marynowski

That GFC approve new program admission for the undergraduate diploma in Indigenous Governance and Business Management, effective immediately.

Motion: Carried

4.3. GFC Nominations Committee Appointment Slates

MOTION: gfc.2023.05.04

Scott/Jansen

That GFC approve the following slate of nominees, effective immediately:

Campus Sustainability Plan (CSP) Working Group

Three (3) Academic Staff Members

- *Randy Barley*
- *Christopher Hopkinson*
- *Dan Johnson*

Motion: Carried

Discussion arose around equity, diversity, and inclusion and ensuring that there is adequate representation on this committee. It was mentioned that this is just three members of a larger cross campus committee and that there was difficulty finding committee members to join this committee. D. Scott furthered that the Nominations Committee can only work off the nominations they receive.

4.4 GFC Bylaws Working Group

MOTION: gfc.2023.05.05

Thomas/Preston

That General Faculties Council approve the incorporation of the diversity statement below within the GFC Bylaws.

Part 5. Diversity Statement

*General Faculties Council is committed to providing an environment that is engaged, safe, inclusive, equitable, and accessible for all. As an institution we define **equity** as fairness through substantive equality, **diversity** as a key strength, and **inclusion** as a continuous investment to enrich our campus. Equity, diversity, and inclusion are guiding principles that every member of our campus community collectively works towards. They are embedded within our teaching, research, learning, governance, and service.*

For the purpose of staffing General Faculties Council (GFC) and its Committees, diversity of Faculties, Library, Schools, disciplines, research expertise, academic background and experience, career stage and employment class are important considerations. Simultaneously to these considerations, ensuring that voices from historically excluded, equity seeking groups are given opportunities to be represented is essential. The application of this Diversity Statement to staffing GFC and its Committees should reflect and support the unique needs, powers, and duties of each Committee. All Members, regardless of how they were elected, are expected to uphold the values of equity, diversity, inclusivity,

interdisciplinarity and liberal education within their work and role on GFC. Diversity encompasses all the unique experiences, diversity dimensions, qualities, and characteristics of Members of the University of Lethbridge campus community. Diversity is a critical part of ensuring that an equitable and inclusive lens is always at the forefront of our approach to Committee governance and service.

Motion: Carried 2/3 approval

M. Thomas thanked the working group that developed this diversity statement and discussed why the statement was developed. The process that was used to create this statement was described and the importance of consultation in developing a statement that reflects our institutions values. It was noted that the working group tried to be as open, collaborative, and broad as possible in creating a comprehensive framework and that the framework builds on the principal of embedding equity, diversity, and inclusion (“EDI”) into our processes in a very intentional way. A question about consistency of the definition of EDI and whether it would be an EDI or diversity statement arose. Additionally asked was why the term liberal education was included in the statement. It was noted that the whole scope of diversity can’t stand alone without inclusion and equity. The working group worked with this principal in mind. The concept of intentionality was the forefront piece behind creating this and the working group used what was already in the bylaws and used that as a starting point to evolve the definition. The importance of including liberal education in the statement as a foundation of the University was also brought up.

A friendly amendment to not capitalize liberal education was accepted.

It was also asked why accessibility was not included in the guiding principles and if it would be included going forward. It was noted that this is a first approach and that there needs to be some groundwork before its included. It was suggested that the first statement includes the word accessible and that a definitions section be added.

4.5 SGS- Governing Principles

MOTION:

gfc.2023.05.06

Rice/Marynowski

That GFC approve the presented updates to the School of Graduate Studies Governing Principles effective July 1, 2023.

Motion: Carried

J. Rice discussed the rational and background behind these changes and noted that these membership changes are due to the uniqueness of the structure of the School of Graduate Studies and the need to address the evolution of the school to ensure the membership

reflects the different types of graduate education. Some questions arose on when membership transition/changes would occur, and about membership qualification in full vs associate membership. Inclusion of Gender based violence training as part of a mandatory training was highlighted and the Graduate Council was thanked for including it. Additional questions about External and Emeritus categories being included arose and those concerns were taken under advisement. The collective agreement was referenced, and the obligation to not allow two categories of jobs do the same work. A question was asked about the administration committee, and it was emphasised that this body does not have any authority and that changes to the admin committee will be taken under advisement.

It was noted as an editorial amendment that reference to Faculty Member on p. 2 is to be Academic Staff instead.

5. ITEMS FOR INFORMATION

5.1. GFC Nominations Committee – Call for Nominations

D. Scott reported that the call for nominations has been extended due to lack of nominations. The committees that are requesting nominations do not require GFC members but rather Academic Staff and Faculty. It was clarified that previous nominations would still stand.

5.2. Draft 2023-24 Budget

N. Walker reported the following in a presentation to GFC:

- The budget values are people, access, and quality – and these should be revaluated with the development of a new strategic plan.
- The final authority for budget approval is the Board of Governors and it's required that we submit a balanced budget.
- 24% reduction in operating funding over the past 4 years. Fortunately, we don't have a budget reduction this year and we did get some conditional programming and grant funding for with the hope for that to become continuing funding.
- One of the goals of the provincial government, with past budget reductions, is to make post secondary institutions less reliant on the government grant. In previous years we were at 65% but now were closer to 52% of our budget coming from the provincial operating grant.
- The University receives around \$12,000.00 in operating grant funding per student. Historically this used to be higher around \$15,000.00 per student.
- Salaries and benefits continue to be the largest expense of the University with academic positions taking the largest allocation followed by AUPE.
- Budget sensitivity is top of mind as a 1% increase in salaries results in over \$1-million impact on our budget. A 1% reduction in the operating grant results in an impact of \$800,000.
- There are several institutional risks and opportunities recorded on the risk register that are considered when developing the budget.
- Budget Strategies that have been employed over the years– Attrition of vacant positions, reduction in workforce, increase in domestic and international enrollments, increased tuition rates, reduction of discretionary funding,

elimination of teams, establishment of general endowment scholarship, reduction and elimination of contingency funds, reduction in life cycle equipment replacement funding, and an increase in lease revenue.

- \$5 million invested in continuing positions in priority areas.
- Term positions are using \$2.4 million in one-time funds in this operating budget. Work must continue to be ongoing and include task force initiatives to address this use of one-time funds.
- Budget year was \$165 million, and this year were up to \$170 million. More details can be found on the budget website: <https://www.ulethbridge.ca/budget-finance/budget-reports>

A question was asked about QIP (“Quality Initiatives Programming”) funding allocations for student emergency bursaries. They are self sustaining and this is the first time that the Students’ Union has run out of funding in those budget lines. N. Walker reported that funds can be moved from other QIP pools of funds to the bursaries budget line.

5.3. Progress and Achievement Report 2022-2023, UofL Strategic Plan

The Chair reported that the Destination 2022, the Universities current strategic plan, will be revisited with the incoming President. This plan has metric associated with it and these metrics help to determine progress made to this strategic plan. This is also a document in progress because of the timing as some sources of data are not yet available at the time of presentation.

M. Whipple and M. Moser reported the following during a presentation to GFC:

- Feedback was received and will be taken back to the next version of this document. All feedback is encouraged and welcome, please send to Mike Whipple.
- Most metrics in this report are from the 2022/2023 year still waiting for data sources.

6. OTHER BUSINESS

No other business at this time.

7. ADJOURNMENT

MOTION:

gfc.2023.05.07

Preston/Carnaghan

That the GFC meeting of May 1, 2023 be adjourned.

Motion: Carried