



GENERAL FACULTIES COUNCIL MEETING #544

Approved Minutes

Monday, March 2, 2020

3:00 p.m. in W646

- Present:** M. Mahon, (Chair), K. Alexander (phone), L. Barrett, J. Blum, J. Brassolotto, D. Burleigh, J. Copeland, B. Cummins, J. Cunningham, J. Dobbie, G. Fujiwara, A. Gammack, K. Godfrey, R. Harper-Brown, B. Harray, L. Howard, B. Hughes, M. Ingraham, D. Jarvie, S. Johnsrude, D. Kaminski, H. Kletke, H. Ladd, J. Laurendeau, M. Letts, C. Loewen, R. Marynowski, K. Massey, J. Mather, C. Mattatall, K. Mazurek, J. Miles, R. Munn, C. Nicol, B. Nikolai-Wilson, J. Nugent, E. Okine, T. Patel, K. Peacock, K. Potts, J. Rice, M. Serebryansky, P. Shao (phone), J. Sheriff, M. Stingl, J. Usher, K. Vos, J. Vokey, N. Walker, P. Wilson, S. Wismath, R. Wood, L. Zink
- Regrets:** S. Bubel, L. Burckes, P. Cardozo, C. Currie, J. Gamble, H. Ghanbari, A. Khalil, A. Moatari-Kazerouni, T. Oosterbroek, E. Pullan, B. Rogers, C. Steinke, A. Stewart
- Other:** J. Gallais, V. Grisack, M. Whipple, R. Barendregt, K. Fuglerud, H. Mirau, A. Zovoilis

Oki. The President opened the meeting with a welcome and the Territorial Statement. The president welcomed Dr. E. Okine to his new role as Interim Provost and Vice-President Academic and Dr. J. Rice to her role as the new Dean of School of Graduate Studies and Associate Vice-President (Research).

1. APPROVAL OF AGENDA

MOTION: gfc.2020.03.01

Loewen/Mather

That the Agenda for GFC Meeting #544 held Monday, March 2, 2020 be approved.

Motion: Carried

2. APPROVAL OF MINUTES

MOTION: gfc.2020.03.02

Mattatall/Laurendeau

That the Minutes for GFC Meeting #543 held Monday, February 3, 2020 be approved with minor revisions to date of Abbondanza and clarification on budget reductions.

Motion: Carried

3. PRESIDENT'S REPORT

M. Mahon reported:

- The budget came down on Thursday – our reduction was a total of - 6.6%. This is made up of 3 elements – The first is the - 6% reduction of the Campus Alberta Grant. The other reductions is in our Student Mental Health – we will receive a \$365,000 reduction (-36.5% cut to that Student Mental Health budget) and also a reduction in the targeted enrollment in the Faculty of Health Sciences. The amount was \$374,700. The government informed us that this amount was rolled into our base funding. The total amount of - \$7,570,434 this year plus the in year cut of \$3,412,842 total \$10,470,276 in reductions for the 2019/20 and 2020/21 fiscal years. Our budget has been reduced to \$98,391,913.00 for this year. We were working with a scenario of a reduction of 6% so we weren't far off in our estimates. The Board of Governors passed a tuition increase of 7% and some other fees across campus. We have asked ancillary to find additional revenues, as well as asking all units to push on international and national students recruiting. To find another \$7 million in reductions is impossible so we have had to have a first round of reductions in the workforce by 19 positions from mostly retirement and attrition. Layoffs numbers at the end of the fiscal year will be approximately at 41 which is comprised of 19 layoffs in non-academic staff and 22 retirements or resignations. We have been committed to being respectful of the staff who are losing employment and supporting them through this process. It is also not easy for those left to look for support so please talk with colleagues/supervisors and access the counselling program if needed. We will put an end to this round of layoffs shortly. As much as we can, we will do this only a few times a year. We are looking hard for new funding sources. We will try use new funding instead of layoffs but these difficult decisions may still need to be made.
- Organizational changes - Dr. A. Hakin is leaving to become President at St. FX in Nova Scotia. Thank you to Dr. E. Okine who takes over as Interim Provost. Over the next month, we will have further information on the next steps as we move forward filling vacancies.
- Advancement Review – M. Mahon has a copy of the draft review and he is working through the recommendations in the next short while.
- The Arts & Science Dean Search is now being chaired by E. Okine and are hoping for interviews at the end of the month.
- Coronavirus – We are monitoring this situation. We will be sending out a communication that strongly discourages travel to regions who have identified cases of the virus. Our actions are strongly influenced by the federal and provincial governments' recommendations.
- The President's Award for Service Excellence Award Deadline is March 16th

- Performance Based Funding Model – We are working through the model. M. Mahon is meeting with the government on Thursday to get a better understanding of the model. We have some draft language of metrics that will be used. Some of them are enrolment of international and domestic students, employment focusses on percentage of students employed post-graduating and expenditures.
- Our former contacts in government - Rod Skura and Dan Rizzoli have both retired from the Ministry Office. Our new deputy is Curtis Clarke. M. Mahon met with him last week and had a productive first meeting. His wife is a faculty member at the University of Alberta and he was at Athabasca University.
- Some dates to mention:
 - February 5th CIBC gift announcement of \$250,000 for students with disabilities
 - February 13th Donor Gala was held at the Science Commons
 - February 17th Play Day - the theme was the family farm which is fitting for southern Alberta
 - February 27th International Dinner (27th Annual) *Martin Parnell was the keynote speaker
 - March 3rd Pronghorn Scholarship Breakfast
 - April 2nd Blue & Gold Athletic Achievement awards
 - April 9th DSB Scholarship Dinner recognizing under the theme of farming the Perry Family who have been great supporters of the university

4. QUESTION PERIOD

- A. Gammack – on Saturday, I came across a tweet from the press secretary of Advanced Education and she mentioned that Alberta institutions were consulted and referenced as data sources such as U15 and CAUBO. TO the best of your knowledge, were we ever consulted on the data sources and why were are referenced so poorly on these sources. M. Mahon agreed that they have looked at CAUBO and U15 data sources. They also gave us a list of 7 institutions that we were compared with (Brandon, PEI, Bishop, Lakehead, Winnipeg, Mount Allison, UNBC and Brock). These are difficult reduction but there are institutions who have received higher reductions than ours. There were a couple that we were surprised they didn't compare us to - one of the most common comparison for us is Trent which is roughly the same size and comparable in research.
- J. Laurendeau – Equity Diversity and Inclusion position update – Is there anything new to report? We decided to advertise with a reframed expectation for that position. The committee found that they didn't feel that the level of expertise and leadership that was expected was there. The position will be advertised soon. There is no longer a limited term for the position.
- D. Kaminski – When the faculty associations meet with the Minister in January, he was very vague particularly on the sharp language in the metrics. Can you share the metrics? M. Mahon replied that we have only seen draft metrics such as enrolment seen but have no clarity on the others yet so we cannot share anything yet. We know there will be a metric on expenditures but we don't know how it will be measured. We are looking for clarity in the definitions of what the language means. They have broken enrolment into domestic/international as well as indigenous. How we are measured needs to be fair. Another is International, we have an idea of what we want for international students but

what is corona virus going to do to our numbers. We will be transparent as soon as we sign off on them. Follow-up question on how often the reductions will be done. We have been assured that any reductions from the metrics will be done at the beginning of the new fiscal year and not mid-year.

- K. Peacock – Regarding performance metrics, is there any indication that some will be based on research productivity? For the research universities, there will be a metric related to research. M. Mahon has been told it may be research funding and the numbers they are using is the 2018/2019 numbers.
- J. Nugent – metrics on employability disadvantage the humanities/social sciences. Do we have a say on the time frame? M. Mahon stated that we are saying a lot but may have no say. There are many questions, for example, in the region of employment, what do you do with international students that attend here but who go back to their own country after their degree. Expenditure front, they are using Mastercard funding as an example of how new grants affect your expenditures. A liberal education school is going to look much different than a school with professional programs such as medicine, etc. J. Nugent commented that studies show metrics are better for social sciences if you look further out to 10 -20 years. Social Science majors catch up and sometimes surpass other areas.
- B. Harray - Do we know how strict the employability metric will be? M. Mahon stated that this is why he is positioning liberal education and the foundation it gives. So much of this comes down to the definitions and is a high priority for us.
- S. Wismath – She has been building a database on what you have described for the last couple of years. She will share it. M. Mahon stated that the measures are addressed next year so we had some time to work on this front.
- P. Wilson – Regarding the reduction of staffing, can you comment on how these reductions were decided? M. Mahon responded that each unit head to see what a 10% reduction look like in their unit and how would they achieve it. A. Tennant, Associate Vice-President (Human Resources) then met with them to see what could work in reducing the workforce. They looked at all different ways to reduce such as retirements, length of work days, etc. before looking at layoffs. They also looked at a variety of factors like equity and diversity, as well as performance. In the end, a list was brought to the Budget Advisory Committee and decisions were made regarding retirements/resignations/layoffs with recommendations coming to the president. We will use a similar process going forward but we will look at other measures first. The University of Calgary/SAIT/NAIT have all announced large reductions in the media lately. We have no retirement incentives right now because we do not have the finances. We are willing to work with our employees on different strategies to make the reductions.
- J. Vokey – Is there any plan for Alberta Universities to renounce the cuts? M. Mahon stated that we are doing this behind the scenes and not in public. Aggressive public approach may make things worse for us. We need to find a balance for advocating for ourselves and being aggressive publicly.

5. ITEMS FOR ACTION

5.1. Curriculum Coordinating Committee Report

K. Massey introduced the Curriculum Coordinating report to GFC.

Faculty of Health Sciences

Recommendation 1- 2

MOTION: gfc.2020.03.03

Wood/Marynowski

That General Faculties Council approve the changes to the Addictions Counselling major in the Bachelor of Health Sciences program.

That General Faculties Council approve the change in the Mental Health minor.

Motion: Carried

Faculty of Education

Recommendation 3

MOTION: gfc.2020.03.04

Loewen/Marynowski

That General Faculties Council approve changing the name of the Native Education minor to Indigenous Education.

Motion: Carried

6. ITEMS FOR INFORMATION

6.1. Academic Staff Count

J. Gallais explained how the numbers were calculated. She highlighted a couple of things – there is no change from last year and there is one grandfathered individual from arts and science in the calculations.

6.2. GFC Executive Committee Report – February 24, 2020

Received as information. No questions raised.

6.3. GFC Executive Committee Approved Minutes – January 27, 2020, February 14, 2020

Received as information. No questions raised.

7. OTHER BUSINESS

7.1. Meeting of the Minds

L. Zink reported on the upcoming Meeting of the Minds Conference on March 28th which the Graduate Student Association puts on annually. The poster was included in the agenda package. A record 63 submissions were received this year. Dr. Mahon congratulated the Graduate Student Association on the large numbers and encouraged GFC members to attend the conference.

8. ADJOURNMENT

MOTION: gfc.2020.03.05

Laurendeau/Mather

That the GFC meeting #544 be adjourned.

Motion: Carried