

ACADEMIC COUNCIL
Minutes of the Meeting of Tuesday, March 1, 2022
2:30 - 4:30 p.m., Videoconference

Present:

Murphy, Steven (Chair)
Azad, Nader
Barari, Ahmad
Barber, Wendy
Bradbury, Jeremy
Crawford, Greg
Davidson, Catherine
Dubrowski, Adam
Duff, Ana
Easton, Brad
Eklund, Mike
Elliott, Laura
Felder, Ruth
Fernando, Shanti
Frazer, Mitch
Hogue, Andrew
Hoorweg, Daniel
Hossein Nejad, Mehdi
Jacobs, Les
Jones, Ferdinand
King, Alyson
Kishawy, Hossam
Liscano, Ramiro
Livingston, Lori

Lloyd, Meghann
MacMillan, Patricia
Murphy, Bernadette
Naumkin, Fedor
Partosoedarso, Elita
Rodgers, Carol
Roy, Langis
Ruttenberg-Rozen,
Robyn
Sankarlal, Joshua
Serenko, Alexander
Slane, Andrea
Stoett, Peter
Stokes, Joe

Staff & Guests:

Bruno, Jamie
Cantrell, Sarah
Dinwoodie, Becky
Hester, Krista
Lin, Sylvia
Livingstone, Clarissa
Maclsaac, Brad
McCartney, Kimberley
McLaughlin, Christine
Nugent, Kimberly
O'Malley, Grace
Shah, Alena
Sunstrum, Andrew

Regrets:

Bliemel, Michael
Kay, Robin
Leishman, Jessica
O'Rourke, Nicholas
Rahnamayan, Shahryar
Rastpour, Amir

1. Call to Order

The Chair called the meeting to order at 2:30 p.m.

2. Agenda

Upon a motion duly made by B. Murphy and seconded by H. Kishawy, the Agenda was approved as presented.

3. Chair's Remarks

The Chair welcomed everyone back to the campus community. He acknowledged that strikes are a difficult time and it is important to be compassionate and understanding. He emphasized the importance of listening to each other. He is happy to be on campus and able to connect with people in person. Universities are important places for discourse and debate. As a governing body, it is important for Academic Council to engage in vigorous debate and discussion but encouraged members remain collegial and respectful. It is important to understand each other and reach for common goals. He acknowledged that it is a difficult time as we return from the strike.

The Chair welcomed D. Hoornweg to his first meeting as the recently appointed FESNS member. He also announced that Dr. George Bereznai has been awarded the designation of Professor Emeritus for his innumerable contributions to the university.

4. Inquiries and Communications

None.

5. Provost's Remarks

The Provost shared that it has been great to be on campus and seeing everyone in person. There are many more students on campus. She noted that there are students coming to campus for the very first time – some first years and many second years. It is heartening to see their joy to be on campus. The Provost discussed the Indspire Summit that will be taking place virtually from March 8-10. There will be three plenary sessions in total over the three days and the registration information will be posted in the chat for those interested in attending.

Following the strike, students must make up seven days of lost classes. Following lengthy disruptions at other institutions, the options for the university to make up those lost days of instruction were considered seriously. There are three key issues:

- (a) classes taught by part-time instructors were able to continue. This led to some uneven scheduling. To extend the term would be of no benefit to those classes that were able to continue. This would result in a tremendous amount of disruption and confusion.
- (b) the term was already delayed by a week due to Omicron. Accordingly, there is no room to add an extra seven days of instruction without creating delay for the spring/summer terms and delaying convocation.
- (c) the mental health aspect – everyone is tired and exhausted from the numerous changes throughout the pandemic. It is important to provide a strong sense of certainty.

The Provost advised Council that each faculty member will be given the discretion to manage their courses as best possible to complete the term. Faculty members will be asked not to ask for the completion of too much work during that time. The

Registrar's Office and DPOs are being coordinate to support faculty in completing the term.

Comments and questions from Council included:

- missed opportunity to revise the exam schedule - by adjusting the exam schedule, would better position the students for success.
 - Encouraged members that if they would like consideration for their class' exam to be rescheduled to please reach out to the Registrar.
 - Provost discussed the challenges associated with lengthening the exam period, including the scheduling of convocation.
- Suggested using the existing runway for exams to provide those students who had classes disrupted to have exams on the last exam days as opposed to on the first few days.
 - J. Stokes added that they take into consideration the timing between exams for students.
- 9 weeks ahead to cover for 10 weeks – either reduce course content or ask students to pack more information into that time frame.
 - The Provost noted that each Dean was provided with guidelines in order to assist faculty with completing the term without doing either of those things. She encouraged members to speak to their Dean.

(a) Senior Academic Administrator Search Update

KBRS has been retained to lead the search for the next Dean of SGPS. The recruiters will be meeting with people over the next few weeks to get a better understanding of what will be required for the next Dean. There will be a call for expressions of interest to serve on the search committee.

6. Student Success & Retention

L. Livingston noted that in years past, metrics on the successful movement from year 1 to year 2 were presented. Due to COVID, we have experienced a disruption of the normal metrics. This year's report is focused on how we are supporting our students. This will lead to more metrics down the road to determine whether initiatives are effective. She highlighted the following:

- LEAP – began as a first-year program and has been extended to upper year students, as well – designed for students on probation or suspension. Approximately 250 undergrad students have entered the LEAP program and 81% have successfully completed the program. Students enjoy the program and find it to be of great value.
- Moved to a student-centric academic advising model – provides overarching services regardless of Faculty, degree, or program. Beginning next week, we will begin offering online academic advising for students during evening hours (6-9 p.m. from Monday to Friday). Academic advising has been collecting data since September. Across Faculties, almost 30% of students engaged in at least one meeting from September to December 2021. There have been

almost 20,000 contact points between students and advisors during that same timeframe.

- Investing in early alert systems.
- There is a lot of activity going on with the student success and strategic enrolment committees.
- The new student orientation committee has been particularly active the past few months. The committee is focusing on not only fall orientation, but are also interviewing students to determine what they would like fall orientation to look like.

Questions and comments from Council included:

- How do student success initiatives play into student groups, clubs, peer mentoring, etc.?
 - There are many support services available for students in addition to the ones identified in the paper.
- Must also invest in staffing (e.g. no AVP Student Life any more); there has been a lot of staff shortages, as well.
 - L. Livingston advised that there has not been any retraction of staff providing student support. She clarified that the Deputy Provost has taken over the responsibility for Student Life.
- Suggestion to include the first-year faculty in discussions about early alert systems. Should ensure that early alert systems are customized according to the needs of various programs.
- Students expressing concerns about not being able to access counsellors or supports through Student Accessibility Services.
 - There has been significant turnover and a new manager has been hired for the area. We are actively restaffing that unit right now.

Committee Reports

7. Research Committee (Les Jacobs)

L. Jacobs echoed the Provost's comments about students seeming to be very happy to be back on campus. He reported that the Banting Postdoctoral Fellowships are the most prestigious fellowships. He informed Council that the university was successful with two of our applications. This is a significant achievement as there are only 72 awarded across the country, which demonstrates we really are a research intensive university. The fellowships are in the Faculty of Education and Faculty of Health Sciences.

L. Jacobs also reported that the university was ranked 183 for young institutions (less than 50 years old). Concordia was another Canadian institution that was ranked and it is 48 years old. L. Jacobs also reported that the New Frontiers in Research Fund is the newest research fund from Tri-Council, which funds high-risk and high-impact research. The wastewater research team was successful this year: JP Desaulniers,

Denina Simmons and Andrea Kirkwood. They have made the university a leading centre for this type of research. He congratulated them on this accomplishment. L. Jacobs also acknowledged all of the faculty involved in the Canada First Research Excellence Fund. The Chair congratulated all faculty who made all of this possible.

8. Undergraduate Studies Committee (USC)

Major Program Modifications

(a) Faculty of Business and Information Technology: Bachelor of Commerce Advanced Entry

L. Roy provided an overview of the proposal.

Upon a motion duly made by M. Hossein Nejad and seconded by F. Jones, pursuant to the recommendation of USC, Academic Council unanimously approved the Major Program Modification to the Bachelor of Commerce Advanced Entry program.

(b) Faculty of Business and Information Technology: Bachelor of Commerce Bridge

L. Roy presented the proposal for consideration.

Upon a motion duly made by M. Hossein Nejad and seconded by R. Ruttenberg-Rozen, pursuant to the recommendation of USC, Academic Council unanimously approved the Major Program Modification to the Bachelor of Commerce Bridge program.

(c) Faculty of Energy Systems and Nuclear Science and Faculty of Engineering and Applied Science: Bachelor of Engineering in Nuclear Engineering Co-Op

L. Roy provided background to the proposal. He reminded Council that a similar proposal was brought forward to AC in November. At that time, there was a discussion regarding the Co-Op Framework that was put in place in 2010 and has not been reviewed since then. It is overdue for review. Despite the discrepancy in minimum GPA requirements, USC felt that it was still appropriate to recommend for approval. This proposal is consistent with the other engineering proposals that were approved. The program proponents have done analysis and reviewed the requirements of other institutions. The Co-Op Framework will undergo a review and update and will be brought forward to AC for approval.

Questions and comments from Council included:

- Sending mixed messages to employers if we do not have consistency across GPAs of students. Suggestion that the QA policy should include consultation with different Faculties in such instances to ensure consistency.

(M. Frazer joined at 3:29 p.m.)

- L. Roy clarified that the adjusted GPA ensures that students are not excluded but does not guarantee that a student will get the position as it is a competitive process.
- If a new minimum GPA is set in the updated framework, would these programs need to be aligned?
 - H. Kishawy clarified that co-op is a form of experiential learning – there is a small differential between a 2.7 and 2.3 GPA. Also suggested that it would be helpful to not have an overarching policy and make it program specific.
- Suggestion that AC create an action item about reviewing the policy instrument.
- B. Dinwoodie clarified that it is within Academic Council's jurisdiction to approve the proposal as the policy falls squarely within the mandate of AC.
- Suggestion to have a time frame for the framework review.
- Why is a deviation from the framework necessary in this instance?
 - L. Roy committed to completing the review by the end of the academic year.
 - L. Roy advised that there were a number of students who were blocked from applying for co-op positions because there was no associated program.

Upon a motion duly made by H. Kishawy and seconded by R. Ruttenberg Rozen, pursuant to the recommendation of USC, Academic Council unanimously approved the Major Program Modification to the Bachelor of Engineering in Nuclear Engineering as presented and directed that a review of the Co-Op Framework be conducted and completed by the end of the academic year.

(d) Faculty of Health Sciences: Bachelor of Health Sciences in Kinesiology

L. Roy presented the proposal for approval.

Upon a motion duly made by M. Lloyd and seconded by E. Partosoedarso, pursuant to the recommendation of USC, Academic Council unanimously approved the Major Program Modification to the Bachelor of Health Sciences in Kinesiology.

Program Components:

(e) Faculty of Health Sciences: Kinesiology Advanced Entry

L. Roy provided an overview of the proposal.

Upon a motion duly made by M. Lloyd and seconded by E. Partosoedarso, pursuant to the recommendation of USC, Academic Council unanimously approved the new

Bachelor of Health Sciences in Kinesiology Advanced Entry program.

**(f) Faculty of Social Science and Humanities: Bachelor of Arts in Psychology
New Pathways Programs**

L. Roy presented the proposal for consideration.

Upon a motion duly made by P. Stoett and seconded by B. Murphy, pursuant to the recommendation of USC, Academic Council unanimously approved the new Bachelor of Arts in Psychology Advanced Entry and GAS Transfer programs.

**(g) Faculty of Social Science and Humanities: Bachelor of Arts in Psychology
New Minor Program**

L. Roy presented the proposal for approval.

Upon a motion duly made by P. Stoett and seconded by R. Felder, pursuant to the recommendation of USC, Academic Council unanimously approved the new Psychology Minor program.

9. Policy Consultation:

**(a) Procedures to Prevent and Address Discrimination and Harassment By or
Against Students**

A. Sunstrum provided an overview of the procedures. He advised that the intention is to align the student procedures with the employee procedures that were approved last year.

Academic Council had the following comments and questions:

- ensure that reporting/communication set out in the procedures has accessibility built into the procedures;
- worried about how this might negatively affect a student's ability to freely speak their mind – not enough detail about what constitutes “fair discourse”;
 - A. Sunstrum clarified that this is a dispute resolution procedure – the Respectful Campus Policy is the overlying policy and goes into detail about Freedom of Expression and the university also has a Freedom of Expression Policy.
- S. 17.8: engage a university official – is there a specific definition for university official?
 - A. Sunstrum will take it away and might change it to “person of authority” for consistency.
- S. 11: right to support persons – no right to speak during an interview
 - A. Sunstrum advised that the support person can be anyone who can attend in order to support students through the process; does not have

to be a legal representative; the expectation is that the support person would not interfere in the interview.

- Microaggressions and disrespect – fall short of harassment?
 - A. Sunstrum confirmed that they do differentiate between microaggressions and disrespect, and harassment.
 - There is a wide array of behaviour that we want to address under the procedure – expect that the person of authority would address the microaggressions/disrespect and not allow it to fester and become harassment. Would also examine the case law to make the determination as to whether allegations, if true, would amount to harassment.

10. Consent Agenda:

- (a) Steering Committee Delegation of Authority Review
- (b) Minutes of the Meeting of January 25, 2022

Upon a motion duly made by L. Roy and seconded by H. Kishawy, the Consent Agenda was approved as presented.

11. For Information:

(a) USC Minor Program Adjustments:

- (i) Faculty of Business and Information Technology: Bachelor of IT in Networking and IT Security Advanced Entry for Students from Durham College*
- (ii) Faculty of Business and Information Technology: Bachelor of IT in Technology Management*
- (iii) Faculty of Social Science and Humanities: Bachelor of Arts Internship*
- (iv) Faculty of Social Science and Humanities: Forensic Psychology Minor*
- (v) Faculty of Social Science and Humanities: Bachelor of Arts in Political Science*
- (vi) Faculty of Social Science and Humanities: Bachelor of Arts and Bachelor of Science in Psychology*

(b) GSC:

- (i) Cyclical Program Review – Faculty of Energy Systems and Nuclear Science – Master of Applied Science and Doctor of Philosophy in Nuclear Engineering*
- (ii) Minor Program Adjustment -Faculty of Education – Master of Arts and Master of Education in Education and Graduate Diploma in Education and Digital Technologies*

12. Other Business

None.

13. Termination

Upon a motion duly made by J. Bradbury, the meeting terminated at 4:16 p.m.

Becky Dinwoodie, Secretary