

FACULTY COUNCIL

June 27, 2024

Via Microsoft Teams

Attending:

Brenda Merritt, Dean, Chair

Cheryl Brown, Dean's Office, Faculty Council Administrative Support

Niki Kiepek, School of Occupational Therapy

Janet Pothier, School of Social Work

Shaun Boe, Associate Dean Research

Catherine Gunn, Director Representative, School of Health Sciences

Ana Maria Gonzalez Barrero, School of Communications Science and Disorders

Sujita Pandey, Student Representative, Non-ETP

Jeanna Parsons Leigh, School of Health Administration

Jamie Eliasson, School of Health Sciences

Heidi Framp, College of Pharmacy

Terrence Lewis, Associate Dean Equity and Inclusion

Rebecca Moyer, School of Physiotherapy

Lauren Rehman, Director Representative, School of Health and Human Performance

MEETING MINUTES

DECISION

1. Approval of Agenda:

MOTION: That Faculty Council approves the agenda for the June 26, 2024, meeting as presented.

Marion Brown/Niki Kiepek Motion carried/unanimous.

2. Consent Agenda:

The meeting minutes from the May 23, 2024, meeting of Faculty Council were approved by consent.

3. Other Decisions:

3.1 ARC Report for June 2024 (Jamie Eliasson)

School of Health Administration – Amendment to Admission Criteria to remove the requirement of the GMAT

The rationale for the proposal is recognition of the concerns regarding equity barriers to standardized tests. In addition, data indicate that the GMAT is not a predictor of success in the program. Further, the number of waiver requests for GMATs has increased given the barriers experienced in accessibility. Removal aligns with domestic programs including closest comparators UBC and U of T.

Note: GMAT is now an *option* for inclusion, not a requirement.

It was moved: To recommend to Faculty Council approval of the amendment to Admission Criteria by Removing Requirement of the GMAT.

(Sheri Price/Jamie Eliasson) 4 in favour, 2 against. MOTION CARRIED

Faculty Council voted to accept the recommendation unanimously.

3.2 Practice Education Committee Terms of Reference (Marion Brown)

The Practice Education Committee is seeking co-chairs for the coming year. The significant workload of this committee was noted, having placed approximately 3,000 students in the school year. Marion shared that there will be a recognition event in the fall to thank preceptors.

Motion: That Faculty Council approves the changes made to the Practice Education Committee Terms of Reference as presented.

Marion Brown/Niki Kiepek Motion carried/unanimous.

3.3 Faculty of Health Teaching Awards Committee Terms of Reference (Marion Brown)

Marion clarified the changes being proposed to the terms of reference, mainly centered around making the award submission package less work for the applicants.

Questions were raised about the step from school to Faculty to University level awards and what the packages look like for each. Marion will take that discussion to the committee.

With these questions, Marion asked that the Terms of Reference be removed from the Decision agenda and be brought back later for approval.

DISCUSSION

4. Holistic Review of Teaching (Marion Brown)

Brenda prefaced the discussion with a few comments regarding the ongoing resistance being demonstrated by some faculty members around the incorporation of peer review into their norm. Collegial support through review can be important in developing faculty ability to accept and incorporate student review in a way that is less harmful to all. The Faculty of Health is currently leading the University in enrolment for the coming academic year and incorporating HRT into teaching roles can be a good tool in retaining student numbers.

The Growing the Garden group will continue to provide learning opportunities and continue to encourage faculty members to reflect and write about experiences. A previously suggested

insertion of HRT into the workload/annual reporting process has been withdrawn, but the team is available for providing techniques for incorporating HRT into teaching and learning.

Marion noted that resistance often takes the form of faculty members stating that HRT is not a requirement in the collective agreement. She rebutted this, citing the following (as provided in the June ADA report to Faculty Council in the meeting materials): “These procedures guide faculty members within the Faculty of Health through an approach that integrates evidence of teaching effectiveness from students, peers and self. All members benefit from developing their teaching, reflecting Article 17.11 in the DFA Collective Agreement (2022-2025): “Members with teaching responsibilities have an obligation to make all reasonable efforts to develop and maintain their scholarly competence and effectiveness as teachers within the area of expertise in which they are employed, to prepare, organize, and present their subject matter so as to facilitate comprehension by their students, and to revise that subject matter when appropriate.” (P.66).

There was discussion by members of the Council regarding how including these principles in their work will affect that work, including nervousness at having others provide review of their teaching, how it affects workload in the time involved in doing the reviews, etc. There was a suggestion that a fall event include testimonials from faculty members who have conducted or received peer review.

Kudos were offered to Marion and the team for the document developed and shared, particularly the pictogram visual that makes it easy to share and understand the principles.

Marion noted that version 3 of the document provided will be brought back to Faculty Council in September.

INFORMATION

Terry Lewis introduced himself in his new role as Associate Dean Equity and Inclusion and noted that he will be providing a report soon and on an ongoing basis.

Shaun Boe noted that his June report has been uploaded to the Teams site. He also noted that specific details of work done by the Research Committee and PhD in Health are available on the Research Brightspace page. A more fulsome report on what’s been going on over the past year will be given at the Full Faculty meeting on July 4, 2024.

Brenda Merritt is working on the Faculty of Health Annual Report to the Provost; it will be

The Diversity and Equity Committee in the School of Social Work is hosting a virtual conference in September. A link was provided, and Faculty Council members were encouraged to share the information with their schools.

<https://www.dal.ca/faculty/health/socialwork/news-events/conversations-an-international-conference.html>

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Motion to Adjourn: Laurene Rehman, 11:03 a.m.

ACTION ITEMS:

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