

Faculty Board Meeting

June 25, 2020, 3:30 p.m.

Meeting Notes:

- Welcome
- 1st time we've met in summer
- Request to hold a meeting
- Held 40 town hall meetings since pandemic
- There was a request for this special faculty board.
- Minutes will be taken
- Minutes will be approved in September
- Land Acknowledgement
- Purpose – information meeting
- Usual process won't hold
- Motion to adopt agenda
 - moved by McDonald seconded by Morelli – all in favour
 - motion passes
- Item 2 - Arts & Science undergraduate report
 - David Niddam-Dent
 - President Of ASUS
 - Information session
 - Have been hard at work at making sure that students are ready for the Fall
 - As students, understand spring was a difficult transition for all
 - With no USATS – not much of a mechanism for communicating
 - Course selection and planning – there is a real need for communication for Fall
 - Proposal we'd like to share with Depts & DSCs making sure everyone is getting the information needed
 - Hope that depts will appreciate the proposal
 - Proposal: Depts should have a meeting with DSC in next 2 weeks to talk about
 - Spring student concerns
 - Dept efforts to switch to online learning
 - Then DSCs and depts can talk about what info students need – and collaborate to communicate
 - Make sure we're retaining students
 - Make sure we're hearing students re: their concerns
 - Any questions?
 - David is happy to address questions
 - 2nd thing – Black Lives matter
 - Thinking of ways to make Queen's more equitable

- EDII committee doing good work
 - Hoping students are feeling comfortable in our community
 - But, more works needs to be done
 - Politics dept is doing strong work in this area
 - There will be more from ASUS about this
 - Working on a Speaker Series to focus on BIPOC speakers
 - ASUS running a virtual summer camp if anyone is interested
 - Looking forward to building an online community this fall
 - Looking forward to collaborating with Faculty
- Questions?
 - Member Morelli question:
 - Point of order
 - Wondering why we're using webinar format instead of being able to see each other?
 - Challenging way to meet?
 - Is there a way to convert this meeting?
 - Answer:
 - It is a webinar so we can accommodate more than 100 people
 - Didn't know what the turnout would be
 - If you raise your hand panelists can see who has questions
 - Limitation of technology
 - Member Shao question:
 - More info about ASUS summer camp – where is the info?
 - Answer:
 - Asuscamps.ca
 - 8 weeks from July 1st onward
 - Discount for Faculty members families
- Item 3 on Agenda - Dean's Report – Dean Barbara Crow
 - Thank you for the feedback as we move through challenges
 - Departure from the regular
 - Updates since the spring
 - Impact of COVID on community; mental health, etc.
 - It is a difficult time
 - Thanks to Students Staff and Faculty for delivering remote spring and fall
 - Tremendous capacity to adapt, learn, and deliver
 - Amazing to see all adjust
 - We've learned from this
 - Communication strategies
 - Finding ways to use technologies to enhance our communications
 - Demonstrated our tremendous capacity
 - Shout out to:
 - Jacquie Jamieson -who has been handling 1000s of emails graciously and in a timely manner

- Susan Lord – outgoing director of CUST – tireless and tremendous support for Grad Students
 - Black Lives Matter
 - Universities important part of this movement
 - Young leaders
 - Who is missing – what can we do about it
 - BIPOC leaders have been coming forward
 - Units, Faculties and Universities have put forward many initiatives
 - In this flurry of activities – nothing about us without us – important to understand the relationships with our equity-seeking groups
 - Been building on many movements over the past number of years
 - We have the skills needed to be an important part of collaborating
 - Fault lines have been exposed
 - We have opportunity/imagination to move forward
- Questions for Dean Barbara Crow?
 - Member Morelli
 - Thanks
 - Can you give specific examples of things Faculty will try to do to eliminate systemic racism?
 - Answer:
 - Strategic plan
 - EDII committee
 - Sent survey to community asking about impact and what it means
 - Every unit sent a response to Black Lives matter including action plans re:
 - Curriculum
 - Steps they are going to take
 - Have put a link re activities moving forward from units
 - New Hires
 - 1st day to 1st sabbatical for new hires
 - Senate regulation – re: all new curriculum and Indigeneity
 - Black Studies program 2020-21
 - PICRDI and TRC reports
 - Multiple activities and using the recommendations of PICRDI & TRC reports
 - Working with ASUS
 - Working with Teaching & Learning
 - Member Morelli – question #2
 - 70% of hires from equity seeking groups. Does this include women?
 - Answer:
 - Dean Crow can share the numbers
 - Women were not at parity in the Academy
- Item 4 – Associate Dean report – Jill Atkinson

- Work on Teaching & Learning
- Caught off guard in March
- Emergency remote teaching
- Fall continuation of remote teaching
- Have been busy getting ready
- In summer – enrolment for online 62% (summer courses)
- New students coming online for online course - #s are up as well
- Increasing the number of courses in the Fall – that are fully online
- 63 instead of 29
- Bader International Centre online courses included
- This summer – current courses remote changes – we are also helping Faculty members who want to bring anti-Black racism content
- For Fall
 - Talking to instructors about helping students spread their 30 units.
 - Asked depts to start offering spring courses (2021) – on campus
 - Still will have online suite as well
 - May be an option for students who are around campus
 - Senate has revised dates
 - Fall will have a full week break
 - Starting winter term a week early
 - Delaying start to summer
 - This year in the Fall – students will have 8 weeks to make a decision re: dropping course -with no financial penalty
 - Timetable will be coming out – July 24th – for the fall
 - All of undergrad are remote
 - In some cases there may be asynchronous teaching
 - Some courses will have no synchronous sessions.
 - Trying to make meetings as accessible as possible in the fall
 - Technology – getting access – so we have best array for instructors
 - This may require more support for students – working closely with IT – to be more available (for more hours of the day etc.)
 - Working with accessibility issues
 - Have a university VPN
 - Paying special attention to privacy, security
 - queensu.ca/artsci/remote-teaching
 - Have been working closely with Depts
 - Know from the research re: online learning – training people within depts to help instructors
 - Running daily webinars
- Questions for Jill
 - Member Morelli
 - Comment – I appreciate support for Faculty for remote courses as this is new. What was frustrating for a strong push to not have courses

timetabled. Faculty not being listened to. Need support from Faculty office. Disheartening that support wasn't there.

- Question – tuition refund up to week 8. Can we do 1 more week? Fall term break. May use that break to consider their options.
- Answer:
 - One of the issues regarding tuition – concern because of the effect it would have on teams /team-work. Need time to reconsider team work.
 - Students need to be informed to make a good decision
 - Students will need some work returned with them in order to make informed decisions
 - Jill Atkinson and Jenn Stephenson met with depts
 - Research regarding online learning suggests It may be difficult for students to have timetabled courses
- Question
 - Member Fachinger
 - Thank you for all your hard work and support
 - Do intend to include synchronous seminars
 - Am I supposed to find out where my students are located (or is the onus on the students) e.g. re; internet / time zones etc.
 - Answer:
 - We can produce a list of students and their time zones
 - We will have a survey available to send to students once registered – to ask questions about themselves:
 - Distractions in their homes
 - Computer time (concussion-related for instance)
 - Help to know about what their environment is etc.
- Item 5 – Question period
 - Guest – Provost Mark Green
 - Pleased to be here
 - Thank you for all your efforts
 - Chair Academic operations group – coordinating efforts planning for fall/winter/ etc. as well as more return to campus
 - Have had library open for curbside
 - Some researchers returning
 - Campus operations committee - Looking at safety procedures
 - Limits re: rooms/building etc.
 - Research Committee
 - Enrolment
 - Looking very positive
 - Acceptances are up 15%
 - 30% in Ontario
 - In FAS – a smaller increase over what we had planned and previous years

- Increases in Indigenous students (25%) and 1st generation students (50%)
 - International students still strong
 - Racism issues
 - A lot of incidents this past year
 - Chown Hall
 - LGBTQ community
 - More recently – Black Lives Matter
 - EDII issues are top priority
 - TRC task force
 - PICRDI
 - Recommendations re: curriculum are very important
 - Happy to see work out of CTL re: how to incorporate Indigenous content. And are working on Anti-Black racism content
 - Looking at an extra QNS in Indigenous
- Questions for Provost?
- Member Cotton:
 - Re: Jill's comments
 - Making classes accessible for students from all around the world
 - Is censorship an issue from some of the countries where students are participating?
 - Do we need to censor?
 - Have we thought about this?
- Answer:
 - Assembling a panel (with Stephanie Simpson, Lisa Newton and Faculty who teach content) We can't give advice re: specific country – but we can prepare students to avoid putting themselves in jeopardy. Will be part of remote teaching series.
- Member Casteleden:
 - Concerned to see a new message about July 2nd and 3rd holidays – should things be rescheduled a second time if it has been rearranged already?
- Answer:
 - No need to rearrange the rescheduled meeting. Clarification was more for events that were difficult to accommodate.
- Member Beauchemin
 - YMCA is opening daycare. Will Queen's daycare be opened any time soon? Would help faculty and grad students
- Answer:
 - Hope that they would. They operate under a separate board from Queen's
 - YMCA was already offering emergency day care – that is maybe why they have opened sooner
- Member Lord:

- Thanks to all of the people in FAS realm and Admin for trying to help us all
 - Question re: Grad students –
 - One of the discussions on the agenda for International students (including grad students from the Global South) is - has there been movement forward re: equalization of tuition
 - Answer:
 - Recommendation did come once to the Deans – but there is not yet decided. Still in discussion. This was the recommendation from working group out of Grad Student success.
- Additional Comments from Provost Mark Green:
- Regarding numbers of racialized new hires: 50% new tenure track – racialized or visual minority (2019 data) (University-wide)
- Question
 - Anonymous Member
 - For future student admission – are members from BIPOC community given particular consideration?
 - Answer:
 - for Indigenous community this has worked – a template for members of BIPOC community
 - Additional supports e.g. Four Directions – can be used as an example of ways to support BIPOC students
- Item 6 - Faculty of Arts & Science Committee membership
 - Vacancies on committees
 - Members are encouraged to apply or to ask their colleagues to apply
 - Chair of nominating committee of Faculty Board
 - Petra has done a fantastic job past number of years
 - We do need someone to fill this position
- Any other business?
- Thank you everyone.