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?
  o 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?
  o 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
  o Member Shao question:
    ▪ More info about ASUS summer camp – where is the info?
  o Answer:
    ▪ Asuscamps.ca
    ▪ 8 weeks from July 1st onward
    ▪ Discount for Faculty members families
• Item 3 on Agenda - Dean’s Report – Dean Barbara Crow
  o Thank you for the feedback as we move through challenges
  o Departure from the regular
  o Updates since the spring
  o Impact of COVID on community; mental health, etc.
  o It is a difficult time
  o Thanks to Students Staff and Faculty for delivering remote spring and fall
  o Tremendous capacity to adapt, learn, and deliver
  o Amazing to see all adjust
  o We’ve learned from this
  o Communication strategies
  o Finding ways to use technologies to enhance our communications
  o Demonstrated our tremendous capacity
  o 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
  o 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?
  o Member Morelli
    ▪ Thanks
    ▪ Can you give specific examples of things Faculty will try to do to eliminate systemic racism?
  o 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
  o Member Morelli – question #2
    ▪ 70% of hires from equity seeking groups. Does this include women?
  o 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 on 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 Atkingson 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
      o Chown Hall
      o LGBTQ community
      o More recently – Black Lives Matter
      o EDII issues are top priority
      o TRC task force
      o PICRDI
      o Recommendations re: curriculum are very important
      o Happy to see work out of CTL re: how to incorporate Indigenous content. And are working on Anti-Black racism content
      o Looking at an extra QNS in Indigenous
  o Questions for Provost?
  o 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?
    o 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.
  o 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?
  o Answer:
    ▪ No need to rearrange the rescheduled meeting. Clarification was more for events that were difficult to accommodate.
  o Member Beauchemin
    ▪ YMCA is opening daycare. Will Queen’s daycare be opened any time soon? Would help faculty and grad students
  o 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
  o 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
    o 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
  o Anonymous Member
    • For future student admission – are members from BIPOC community given particular consideration?
    o 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
  o Vacancies on committees
  o Members are encouraged to apply or to ask their colleagues to apply
  o 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.