

FACULTY OF ARTS AND SCIENCE
FACULTY BOARD

A meeting of Faculty Board was held on Friday, Dec 9, 2016 at 3:30 p.m. in the School of Kinesiology and Health Studies – KHS100. Mr. Ascough was in the Chair.

Before the meeting began, Mr. Ascough informed Faculty Board that item 12 “Faculty of Arts and Science – Faculty Board By-Laws Amendments – Notice of Motion” was being struck from the agenda and would come to Faculty Board as a communication rather than a motion.

1. Adoption of the Agenda

Moved by Ms. Akinson, seconded by Ms. MacDonald, and carried that “the agenda be adopted”.

2. Approval of the Minutes

Moved by Mr. Walker, seconded by Mr. Mingo, and carried that “the minutes of Nov 25th, 2016 be adopted”.

3. Business Arising from the Minutes

There was no business arising from the minutes.

4. Arts and Science Undergraduate Society Report

Mr. Baga wished Faculty Board a happy holiday. There were no questions.

5. Dean’s Report

Before beginning, the Dean noted that matters concerning human rights, equity, diversity and inclusion in the Faculty of Arts and Science would be regular updates in his report. Dean’s report attached.

In closing, the Dean wished Faculty Board a happy and safe holiday.

6. Question Period

There were no questions.

7. Communications

Mr. Ascough announced that in the coming months the Procedure Committee will be making changes to the Faculty by-laws. Minor changes such as correcting Department names, and substantial changes to sub-committee’s structure. Mr. Parker chairs that committee and there are student representatives. These changes will come to Faculty Board for approval, perhaps as early as the February meeting.

8. Curriculum Committee Omnibus Report – Appendix A - for approval

Moved by Ms. Matrix, seconded by Mr. Battaglia, and carried “that the Omnibus Report Part III be approved.”

9. Undergraduate Program - Bachelor of Arts (Honours), Politics – Philosophy – Economics Specialization Undergraduate Degree Plan (PPEC-P-BAH) – Appendix B – for approval

Moved by Ms. Matrix, seconded by Ms. MacDonald, and carried, “that the proposal for a new Undergraduate Program - Bachelor of Arts (Honours), Politics – Philosophy – Economics Specialization Undergraduate Degree Plan (PPEC-P-BAH) be approved.”

Addressing the motion, Mr. Keay, the undergraduate chair in Economics, told Faculty Board that the new program was structured around the ideas of interdisciplinarity and takes advantage of the similarity in the fundamental questions asked in Politics, Philosophy and Economics. He said that students graduating from this program will be excellent candidates for public and private sector employment, graduate school and law school. He finished by acknowledging the development help and support from the Faculty of Law, which will be involved in team teaching the 4th year capstone research seminar, and thanked the Arts and Science Faculty Office for their innovative ideas around interdisciplinarity and their support throughout the process of developing the plan.

10. Proposed Revisions to the Admission Regulations - of the Faculty of Arts and Science – Appendix C – for approval

Moved by Ms. Bénard, seconded by Ms. MacDonald, and carried “that the proposed revisions to the Admission Regulations of the Faculty of Arts and Science be approved.”

11. Report of the Nominating Committee – Appendix D – for approval

Moved by Ms. Fachinger, seconded by Mr. Dano, and carried “that the Faculty of Arts and Science Committee Membership 2016-2017 be approved.”

12. Motions from Nov. 25 Faculty Board Meeting – for approval

Mr. Ascough reminded Faculty Board procedure requires that motions from the floor, if passed, must also be passed again at a subsequent meeting and so the motion before Faculty Board are those that were passed at it previous meeting.

Moved by Ms. King, seconded by Mr. Battaglia, and carried that, “In light of recent events at Queen’s, including a party at which students perpetuated racist stereotypes of numerous cultures, be it resolved that Faculty Board endorses the joint statement by ASUS and Dean Smith and their explicit naming of these events as racist.”. The vote was unanimous.

Moved by Ms. King, seconded by Ms. Fachinger, and carried that, “Faculty Board affirms its commitment to cultivating an environment in which all are welcome and experience equality, dignity and security. Faculty Board strongly recommends that the Faculty of Arts and Science commit to taking additional measures to address the culture of whiteness by allocating the necessary budget and staff to implement the recommendations of the 2011 Diversity, Anti-Racism and Equity Task Force. These measures include but are not limited to Long Term Recommendations E) and F) which call for diversification of the curriculum and a required course on themes of social justice or social difference.” With 2 abstentions, the vote was unanimous.

13. Other Business

There was no other business.

Richard Ascough
Chair, Faculty Board

Patrick Costigan
Secretary, Faculty Board

Dean's Report (Faculty Board, December 9, 2016)

The new dean of the Faculty of Arts and Science, Dr. Barbara Crow, was announced earlier this week.

Dr. Crow is the dean and associate vice-president of Graduate Studies at York University and currently serves as dean and associate vice-president, Graduate Studies. In this role, Dr. Crow has worked to advance the Faculty of Graduate Studies by strengthening student support services and administrative coordination; expanding graduate programming; and increasing the number of student grants, fellowships, and awards. She is a former chair of the Ontario Council of Graduate Studies and used this position to lobby the provincial government to increase funding for international and Aboriginal students.

Dr. Crow completed her BA, MA, and PhD at York University and began her academic career at the University of Calgary. A feminist scholar, her multidisciplinary research interests focus on the social, cultural, political, and economic implications of digital technologies.

I look forward to working with Dr. Crow over the next six months as she transitions to her new position here at Queen's, as well as to continue working with her in a senior administrative role when she begins as dean next July.

Update on FAS actions on Human Rights, Equity, Diversity and Inclusion

In my Dean's Report at Faculty Board on November 25, I said that over the next few months, following on a program that began in the Faculty of Arts and Science office in August, we will be rolling out a series of discussions on human rights, equity, sexual violence, diversity, and inclusivity across the Faculty. As a starting point the Deans leadership team, as well as the entire staff in the Faculty of Arts and Science offices (student services; continuing and distance studies, advancement) have already participated in such discussions led by the Human Rights and Equity Offices. Similar discussions will be held at the Committee of Departments meeting with department heads in second term on January 13, and with DSC representatives at the ASUS assembly on January 25. Working with the ASUS executive and leadership team in the Faculty Office, the plan is to roll out an organizational framework for building and sustaining a culture of equity inclusivity at the departmental level. In this regard, the recently approved Diversity and Equity Self-Assessment and Planning Tool (DEAP) is now being used at the departmental level as part of the Cyclical Review Process. The purpose of the DEAP tool is to assist faculties and departments to better understand working environments and climate relating to equity and diversity, and how to plan for needed adjustments. This is a diagnostic self-audit tool that helps faculties and departments to:

- **Understand the demographic profile of their staff, faculty and students**
- **Assess how well an individual department is doing to promote equity and diversity**
- **Provide an opportunity to reflect on areas in need of improvement**
- **Develop an action plan and timeline for improvement**

As with the awareness programs (above), departments in A&S will be strongly urged to update their DEAP information annually rather than using it every seven years as part of the Cyclical Program Review Process.

Importantly, these initiatives relate directly to the reports of the Diversity Equity Task Force and DARE reports that have been referenced in recent weeks, specifically in connection to the Implementation Task Force, which the Principal struck coming out of the Senate meeting on November 29.

In addition to what I have already mentioned, I highlight the critical role A&S has played in programmatic development. An important example is the development of Indigenous Studies through the recruitment of Indigenous faculty, students, and the development of an Indigenous Studies curriculum. Due to outstanding proposals that embrace a wide spectrum of diversity and race studies, Arts and Science has been, and continues to be, the lead recipient of Queen's National Scholars, and indeed is giving back to that program (revived in 2011) its original equity and diversity mandate.

As we strive for greater awareness and accountability regarding respect of differences in our Faculty community and beyond, we will continue to prioritize these initiatives. As an educational institution, it is our duty to embrace teaching and learning as a vital, respectful way to reflect, discuss and improve on what we do every day. Today and going forward, our focus must be on identifying processes that address systemic racism on campus, and building an inclusive and welcoming environment for everyone.

Diversity and Inclusion updates will be a standing item on the Dean's Report at Faculty Board for the rest of this academic year.