

FACULTY OF ARTS
Minutes of Faculty Council Meeting
Tuesday, November 10, 2020
Via Zoom

Attendance: As per Faculty Appendix book

Documents: A-20-4, A-20-05,

Preface

Associate Dean Michael Fronda instructed the floor on how the Faculty Council meeting is to be conducted remotely:

- Please keep yourself muted unless recognized to speak. The Chat function has been disabled.
- Use raised hand feature to request to speak (preferred) or write questions in chat
- While the Dean or others are speaking, I will monitor the screen for questions along with Richard Courtois's assistance.
- When I am reporting, I will ask Richard Courtois to monitor
- Votes on reports of committees (we have one) will be conducted by poll: I will launch once a move to vote has been seconded
- Non-controversial / procedural motions (e.g. to adopt the agenda) will be conducted if no objection by unanimous consensus. That is, once seconded, if no one raises an objection we will assume the motion is carried unanimously. To object, raise your hand or write in the chat. If there are objections, we will vote either by "raise hand" function or by launching a poll in-meeting (if possible).
- I will share my screen at points during the meeting to indicate where we are on the agenda and to show reports or other documents as needed. Most times I will not share screen, so that it is easier to monitor the members, look for raised hand, etc.
- Lastly, we will record the meeting (I will start the recording only after making this announcement) ONLY for the purpose of verifying the minutes. The recording will NOT be archived; it will be destroyed once the minutes have been approved at the next meeting.

Order

The Dean called the meeting to order at 3pm. She welcomed everyone and thanked them for their attendance.

Agenda

201.1 The agenda was approved by Chris Ragan, Director of the Max Bell School of Public Policy moved and seconded by Chip Smith, AUS Representative. With no objections, the agenda was carried as submitted.

Announcements

202.1 The Dean was very proud to announce that Dr. Daniel Douek, Faculty Lecturer in the Department of Political Science has won the Principal's Prize for Excellence in Teaching. Dr. Douek's award was announced at last week's Convocation ceremony which was held remotely.

The Convocation ceremony was held last week. This was the second such convocation held remotely and was very successful. The Dean noted especially that the first class of the Max Bell School of Public Policy students graduated with their Master's Degree in Public Policy. Congratulations are extended to the Director, Professor Chris Ragan for making this possible.

The Dean repeated the Principal's announcement that McGill placed 1st in the Medical-Doctoral category in the Maclean's rankings for universities across Canada. She also mentioned that the QS and the Times Higher Education rankings place the Faculty of Arts in a strong international position: top 50 in Social Sciences and Humanities and top 30 in Humanities.

Finally, a reminder that November 11th is Remembrance Day. Many neighbourhoods are holding ceremonies, and although large gatherings are prohibited, the Dean encouraged everyone to take a moment at 11:00 a.m. to honour Canada's past history and its heroes.

Seating of Student Members :

- 203.1 The Dean introduced complete slate of undergraduate and graduate student representatives. She mentioned the profile of the AUS executive in the latest edition of the Arts Newsletter. Thanks goes out to Sarah Huzarski, the Faculty's Communications Officer and to the student leaders for their willingness to participate. Although not all of the representatives were present, the Dean welcomed them and thanked them for their participation.

Undergraduate Student Members

Ananya Nair
Catherina Musa
Rachita Batra
Anaïs Mortazavi Zadeh
Madelyn Evans
Darshan Daryanni
Chip Smith
Mary Lynn Loftus
Godwin Okubal
Paige Collins
Anna Aryal
Anna Collett
Elizabeth Franceschini
Benjamin Stokeley
Alex Karasick

Graduate Student Members

Ozanay Bozkaya
Eric Wilkinson
Rine Vieth
Kristi Kouchakji (who is absent for this meeting)

Minutes (A-20-4)

203.1 The Minutes of the Faculty Council Meeting of October 13, 2020 (A-20-04) were tabled.

The Dean motion for the minutes of the October 13, 2020 Faculty Council Meeting to be approved:

Mover: Cecily Raynor

Seconder: Chip Smith (UAS Representative)

Approved unanimously

Business Arising from the Minutes

204.1 There was no business arising.

Members' Question Period

205.1 The Dean reported to the floor that a series of questions were received from the PGSS Executive and that these would be answered in the Other Business category.

Actions of Senate

206.1 Dean Maioni asked if there were any questions for Senators with regard to the last Senate meeting held on September 22nd. The Dean announced that there is also a joint Board of Governors and Senate meeting scheduled on November 12th. No questions were raised.

Report of the Dean

207.1 The Dean extended a very warm welcome to everyone and extended her appreciation to everyone for being so accommodating to the date change of the meeting.

The Faculty has continued to operate daily at a steady pace, with sincere appreciation to all for the collective hard work of everyone in the Faculty of Arts community, instructors, staff and students. In addition to the 2020-21 priorities that the Dean outlined in her report at the last Faculty Council meeting, there are a few updates to highlight.

- 1) The first is the extensive and intensive planning that the Faculty is engaged in as part of the University-wide effort to prepare for the Winter 2021 session and beyond. Planning will be moving from a crisis-management situation to managing in a chronic situation. All of the Faculty's programs will be primarily delivered remotely; however, attempts are being made to ensure the possibility of in-person teaching and learning opportunities.

In the Faculty of Arts, the Associate Deans and the Chairs and Directors have discussed with Chris Buddle and Fabrice Labeau, the university leads, the challenges associated with delivering in-person teaching.

As the largest undergraduate Faculty at McGill, the Faculty has a collective responsibility to provide students – 75 % of whom are in Montreal --with what the students have requested, which is more in-person learning opportunities. The requests made to teaching programs are directly related to the fulfillment of the Faculty's academic mission in the context of a pandemic, and the obligation the Faculty has to offer students the best possible learning environment in this situation.

The Faculty is also mindful that these kinds of opportunities are important in thinking about future planning for Fall 2021 and to plan for potential scenarios as it is difficult to ascertain at this time what the public health situation will be then.

At this point, the Faculty is planning for the possibility of remote delivery for the summer session, although this has not been formally announced. Unfortunately, due to the uncertainty of the current pandemic situation, the Faculty will not likely be able to offer summer abroad programs. It also means that academic visitors have been limited to the very minimum for the Winter session.

- 2) The second announcement concerns the feedback and engagement efforts with our Arts community. Many units have conducted student-based surveys, which have been enormously helpful in understanding the stressors for our student population, and in feeding the larger university-wide efforts to allay and mitigate these effects of the pandemic situation. An administrators-only town hall was held last week, which also allowed for frank and open discussion about the pressures administrators are facing in this sustained pandemic context and in a new approval and HR process known as Workday. The implementation of a new HRIS process has its challenges, and the administrative staff has been incredibly diligent in bringing these concerns to the fore and in helping to find solutions for these new systems to work better.
- 3) The third announcement concerns the Equity, Diversity and Inclusion initiatives, part of the Strategic Initiatives for this year. These are university-wide but particularly important initiatives for the Faculty of Arts.

The Dean is happy to report and welcome new hires as part of the Indigenous Success initiative: four new hires this year in the Faculty of Arts. They are:

Noelani Arista, in History, who will also serve as Director of the Indigenous Studies program,
Yann Allard-Tremblay in Political Science,
James Crippen in Linguistics,
Leslie Sabiston in Anthropology.

They will join Gloria Bell in Art History and Communication Studies as well as Cindy Blackstock in Social Work, and many more scholars, instructors, students and staff as part of a growing Indigenous community in the Faculty of Arts.

The Dean is also happy to report that the Provost's office has announced two initiatives related to the Anti-Black Racism Plan. The first is a Working Group for African Studies. The second will be 10 new university licenses to be distributed this year, and the Faculty of Arts will be at the forefront of the effort to build strong academic cases for hiring across the social sciences and humanities.

Report of the Associate Deans

Student Affairs

208.1 Associate Dean Michael Fronda presented the Student Affairs Report on behalf of Associate Dean Lucy Lach with two items to report.

1. **Summary of the engagement conducted in a comprehensive effort to obtain student input on their learning experience this term.** This was done in a number of ways: meeting with AUS Council, departmental level meetings and surveys of students and student organizations, a general Arts town hall with students. Results were forwarded to and analyzed by the Associate Dean and key themes were communicated to Associate Provost Buddle. These key themes were also communicated to Chairs and Directors, who in turn informed their constituents of the results. Slides summarizing student feedback were shown.

2. **Summary of ongoing planning of in-person on-campus learning opportunities in Arts for the Winter term 2021.** All faculties have been asked to provide a list of courses that will provide students who are physically in Montreal to attend in person learning opportunities, with a University target of 20% -30% of courses to have an in-person component. No student, who is not in Montreal, shall be disadvantaged by this exercise. The aim here is to provide students with the possibility of connecting with their instructors/TAs as well as peers.

Academic Administration and Oversight

208.2 Associate Dean Fronda gave the following report:

1. Further summary of planning for WI 2021. Proposals for in-person teaching activities have been received and forwarded to the Associate Provost for the next round of approval. The Remote Learning Assistant Program has been extended to WI 2021; the allocation of RLAs to Arts has yet to be determined. The University provided additional funding for direct teaching support, i.e., for TAs, graders, etc. Distributions to departments will be announced before the week's end.

2. Planning for Summer 2021 has already begun; announcements have been sent to all departments asking for proposed summer course offerings. Deadline is November 22. The preliminary summer course budgets will be announced in early December.

3. Updates on Arts space: the Wilson Hall renovation project is moving forward. The School of Social Work is in the process of moving from Wilson Hall to temporary space downtown. A meeting with campus planning, architects, Arts, and future occupants of Wilson Hall was held. The Fiat Lux program is moving forward. Meetings are planned with campus planning, the architects, Arts, and the Arts Multimedia Language Facility (in the Library) was held. Consultation between the Library and Arts concerning the selection of books to be moved into offsite storage was delayed because of COVID19.

4. Reminder of Town Hall for Arts instructors tomorrow, to discuss FA 2021.

208.3 Questions arose as to non-payment of pay check issues for 450-500 TAs due to the new HR system of Work Day.

A query was also made as to whether the bulk of consultation were with undergraduates or whether graduate students were included. A query was made as to whether a TA Town Hall in addition to an Instructor Town Hall was being planned, emphasizing that there is a need to have ongoing communication, going forward during these challenging times.

208.4 Associate Dean Fronda explained that the bulk of the consultation ended up being with undergraduate students. The Open Town Hall was not well attended. The surveys were carried out for both undergraduates and graduates (depending on the units). This was confirmed by Professor Beland. Associate Dean Lach would be in a better position to respond in more detail about this matter. The results are not available on a wide scale, but there were indications that graduate students were facing similar kinds of stressors in this regard.

Faculty Affairs

208.5 Associate Dean Engle-Warnick was unavailable to give a report.

Research and Graduate Studies

208.6 Associate Dean Tabitha Sparks gave the following report.

Sincere appreciation was extended to all the GPDs for their hard work, patience and creativity under such difficult circumstances with regard to handling unforeseen funding issues during these challenging times. It was a real trial by fire especially for those who just recently joined the Faculty prior to or during the pandemic. All commitments were met and made to students in their offer letters and these commitments will continue to be upheld.

The Faculty is very happy to be able to welcome either in or for January most of the Fall semester international students who were delayed, due to the pandemic, from coming in the Fall. Work is ongoing with the GPDs to prepare for a Winter entry, as this is not normal procedure. Sincere appreciation also goes out to the Schull Yang Foundation who agreed to

repurpose their general travel funding competition this year into general support for international students. It has been incredibly helpful.

The funds in the Graduate Mobility Award which is also a Travel fund are less plastic, as they are provincial. But after a lot of work, GPS has been able to free up some of this money this year with regard to digital research initiatives and internships. Next year's spending budget for Graduate Studies will be announced in late November early December. A series of meetings with GPDs are being held and with GPS. A tighter budget is anticipated, but with careful planning and continuation of a relatively strong enrolment despite the pandemic things will be okay.

Reports of the Committees

Report of the Curriculum Committee (A20-5)

209.1 Associate Dean Fonda informed everyone that there were two categories to the report. One was on the School of Social Work's advanced proposals and the other half is the usual list of program revisions, course proposals, including the proposals for MA in Digital Humanities. Associate Dean Fronda opened the floor for questions.

The report contained the following proposals:

- i. M.A. Digital Humanities
- ii. History and Classical Studies – Proposed New Courses
- iii. Indigenous Studies - Proposed New Courses
- iv. Linguistics - New Program Proposal, proposed new courses
- v. Political Science - Program Revisions
- vi. School of Social Work - Program Revisions, proposed new courses, and proposed course number changes only
- vii. Max Bell School of Public Policy – new course proposals.

There were no questions, therefore Associate Dean Fronda motioned for the Curriculum Committee Report be approved with a poll for its proposals to be approved en bloc.

Mover: Cecily Raynor

Seconder: Chip Smith (AUS Representative)

A poll was created with the following results: 26 for, 1 against, 6 abstentions. The report was carried en bloc.

Report of the Activities of the Arts Undergraduate Society (presented by Chip Smith)

210.1 Chip Smith reported on behalf of the AUS and mentioned items that were relevant to Council.

- Arts Student Employment Fund Committee. The Applications are open. The Deadline is November 13th, 2020
- Fine Arts Council hiring executives for FAC. The funding application form will be posted soon.
- Francophone Commission brainstorming new ways to engage and incorporate Francophone students + culture weekly on Mondays. Social Media supporting departments under AUS by promoting their events on AUS social media
- The Finance AUS Budget was approved. The audit was formally started on August 31st, 2020 and should be wrapped up by the end of this semester
- Departmental Orientation took place in September and Equity Training both have been completed since the end of October.
- Committee Allocations and Legislative Council were sorted out. A few had to be repositioned. Room bookings and services have been cancelled due to the pandemic.
- Grad Fair was a huge success.
- Frosh Merchandise to be available at the end of the year. Event planning is underway.
- AUS soliciting constituency feedback for: Remote learning, McGill's plan for Anti-Racism, and New Senator projects

210.2 The Dean thanked Chip for the report and extended appreciation to the AUS for their work and in keeping everyone's spirits up.

Report of the Arts Graduate Students (presented by Ozanay Bozkaya)

211.1 Ozanay Bozkaya gave the report and mentioned items that were relevant to Council.

1. The deadline to apply for a PGSS Travel Award for this funding round is December 1, 2020. Virtual conferences, workshops and events taking place between January 31 and April 30, 2020 are eligible (no in-person activities). Students can apply for up to \$1000 in funding. Applications are available on the PGSS website under the "Services" tab.
2. There are a number of committee vacancies including on the Committees on Student Grievances, Student Discipline and Appeals on Student Grievances and Discipline. Students interested in applying can do so through the "Get Involved" tab on the PGSS website.
 - a. There are also vacant positions for graduate students reps on JSBCE committees including the subcommittees on Queer people, Indigenous people, REP, family care and women. Interested students can reach out to Mike Fan, the PGSS equity commissioner at equity.pgss@mail.mcgill.ca
3. The PGSS Student Support Commissioner has resigned. Graduate Students interested in applying for this role can do so through the "Get Involved" tab. Remuneration is for 3 hours/week at the current TA rate.
4. Thomson House will remain closed until January 2021. The PGSS offices can still be reached via email.
5. Following the resignation of the PGSS Academic Affairs Officer, a By-Election was

called. The voting period will end on November 9, 2020.

6. The PGSS External Affairs Officer has resigned. A by-election will be held. More information to come.

Updates:

1. The PGSS Equity Committee successfully hosted its second Equity and Allyship book club and the third installment of its "Voices of Diversity" speaker series. More Voices of Diversity events are being planned for December and January.
2. PGSS is hosting a number of virtual social events and activities throughout November including: the weekly Language Cafe, virtual ballet classes, and bi-weekly trivia nights. PGSS members are also invited to participate in a Canada-wide University Trivia Championship to be held on November 25, 2020.
3. The PGSS Environment Committee is launching an on-going discussion group. The first topic will be zero waste and will be held on November 24, 2020.

211.2 The Dean thanked Ozanay Bozkaya for the report.

Other Business

212.1 The Dean addressed the questions which were submitted yesterday.

- 1. Why was this meeting moved up?**

The meeting was moved up to match the schedules for the approval processes that the University has in place.

- 2. Are there departments where TAs and course lecturers will be asked to work in-person in the winter semester, regardless of what may have been described in the job postings or what may be on contracts that have already been signed (for example, in 6-credit courses)? On a broader level, what does in-person or hybrid look like within Arts for W21?**

We understand these concerns. They are concerns as well among the instructors and students too. The Faculty will be responding appropriately and safely always respecting the Public Health directives and how these health directives are interpreted and implemented by the University.

- 3. What is the TA budget looking like for W21?**

We know what the budget is for W21 but we are also planning the budget for FY2021 and we will only have an update on the budget in a month's time. We are expecting some budget restraints/constraints due to the pandemic situation. On TA budgets, the Faculty has supplemented the existing TA budgets through the Northeastern Exchange program. It is not running this fall and will not be running next fall either. It usually fills the gap for the funding for our TAs and for our summer program. We are committed as a Faculty to do what we can but we will not have a significant cushion as in previous years to be able to add to those budgets.

- 4. What is happening with the MASC program? (It was pulled from the CGPS agenda at the last minute in October)**

The MASC has been passed and is making its way further towards its approval.

- 5. Re: the new MA in Digital Humanities, is this a regulated or unregulated program?**

It has the same status with regard to tuition as it is not a self-funded program.

- 6. How does the curriculum committee plan to address the concerns raised by the Comp Sci consultation report about the courses listed for the MA in DH, as well as the concerns expressed by Architecture, Geography, Linguistics, and Music?**

The committee did its due diligence in supplying its recommendations for the program and those are all in the meeting materials that were prepared for Faculty Council.

- 7. Given that the MA in DH is a non-thesis program, and that students enrolled would not be able to access external awards, do LLC and/or the Faculty of Arts have the means to ensure that students will receive adequate financial aid that is in line with the cost of living in Montreal, keeping in mind that the proposed pace and workload of this program would preclude outside employment?**

No specific funding for this program, but students in this program would be eligible for regular graduate funding.

- 8. With regards to the proposed changes in the POLI PhD program, it seems as though POLI graduate students were not consulted. While the changes in question seem to be an improvement, and we have no objection to them on their own terms, we would like to clarify whether there is a specific process units are asked to follow in proposing changes to graduate programs, and if that process includes consultations with graduate students, or graduate student representation on a unit-level curriculum committee of some kind?**

They were consulted as program changes always have been discussed at the unit level and then through the curriculum committee. Each unit in making proposed changes to their programs follow their own norms and procedures.

- 9. With regards to the Workday situation, what is being done within the Faculty of Arts to support student employees who remain unpaid? What is being done within the Faculty of Arts to better support already-overburdened administrative staff who are now also dealing with Workday-related problems?**

- 10. Now that the issues with Workday have become quite clear, and that it is reasonable to foresee further issues with hiring and payroll processes for W21, what is the Faculty of Arts able to do to provide workarounds to administrative staff, and to incoming TAs, course lecturers, graders, etc.?**

- 11. Further to Q10, what is the Faculty of Arts prepared to do to communicate to senior university-level administration that Workday is not working, and is in fact demonstrably worse than previous systems?**

- 12. Further to Q10 & Q11, what have the Dean of Arts and other senior-level Faculty administrators done to support administrative support staff who have been dealing with**

Workday issues? Why did it take until November for there to be a town hall for administrative support staff in the Faculty of Arts?

The implementation of Work Day is an ongoing situation. It is complex and a new process that merged HR and payroll into an on-line approval system. This was a huge system to implement. There were certain issues that were not working optimally. Many concerns were first voiced by the Faculty of Arts (unit chairs, faculty, staff). The Faculty was able to work at the local level in and with the university administration to find solutions. Unfortunately some graduate students and researchers were affected, but the Faculty is doing everything and that includes working with the University ensuring that they need to understand the need to remedy it in a very coherent, complete, and timely fashion.

A large majority of our administrators attended a Town Hall meeting. Everyone seemed pleased on the outcome and agreed that this town hall was important and successful not only with regard to discussing the Work Day issues but to discuss also other stressors, like the remote delivery of services. There will be another Town Hall for instructors in the Winter semester and hopefully two additional Town Halls will be held just for the administrative staff. The second Town Hall for this session will be held tomorrow for Instructors.

The Dean expressed her appreciation and admiration to the academic and administrative staff for their dedication and commitment. As a Faculty, the Dean and the Associate Deans and the Chairs and Directors job is to represent all the staff, faculty and students at every opportunity throughout the faculty and indeed with the senior administration.

212.2 A comment was made by a graduate representative as to the Regulations and parliamentary procedures for Faculty Council.

212.3 The Dean reiterated that the questions were received beyond the deadline for submission, but as they were pertinent, the Dean addressed them at the end of the agenda.

Adjournment

213.1 There being no further business to discuss, the Dean thanked everyone and adjourned the meeting at 4.05 p.m. The next meeting will be held on January 19, 2021.