



Minutes of the meeting of the Faculty Council held on Tuesday, January 19, 2021 at 3:00 p.m. via the Zoom Conferencing Application.

**1. Welcoming Remarks**

The Acting Dean and Chair, Professor Jim Engle-Warnick, called the meeting to order and welcomed everyone and wished them a very Happy New Year. The Chair instructed the floor on how the Faculty Council meeting was to be conducted remotely. The meeting was called to order at 3:05 pm.

**2. Memorial Tribute for Associate Professor Barbara Nichols, School of Social Work – tribute read by the School’s Director, Professor Nico Trocmé**

**Dr. Barbara Nichols**, born on February 10, 1931 died on October 5, 2020 after a sudden onset of illness. Barbara passed away peacefully in Victoria, British Columbia where she had moved to at the beginning of 2020 to be closer to family, leaving her condo near Westmount Park where she had lived for 55 years.

Barbara was born in Champaign, Illinois and grew up in Muskegon, Michigan. She received her BA from Wellesley College followed by a year of study at the University of Oxford where she met her husband, Chris Heppner. They moved to Montreal where their daughter Mary was born. Barbara worked in social services until undertaking her Masters in Social Work at McGill University. After completing her MSW, she taught at Dawson College and then went on to attain her doctorate in social work from McGill where she went on to become an Associate Professor in the School of Social Work teaching from 1979-1999. She formed close ties with her colleagues and students and was a well-loved professor who provided support to many graduate students in their work.

Barbara was passionate about women’s rights and she channelled this passion through her teaching and worked to reveal the injustices faced by those who were marginalized and oppressed in society. Courses she taught included *Policy and Practice for Refugees*, *International Social Welfare* and *Women & Social Policy in Canada*. She used experiential techniques in the classroom to teach social work students about the lived experience and the catch-22 of poverty and living a life on social welfare.

Barbara spearheaded an analysis of her colleagues’ salaries in the School of Social Work which showed that male colleagues had been systematically hired at a higher salary than their female counterparts. The study led to a salary correction. Barbara co-authored *Gender, Aging and the State* (1994) with Peter Leonard. This publication examined the relationship between gender, ageing and the State in determining the material, social and psychological experiences of older people and how it raises important questions of theory, practice, and politics. She, alongside Sheila Neysmith, published an article in the Canadian Journal on Aging titled *Working Conditions in Home Care: Comparing Three Groups of Workers* (1994) which examined the similarities and differences between the methods of care used by three groups of caregivers (close relatives, wives and volunteers).

Barbara travelled widely, visiting many parts of the world, sometimes working, sometimes travelling solely for the joy of travel. She was especially grateful in her later years to be able to take a trip with each of her grandchildren. She had had many trekking trips to exotic locations including Central Asia. One to the Arctic was with her 30-year-old grandson a few years ago. She also loved painting and drawing and was active

after retirement at the Saidye Bronfman Centre and then the Visual Arts Centre in Westmount. She loved to sing, and had an astonishing repertoire of funny, popular, folk and other songs. She was involved in choirs, including Women Making Music and the McGill Choral Society through joint concerts, under the direction of Mary Jane Puiu and Paul Keenan.

Barbara was a compassionate woman who was interested in the lives of those around her and formed relationships with people from all walks of life. She had many deep and affectionate relationships with friends and family (including an extraordinarily extensive list of “cousins”), who will all miss her greatly. Former colleagues describe Barbara as positive, encouraging and fun. She was an outgoing generous member of the faculty and a friend to all. Barbara was always ready with a smile and a cheery greeting. She was described as a woman of a generation – breaking ground and paving the way for those who followed in her wake.

Barbara is survived by her daughter, Mary Heppner, son-in-law Dan Barrett and grandchildren Hannah and Andrew Barrett. Barbara will be missed dearly. We extend our deepest condolences to her family and friends.

### **3. Report of the Faculty Council**

(20-21-03)

*Item A1. Approval of Minutes of Faculty Council – November 17<sup>th</sup> 2020 meeting.*

*Item A2. Speaking Rights.* (No speaking rights were granted)

*Item A4. Approval of the Agenda.*

*Item A5. Review of Questions and Motions.* None were made.

*On a motion duly proposed and seconded, the members approved the Report of the Faculty Council*

### **4. Business Arising from the November 17th Minutes**

There was none.

### **5. Chair’s Remarks**

Associate Dean Jim Engle-Warnick informed the members that as of January 18, 2020, he was appointed Acting Dean of Arts. A behavioural economist and full professor in the Department of Economics, the Chair is also currently Associate Dean of Faculty Affairs and is responsible for all academic appointments assisting the Dean in the operation of the faculty. Professor Engle-Warnick was also the Associate Dean of Research and Graduate Studies when Provost Christopher Manfredi was the Dean of Arts.

The Chair informed the Faculty Council members that his mandate is to operate as the Faculty should. and is excited to undertake this added responsibility. The Chair is in the process of reaching out to the various groups managing portfolios that are overseen by the Dean. The Acting Dean also extended his appreciation to everyone for their efforts during this unprecedented time and welcomed those who would like to speak with him off-line to contact him directly. Future reports will entail information received from the monthly Provosts meetings that the Deans attend.

With regard to the Actions of the Senate, the Chair informed the floor that there were two Senate

Meetings in December, the regular Senate meeting on December 2<sup>nd</sup> whose main order of business was the change in the academic calendar and a Special Senate Meeting on December 16<sup>th</sup> to vote on the S/U option. Allowing 6 credits S/U during the academic year.

The Chair reported in more detail the financial state of the University as outlined in the Senate Meeting of December 2<sup>nd</sup>. The financial report indicates a loss of \$11.5 million which is not a tremendous loss in the current economy thanks to the generosity of the Quebec Government in continuing to fund the university system. Also important to note is that lack of sales from goods and services have a lot to do with the loss of operating funds. Note too that there are savings from hiring freezes (both academic and support staff) and lack of travel. What is exciting is that student enrolment is steady with a total of 40,000 students enrolled, 81% of graduate and undergraduate students. Enrolment for the Faculty of Arts, the largest faculty in the university, is steady with 10,114 students - 25% of the overall McGill student population. Faculty of Arts graduates over 2,000 students in a year. The Chair explained the importance of the operating revenue, where tuition is 75-80% of the incoming revenue for the university. Maintaining enrolment is crucial and the Faculty of Arts is doing an excellent job. Of that operating revenue, 50% came from international fees, 35% from Quebec/Canadian students. There are a total of 1700 tenure track faculty with over 300 in Arts and 400 support staff overall in the university. The Chair extended his appreciation for everyone's efforts with the conversion from the office/classroom to a remote environment and the stress associated, but a good job is being done by all.

Acting Dean Engle-Warnick then announced the following:

- Camilla Townsend was awarded the 2020 Cundill Prize in History for her book entitled: Fifth Sun: A new history of the Aztecs. More information can be found on the Cundill Prize website (Cundill prize.com ).
- Professor Myriam Denov (School of Social Work) was honoured with the Social Sciences and Humanities Research Council of Canada (SSHRC)'s Impact Insight Award, which is given annually to an individual or team whose project has made significant contributions to knowledge and understanding about people, societies and the world. Further information on the award can be found on The Reporter web site. Please look for: <https://reporter.mcgill.ca/myriam-denov-honoured-with-top-sshrc-research-award/>
- The inaugural Mellon Indigenous Artist in Residence is Caroline Monnet and the Mellon Indigenous Writer in Residence is Lisa Betasamosake. More information can be found on the Mellon web site and information about the writer will be there soon as well and both the Chairs of the Department of English and Art History and Communications Studies will make information available on their web sites soon. The Acting Dean thanked Jessica Coon for the information (<https://mellon.org/> ).

## **SECTION II**

### **Part "A" –Questions and Motions by Members**

There were none.

### **Part "B" –Motions and Reports from the Faculty of Arts**

#### **Open Session**

#### **1. Reports of the Curriculum Committee**

##### **1.1 Curriculum Course Book; MA Proposals**

A20-6a

Professor Fronda extended his thanks and appreciation to the Curriculum Committee and Sub-Committee members for their work. Two documents were circulated.

1. The slate of courses that needed renumbering. ISLA worked diligently at renumbering courses at the 500 level (disentangling graduate and undergraduate courses as well as language courses). This was a long process and an enormous of work.
2. The minor program revision in the Max Bell School of Public Policy.
3. Two more dossiers for Interdisciplinary MA Programs. These are the last ones coming through for Faculty approval. There are members of the two programs who are available to answer any questions.
  - a. IGSF MA in Gender Sexuality and Social Studies option (non-thesis)
  - b. ISID MA in International Development (non-thesis only)

Michael Fronda opened the floor for questions or comments:

**Especially for the development programs or program revisions, am curious to see the response to the consultations and the several conditions that have been placed on attendance of these courses, especially those of POLISCI and SOC. What did the instigators have in mind – would it make a difference to their work.**

Michael Fronda invited Professors Manuel Balan and Francisco Amodio to add their comments. For any disciplinary program (undergraduate or graduate) it is not uncommon to see these conditions or cautions. This is very common. The comments raised during that consultation did not raise any red flags to the Curriculum Committee.

Manuel Balan indicated that in the signing of the program, and creating different courses that would be part of the program, objections raised were not surprising to the Committee.

Francisco Amodio added that concerns raised encouraged the Committee design a better program. It was a positive conversation.

*On a motion duly proposed and seconded, The Faculty Council approved the creation of the proposed M.A. in Gender Sexuality and Social Studies (Non-Thesis) and M.A. in International Development (Non-thesis).*

## **1.2 Report of the HSSLAC**

A20-6b

This is an inter-faculty report and not normally presented. However, a report was submitted for review mostly informational about updates on the services due to the COVID restrictions. Important to note that an announcement circulated informing faculty and students that the consultation process had begun for which books are to go or stay into remote storage, due to the Fiat Lux project. A minority proportion of the books will remain downtown. The bulk of the physical holdings will move to remote storage. A long list of books has been made with call numbers. Faculty and students are urged to review the list and make their recommendations.

## **2. Report of the Associate Deans**

### Student Affairs - Associate Dean Lucy Lach

Associate Dean Michael Fronda informed the members, on behalf of Associate Dean Lucy Lach who is unable to attend, that there was nothing new to report beyond what has been communicated already through other channels.

### Academic Administration and Oversight – Associate Dean Michael Fronda

Associate Dean Fronda informed the members of some updates regarding Space and the Tier 1 and Tier 2 teaching sessions:

1. Very happy to announce that even though there were many talks over the years that there should be major renovations for the Leacock Building, ad hoc talks have been held recently and the timeline for the project has been accelerated. The goal for the kick-off of this project will be Fall 2021.
2. Questions were received regarding the move of the School of Social Work out of Wilson Hall. Although the move has been delayed, a pledge was received from Campus Development that the project is moving forward.
3. A reiteration regarding the Tier 1 teaching sessions. As they are essential, they are still in effect and can still function under the current restrictions. For Tier 2 teaching sessions these have been minimally suspended until February 8<sup>th</sup> or until advised by University Administration or the provincial government. It has been recommended to be prepared to resume the teaching at a moment's notice as of February 8<sup>th</sup>.

The Chair opened the floor for questions.

### **What would a renovation of Leacock involve?**

This would involve a complete renovation of the interior of the building. The exterior curtain would remain intact due to it being designated as a heritage site, but a major overhaul of the building would be done.

### **Would the units be moved out?**

All these projects take a long time, so a kick-off does not mean that construction would begin in the Fall. Also, it is up to the architects to determine this and will be decided at a later point.

### Faculty Affairs – Associate and Acting Dean Jim Engle-Warnick

Acting Dean and Chair Jim Engle-Warnick did not have a report but did want to announce that there are new minimum salaries for Contract Academic Staff, Academic and Tenured staff. Salaries that are currently below the minimum scale will be raised. For further information, please check the University's website. Feel free to contact Academic Affairs if you have any questions regarding this matter.

### Research and Graduate Studies – Associate Dean Tabitha Sparks

Associate Dean Tabitha Sparks gave the following report and thanked everyone for their attendance.

Associate Dean Sparks reported on the roll-out of a new funding model prescribed by GPS a formula that provides funding based on a target enrolment of how many PhDs that the Faculty of Arts hopes to enroll in the coming season. In the past Arts was allocated funds based on the previous year's enrolment. This new approach institutes some changes that are very welcoming as the Faculty has been asking for this for several years. However, this is not an easy transition for some units and the Office of Research and Graduate Studies will work with the units as much as possible. The welcome changes are as follows:

- Five-year funding package for all new Ph.Ds this coming Fall
- GPS will standardize funding terms in the letters of offer that all students in Arts will receive

- An annual minimum has been set for all entry students which is calculated without employment income from TA ships or RA ships. Going forward TA ships and RA shops will be counted as additional to the annual funding commitments.

The Chair opened the floor for questions.

**In our offer letters does that mean we can't include our TA or RA ships as part of our funding, but assume we will get TA ships and RA ships?**

That is correct. The funding amount is guaranteed and it can come from a variety of sources. But as was before, the TA ship is not guaranteed, what will be guaranteed is the funding package.

**The decision to adjust the formulas will cause our annual funding to increase higher than the Faculty of Arts allowance.**

These changes were announced to the Office of Research and Graduate Studies in early December by GPS. Between that time and now, successful efforts were made to convince GPS to make many revisions, all of them in the Faculty of Arts best interests. No one unit will be jeopardized by this, however, the roll-out will have its challenges. The department has been informed and the Office of Research and Graduate Studies is working on finding a solution so the department will not suffer.

**FLTC has a method of funding that includes a winning formula and this new formula from GPS will seriously affect graduate student funding in the Unit. I am sure we will have further discussion regarding this matter with Research and Graduate Studies. I also request that the letters be drafted in another language, thank you.**

We are doing the best we can. The Office of Research and Graduate Studies is committed to your department. There are many challenges and these have preexisted so we will be doing the best going forward.

The Acting Dean stated that this method of funding predates Associate Dean Sparks tenure. The current method of funding is good with the Faculty of Arts. The Acting Dean also reiterated that the Faculty of Arts has always supported the French Department and will continue to do so going forward in its method of funding, as always.

**What happened with the MA's?**

Associate Dean Sparks conducted an experiment last year where each unit was mandated \$22,000.00 for MAs on programs that had an MA thesis degree. More than half of the units received this were very happy, but some units preferred to use the \$22,000.00 for their PhDs. Lack of uniformity among MA programs is complicated to manage on a standardized level. In summary, the support for MAs is the way it has always been aside from the influx of \$22,000.00 last year.

**So beyond the number of PhDs given, there is going to be a separate line of money with thesis?**

No. The department will have a discretionary income from the Faculty of Arts. No changes will be made. Most units supplement their PhDs with professor's grants and some students will have an award, so that type of support can be used for MAs. The offers for MAs should not be any different than in the past.

**I am not clear if we have the number for PhD to recruit in my unit and we do not have another source of money to give to the MAs.**

Happy to work with you off-line. You have to stick by these minimums allotted by GPS. They set these targets.

**For PhDs we need to use these letters. So this is for all PhDs? But not the case for MAs?**

Yes. These letters are for all PhDs. No, this is not the case for MAs.

**Will the amount of the baseline increase in the coming years?**

The amount received from GPS will increase or the baseline will be the same for coming years. Depends on the units not drastically under or over-enrolling. The system will allow for the differences.

The Chair added that this is revenue neutral, further conversations will be necessary off-line. It will still be stable because the enrolment is stable.

### **3. Report of the Activities of the Arts Undergraduate Society**

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

#### **Arts Student Employment Fund**

Fall Allocations were completed totaling \$25,258. Winter applications will open soon. Summer projects are eligible as well.

#### **Library Partnership Committee:**

No new projects are due to being under the lockdown. Working on the expansion and implementation of projects approved in Winter 2020

#### **AUS Elections.**

They are in process.

#### **Enriched Educational Opportunities supported by ASEF fee**

Worked with Student Aid and Scholarships Office. Ready for roll out starting 2022 includes both unpaid and under-paid internships  
Working on advertising campaign

#### **Work Your BA**

Program offered between Jan 18 - Feb 16  
Schedule - attached to the appendix under Services

#### **Arts Computer Lab Fund**

Total in fund is \$66,313.2 - 30 more laptops added to the fleet  
We are processing returns for missing laptops and updating protocol to resume next Semester.

#### **Bar des Arts**

In the midst of emailing with Gerts/ SSMU's VP Finance about a possible collaboration

#### **Grad Ball**

Application for the Grad Ball Committee, just waiting to hear more about the situation as January Unfolds. Budget has been created and venues have been contacted. We are planning for all scenarios.

#### **EPIC**

First meeting of the semester with the Co-Chairs. Schedule for events for this semester has been outlined. Finished up raises and donations from "Holiday Grams" and "Stache Dash".

#### **SSMU General Assembly (2020-11-24)**

One Motion: *Motion Regarding Nominations to the Society's Board of Directors*  
-was passed by the GA. Officer's presented updates about their portfolios and some of the projects that they've been working on.

#### **SSMU Legislative Council**

At the 2020-12-03 meeting, Legislative Council approved the new "5-Year Plan", for the society. Recently had "guest presentations" from Lester Asset Management, UTILE, and MUSTBUS ISG.

#### **Committee Business**

Comprehensive Governance Review Committee has been working to revise SSMU's constitution Consultations will be starting shortly. Building and Operations Management Committee had its first meeting, on 2020-12-01. Mental Health Committee is currently planning Mental Health Awareness Week.

### **Report of the Arts Graduate Society (PGSS)**

Kristi Kouchanji reported on behalf of the PGSS and mentioned items that were relevant to Council.

The PGSS General Election for 2021-2022 is coming up. Students interested in running for a remunerated Executive position must submit their nomination form by February 3, 2021. More information is available at <https://pgss.mcgill.ca/en/elections>.

Graduate students looking to get more involved with PGSS or the University are encouraged to apply to be a committee. The application form and a list of committee vacancies are available on this page: <https://pgss.mcgill.ca/en/get-involved>.

PGSS has organized a number of virtual orientation activities including social events (Virtual Trivia Night, Paint Night, Hot Cocoa and Mulled Wine Night) and health insurance information session for the Winter term. New students are especially encouraged to attend and events are open to returning students as well. Registration is available through the PGSS website (<https://pgss.mcgill.ca/en/>).

PGSS is hosting a virtual Graduate Research Symposium on March 26, 2021. Students are invited to share their research (Research at any stage of completion and from any discipline is welcome). For more information visit: <https://pgss.mcgill.ca/en/event/984> or contact [internal.pgss@mail.mcgill.ca](mailto:internal.pgss@mail.mcgill.ca).

The change-of-coverage period for the PGSS Health and Dental plan is January 18- February 1, 2021. Students beginning their studies in the Winter can enroll themselves, their spouse and/or dependent children in the plan during this period. Please visit [https://studentcare.ca/rte/en/McGillUniversitygraduatestudentsPGSS\\_ChangeofCoverage\\_SelfEnrolment](https://studentcare.ca/rte/en/McGillUniversitygraduatestudentsPGSS_ChangeofCoverage_SelfEnrolment)

#### **4. Other Business**

The Chair thanked everyone for attending and added one more item of business - establishing a quorum. The Faculty of Arts has operated Faculty Council meetings for quite some time and most of these with less than a quorum. Going forward, the Chair has requested that at least 10% of the faculty attend along with the 15 student representatives and the unit Chairs and Directors who have been attending regularly. The business and the voting will be done. Should there be no quorum, the voting and motions will be moved to the next meeting.

There being no other business to deal with the meeting ended at 4:06 p.m.

**END**

The complete documents, including presentations at the Faculty Council, are kept as part of the official minutes.