

Minutes of AFC Special Meeting: January 22, 2019

PRESENT: J. Naylor (Chair), M. Serfaty, S. Petrella, C. Kazakoff-Lane, R. Gasse, B. Strang, R. Hinther, D. Ramsey, L. Mackay, S. Grills, E. Mihelakis, K. Saunders, L. Robson, C. Mattes, M. Malazdrewicz, Sheilagh Grills, H. Gillander, K. Noll, C. Boulton, A. McCulloch, D. Winter, D. Lakevold, N. Newell (Science Rep.), D. Combet, R. Dwivedula, D. Taylor, W. Robles, L. Wood, C. Bouliane

J. Naylor called the meeting to order at 12:40 p.m.

M. Serfaty outlined the options for how to proceed with the search for a new Dean of Arts. Dr. Serfaty and Dr. Robinson, who will be returning to the VP Academic position May 1, have been discussing this matter. Dr. Serfaty expressed appreciation to Dr. Tryphonopoulos for giving us as much notice as he did to give us time to find a new dean. The board policies are online, so members are invited to consult them to get an idea of the process. The first option is to appoint an acting dean for a year and advertise for the position in an open search. However, we also have a tremendous opportunity to proceed immediately with an internal search for a new dean and not just on an acting dean basis. If we decide to go with an external search, using advertisements and a search consultant, to get a new dean appointed will take a year. From Dr. Serfaty and Dr. Robinson's perspective, there is a good possibility of putting someone in place as early as July 1st for a five-year term if we have an internal search. Science had a failed open search, but then went through an internal search with outstanding internal candidates. Dr. Serfaty, therefore, thought an internal search a good idea. He is here for feedback, however, and if the Arts Faculty prefers an open search, we will function with an acting dean for at least for nine months or a year. Those are the choices. The input of the Arts Faculty will be respected and we will proceed according to what the faculty wants as a whole. Dr. Serfaty suggested that we might make a motion at the end of the meeting that he can take to the president. If the search is open, Dr. Serfaty will not be participating in it, as he will end his position as VP Academic in May. If the search is internal, Dr. Serfaty will be involved if a decision could be done by the end of April.

Discussion:

L. Mackay – Although it would be cheaper to hire internally, Dr. Mackay urged the faculty to go with an external search. If we choose this route, she pleaded for the hiring of a competent consultant.

S. Grills – agreed with Dr. Mackay and advocated for an external hire. He has participated in both an internal and an external search. He found the internal appointment posed issues – in terms of legitimacy. External people bring balance and an optic of the way things are done at other institutions. In terms of deans, we now have a lot of internal representations across the faculties already. Thus it would be advantageous to have such external input.

D. Ramsey – clarified that Science had two failed open searches prior to the internal search, and proceeded to put the 6 internal candidates through hell. If we go to an external search, he asks we DO NOT use a consultant.

W. Robles – is concerned about an external search; he feels that outsiders do not know the internal dynamics, and a lot of grief ensues. If we do look externally, we need to check references closely, or we will potentially encounter a lot of problems.

R. Gasse – agreed that it should be an external search, noting that internal candidates can still apply. It is very important that the committee be chosen wisely. Consultants in her experience were a positive inclusion. If we do not use a consultant, the duties and engagement of the search committee will be significant; the committee will need to assist in seeking out applicants.

D. Winter – added that hiring an external candidate is a way to grow the faculty.

C. Katzakoff-Lane – has mixed opinions of the use of consultants. External person would not only just check references but would know the entire hiring process very thoroughly.

A. Hanemaayer – would like to ensure the hiring committee has a strong junior faculty representation so that their interests and their energy can be instrumentally applied.

M. Serfaty – indicated that a strong policy is in place so the composition of the search committee is already set, and the committee is the same whether the search is open or internal. The committee consists of one board member, one dean, two faculty members of Senate, 5 members of the faculty (representing at least 4 depts.), one of the MGEU members in line of direct report, one student senator, and the VP Academic who is the chair.

L. Mackay – questioned if the hiring policy says anything about tenure or gender, and was told that it doesn't.

D. Winter - As chair of the nominations committee, Dr. Winter asked that a motion be made to ensure the committee is representative of gender diversity as well as junior and senior faculty representatives.

C. Mattes - asked for Indigenous representation as well.

MOTION: (Grills/Winter) THAT in accordance with the Board's policy, the Arts Faculty recommends the Dean's search be an open one, including internal and external candidates.

CARRIED unanimously

Discussion:

M. Serfaty – indicated that central funds pay for the outside consultant.

B. Strang – resources may or may not be used to full potential. Consultants do provide services, collecting applications and contacting people. If the offices here are prepared to handle this role, it entails a lot of “grunt work” and is “time consuming.” That's why the work is contracted out, but it's expensive. He suggested hiring a part-time person to oversee the process if we are to do it ourselves.

D. Ramsey – suggested that consultants simply pull from their own lists, so we'd be better off using our resources to go after people with the initiative and desire to apply here.

M. Serfaty – indicated that the VP Academic’s office has an extremely good person, Shannon, to handle things. Whether the search is external or internal, she is always the one that does the work. The VP Academic’s office has recently hired another outstanding person who can assume some of the responsibilities of the office, allowing Shannon time to work on searches. The Dean of Health Studies search is proceeding now externally WITHOUT a consultant. Dr. Serfaty also indicated that the cost of using a consultant would be around \$60,000 to \$80,000. The candidates seem to really like the personal touch of an actual BU person reaching out to them.

W. Robles – In his experience, Dr. Robles has never agreed with head hunters and does not want to rely on them. That money could be put to better use.

MOTION: (Robles/Mackay) THAT we recommend to the President that BU proceed with an external search for Dean of Arts using its own resources, as opposed to using search consultants.

CARRIED unanimously

Discussion:

M. Serfaty – As indicated earlier, an external search will not begin right away, since Dr. Robinson will chair the committee in its work over the next year but he is not back in his role of VP Academic yet. The search will probably start, therefore, in the summer or fall. We will also need an interim dean for a period of up to one year. The president will make this appointment, and he can do so without requiring board approval if the appointment is for under a year (i.e., a year minus one day).

B. Strang – suggested we don’t need to wait to start the search. Dr. Robinson could lead the search now and we could have a new dean in place by January 1, 2020.

J. Naylor – suggested this is a violation of the policy but we could proceed with Dr. Serfaty as a chair and then go from there.

B. Strang – disagreed; this is not a violation of policy.

M. Serfaty – does not speak for Dr. Robinson, so the decision is up to the Arts faculty.

MOTION: (Strang/Mackay) THAT we recommend to the president that we begin the search immediately.

CARRIED unanimously

Discussion: Composition of the Arts nominations to the committee

L. Mackay – suggested using soft language in any motion to direct the Nominations Committee so that we mention First Nations and gender, but not specific numbers. It’s better to have good people rather than specific numbers around representation.

D. Winter – indicated that he has a sense of what people in this room want and could proceed.

A. Hanemaayer – suggested that we should pay attention to the members elected from other constituencies to this committee (e.g., BOG, Senate), taking them into consideration as well when we are striving for diversity in representation on the search committee.

C. Mattes – indicated that this is an opportunity for us to be proactive, given that there is already a motion about to reach Senate on First Nations representation on searches.

L. Wood – suggested that although this would seem to be common sense, history demonstrates that if there isn't an actual directive, then it doesn't happen.

W. Robles – suggested that having experienced faculty members on the committee is important. Everyone will have a say and involvement through public presentations, etc. It's important to have members on the committee who know the history of the university.

D. Winter – suggested he could come up with 10 names or so and we could have a vote.

A. McCulloch – indicated that people need to be willing to take on the work required.

C. Mattes – voiced caveat against the concept of “experience.”

J. Naylor – suggested that a motion to direct the Nominations Committee isn't needed, that Nominations should just forward 5 names and then Arts Faculty Council can ensure diversity when making its decision.

M. Serfaty – indicated that he has prepared a motion to take to the board this Saturday. Senate representatives (two faculty and one student) will not be decided until February. MGEU will be separate (could be Lisa Murray). The deans' representative will be decided at Deans' Council.

D. Ramsey – asked Dr. Serfaty to ask the Dean of Science to serve as the deans' representative.

Motion: (Petrella) THAT the meeting is adjourned.

Adjourned at 1:25 p.m.