

**Minutes of the AFC Meeting
February 8, 2022
Held by Zoom**

PRESENT: A. Abdou; R. Baker; C. Boult; D. Combet; W. Cook; K. deForest; R. Dwivedula; R. Elliott; R. Gasse; S. Grills; R. Kramer; D. Lakevold; L. MacKay; M. Malainey; C. Mason; V. Maud; A. McCulloch; K. McKenzie; L. McLachlan; S. Medd; E. Mihelakis; J. Naylor; K. Noll; D. Ramsey; L. Robson; B. Rose; J. Russell; D. Taylor; M. Torabi; D. Winter; K. Wong; F. Zehtab-Jadid; L. Jardine; J. Lindsay (Science); B. Spence (Chair); L. Murray; S. Mott (recorder)

ABSENT: J. Dolecki; M. Hamon; D. Hétu; E. Holland; A. Marshall; L. Mayer; I. Puppe; W. Robles; K. Saunders; C. Schneider; B. Strang; E. Varley; H. Venema; L. Wood; L. Xu; H. Zhuang

REGRETS: S. Petrella; T. Gill (Student Services)

ON LEAVE: J. Allan; K. Bessant; A. Hanemaayer; P. Harms; R. Hinthier; D. Klonowski; H. Liu; D. Racine; D. Smid

Call to Order

Dr. Spence welcomed members to the meeting.

1.0 MOTION: (Gasse/Kramer) – THAT the Agenda be approved.

CARRIED.

2.0 MOTION: (Kramer/Medd) THAT the Minutes of the AFC meeting held on December 7, 2021 be approved.

CARRIED.

3.0 Chairs Report

Dr. Spence congratulated colleagues who have been promoted to Associate Professors: Dr. Mihelakis (Department of Languages) and Dr. Boult (Department of Philosophy). Also, congratulations to Dr. Dwivedula (Department of Business Administration) who has successfully secured tenure. The Indigenous education discussions have been ongoing for awhile. This is the discussion on the requirement of 3 credit hours of indigenous study for all undergraduate programs. How this initiative relates to the graduate program is still in flux as it is more difficult to design, so that discussion is still ongoing. Dr. Spence met with Chris Lagimodiere, Indigenous Advisor to the President, regarding this indigenization program and Chris has proposed the establishment of a working group within the Faculty of Arts. He also mentioned that Dr. Lorraine Mayer would like to help in establishment of the working group membership. Dr. Spence intends to invite Mr. Lagimodiere to the March AFC meeting, in which we can discuss the work of the IESC and discuss the process, construct and mandate of a working group, if so sanctioned by the Council.

The Clerk 4 position in the Faculty of Arts office (Jan's replacement) has been filled. We had approximately 50 applicants, short-listed and interviewed 5 applicants and further short-listed to two applicants. We have offered the position to Hillary Miller, who will be starting next week.

Congratulations to the hiring committee on a successful search. Please feel free to drop by the Arts office to welcome Hillary to the Faculty of Arts.

A number of departments had requested new and replacement faculty positions for the 2022-23 academic year. The provost has indicated that complete decision making has not been completed but the faculty has been awarded two confirmed replacement positions: one position in Business Admin (replacement for Mike Malazdrewicz) and one position in the Languages department, which did not have a third tenure-track position per the collective agreement. It was recommended to the President that Dr. Hetu, who has been serving a two-year term position, be appointed to the position. The President approved that recommendation: congratulations to Dr. Hetu.

R. Gasse asked whether Cathy Mattes in Visual Arts was being replaced: Dr. Spence responded that she was not. The decision making process is a **PEC** decision and Dr. Spence is not aware of the reasoning behind this decision. K. deForest inquired if there is any recourse and Dr. Spence feels that there is some opening in the decision-making process and that it may be worth our while to seek request a term position at the very least. Discussion continued regarding how we can pursue an Indigenized campus while letting a well-respected indigenous scholar leave without being replaced. Further discussion ensued as to whether Arts will have to fight for the position at a later date or if it will just be vacant for a year. Dr. Spence will seek further clarification but does not believe we will lose the position.

D. Ramsey inquired about losing the Drama position. He also questioned whether other schools on campus are losing positions. Dr. Spence confirmed that other schools are losing positions except for Health Studies as they have secured expansion funding from Manitoba government. Discussion continued regarding this information. Dr. Spence will provide further clarification at the next AFC meeting.

4.0 New Business

4.1 IWGIDVA/ACC 2+2 proposed calendar revision

K. Deforest spoke to this motion: Digital Media and Design has been reconfigured by ACC and is asking for a replacement of the Interactive and Media Arts program and replace it with the 2 different streams they have reconfigured. This is a language change rather than content change-- we are accommodating the change in language for those newly named streams.

MOTION: (deForest/Gasse) – THAT we replace the terminology on the calendar from Interactive and Media Arts to Digital Art and Design and Web and Interactive Development (the two streams are Art and Design and Web and Interactive Development).

CARRIED.

4.2 Arts Selection Committee Procedures – revised by AFC Review and Planning

R. Baker apologizes that there are no revisions attached to the agenda. A series of changes have been discussed and agreed upon, and an attempt is being made to modernize the language of the policy. There are a few more things to do, but once completed, R. Baker will send to AFC for review. It can either be presented at the next AFC or be circulated by the Dean's office, whichever is more convenient. S. Grills had a procedural comment that may save some time down the road: there is legacy wording in the document reflecting the interest that Rural Development have a graduate student sit on their hiring committee (which is not an unusual practice) but there is a legacy issue with BUFA. That issue is that the CA states that hiring committees are comprised of "members" and the graduate student is not a member of the faculty union. Historically an MOU is needed if the member serves and is not a member of BUFA, so BUFA may need to be involved to get an MOU in place to get a permissive language for the

next round of collective bargaining. If union is unaware of the MOU, then we have to close off the procedural loop.

L. Murray would like to suggest a few recommendations. The first suggestion refers to the section pertaining to “options for reference letters”, where it asks all applicants to arrange for letters to be sent. This has been done in the past but it creates a tremendous amount of mail and some referees get defensive about constantly providing letters when people aren’t even short-listed. It could stay there, but it is not something L. Murray thinks necessary. Also under J5, it states “the applicant will meet with the chair of the selection committee and receive copies of”. Lisa suggests “or links to” be added to this statement because the office does not have a stack of CAs or university calendars readily available. The last item is that the selection committee meets, votes and makes a formal recommendation to the Dean. Lisa would suggest that they also include rank and step in this recommendation, per the collective agreement.

Dr. Spence will ensure this is added to the March AFC agenda for another round of discussion.

4.3 Establishment of ad hoc committee re: Dean of Arts Search - AFC Review and Planning

R. Baker spoke to this as well: the committee was tasked to develop a document of terms of reference etc for the ad hoc committee for the new Dean of Arts search. Committee met to discuss but has made limited progress, not because they do not recognize the urgency, but because the last attempt went very poorly. The committee is still discussing “a clear picture of ideal candidate that can unite Arts faculty” (per the VPA’s email suggestion). In the near future, the AFC Review and Planning committee will be reaching out to the Arts faculty to solicit input on a couple of areas. Despite the time sensitivity, the committee wants to “get it right” so will be thankful for feedback from the faculty.

4.4 Term 2 phased return to in-person delivery update

Many emails have come in to Dr. Spence regarding clarification for the February 28 return to in-person delivery. After much discussion, debate and inquiry, it was clarified that *all* courses capped at 25 and under will be returning to in-person delivery *if they were initially scheduled as such* in the registration guide for winter term.

5.0 Business Arising from the Minutes

BU Sexualized Violence Policy (update) – Motion was carried at the December meeting that AFC join other faculties on campus to add the BU Sexualized Violence Policy on syllabi in order to inform all students of this policy. This issue was raised at CAP, and later at Dean’s Council, and the discussion remains on-going: the general opinion is that a reference to the web location of this policy should be included on the course outline, not necessarily that the entire policy be attached to the syllabi.

Sessional Faculty on Arts Committees (update) – Lili Jardine (sessional instructor) would like to volunteer to serve as a member of the AFC Review and Planning committee. At meeting of AFC executive committee, it is their opinion that decision making of this level should be informed by university policy and not determined at the faculty level. Dr. Spence has placed this on agenda for the February Deans Council meeting. Meanwhile, Lili’s interest is appreciated. A reminder that this decision is not about qualifications, but rather about process.

6.0 Other Business/Announcements – none

7.0 Adjournment (Mihelakis/Baker) – Meeting adjourned at 1:42pm.