

**Minutes of the AFC Meeting  
February 7, 2023  
Held by Zoom and In-Person Hybrid**

**PRESENT:** A. Abdou; C. Boulton; D. Combet; W. Cook; K. DeForest; R. Dwivedula; K. Edmunds; R. Gasse; S. Grills; P. Harms; D. Héту; R. Hinthier; W. Kelly; R. Kramer; D. Lakevold; M. Malainey; A. Marshall; V. Maud; A. McCulloch; K. McKenzie; E. Mihelakis; J. Naylor; K. Noll; D. Ramsey; S. Robinson; W. Robles; L. Robson; B. Rose; K. Saunders; D. Smid; M. Torabi; D. Winter; K. Wong; F. Zehtab-Jadid; H. Zhuang; T. Gill (Student Services); J. Lindsay (Science); B. Spence (Chair); L. Murray (Host); S. Mott (recorder)

**ABSENT:** K. Bessant; S. Khayambashi; L. MacKay; L. Mayer; L. McLachlan; S. Petrella; I. Puppe; D. Racine; C. Schneider; B. Strang; E. Varley; L. Xu;

**REGRETS:** J. Allan; E. Holland; S. Medd; D. Taylor; L. Wood

**ON LEAVE:** R. Baker; A. Hanemaayer; D. Klonowski; H. Venema

**GUESTS:** Tania Kajner; Zenobia Jamal

### **1.0 Call to Order**

Dr. Spence welcomed members and guests to the meeting and gave the Land Acknowledgement.

### **2.0 Approval of Agenda**

**MOTION (Gasse/Héту): THAT the Agenda be approved.**

**CARRIED.**

Discussion: Dr. Spence requested that the Guest presentation be moved from item 4.3.1 to immediately follow the approval of the agendas.

#### **4.3.1 BU's Institutional Equity, Diversity, and Inclusion (EDI) Strategic Plan**

Zenobia Jamal and Tania Kajner introduced themselves, gave land acknowledgements and delivered a brief presentation on the Equity, Diversity & Inclusion (EDI) Strategic Plan and an Action Plan for EDI. The focus will be on equity and systemic change and will roll out in three phases. The first phase is complete: comparative institutions provided intelligence about their planning process and the feedback helped shape an initial project plan. We are now in second phase, which is developing the strategic plan. Kajner reiterated the importance of participating in the EDI survey (due Friday February 10<sup>th</sup>) as they will compile the information to create a plan specific to the needs of BU. They will then move on to the third phase: a plan of action.

Discussion: comment made about the various double-barrelled questions on survey (ie workload/service expectation of designated groups or point of hire/rank or step vs access to research funds) and whether these differences will come out in post survey discussions. Kajner explained that 170 pages were broken down into manageable and combined questions in the survey. These issues and distinctions will be taken to discussion groups.

Another comment was made about how financial support and investment are needed to implement equity. Kajner responded that there are many other areas where small departments can make a difference. Also, admittedly, it is a long-term investment/implementation and supports and resources are definitely needed. Jamal replied that many EDI plans do not have accompanying resources. L. Robson discussed GWS program, accompanying 16 members and the EDI implemented courses, research, and the Margaret Laurence fund: invitation extended to connect with her if Guests would like to learn more about GWS program.

Suggestion was made that the educational process should also be included in final report.

Presentation was concluded and Dr. Spence extended appreciation on behalf of AFC.

### **3.0 Closed Session**

**MOTION (Smid/Robson): THAT the AFC Meeting moves to a closed session.**

**CARRIED.**

Items moved from Closed Session.

### **4.0 Open Session**

#### **4.1 Approval of the Minutes**

**MOTION (Gasse/Smid): THAT the minutes of the AFC Meeting held December 13, 2022 be approved.**

**CARRIED.**

#### **4.2 Chair's Report**

Dr. Spence welcomed Dr. Wayne Kelly to the Faculty of Arts as the interim Director of RDI. Dr. Kelly joined us in January but has worked with BU and RDI since 2010.

The next couple of months will be busy for the faculty as we execute the searches for the approved BUFA positions. There are a large number of approved positions and most search committees have been established (some ads have already gone out). We are on target to have hirings confirmed by late spring.

There is an ad hoc committee established for certificates and other For-Credit and Non-Degree credentials. The framework has been established to standardize and rationalize these programs. Arts has three new certificate programs: there is a need for rationalization and standards.

The on-going "sessionals serving on faculty committees" agenda item has been removed from the agenda on the recommendation of the AFC Executive Council, as the Council advises it should be taken to BUFA. Dr. Spence has reached out to BUFA and will share the outcome after a discussion with the executive.

The Dean's council is encouraging faculty members attend convocation in order to support students and recognize the progress they have made. Many students might even expect their instructors to be present at convocation for the aforementioned reasons.

Discussion: none.

#### **4.3 New and Continuing Business**

##### **4.3.2 Arts Faculty Selection Committee Procedures – AFC Review and Planning**

The committee did not report a lot of changes but ensures it remains consistent with the CA. A recommendation was made regarding speaking of gender/non-binary and whether we should move beyond this definition. The committee is keeping on par with article 31, and want to be consistent with the CA. A question was presented on whether we can review/amend article 31 and approve this change at a later date. The AFC Review and Planning committee recommends that the motion be approved *first* and revised *later*, especially since many current hires depend on these procedures and process.

**MOTION (Naylor/Dwivedula): THAT the revised Arts Faculty Selection Committee Procedures be approved.**

**CARRIED.**

Comment was made in support of amending gender clause to be more inclusive.

##### **4.3.3 Indigenous Education Senate Sub-Committee (IESSC)**

Every faculty at BU has a working group on campus, with the exception of Arts. If you are interested in joining the Arts working group, please email Velvet Maud. Discussions evolved into inviting various guest lecturers, to be announced once approved (at a later date).

#### **4.3.4 Marker Request Process**

No discussion.

#### **5.0 Other Business/Announcements**

The Senior Colloquium is on Monday, April 10<sup>th</sup>: the call for papers will be soon. Please check out your students and encourage them to submit entries.

The Business department is organizing a conference for November 2023 that will be open to researchers and practitioners. The call for papers is already out, please contact the Business Administration department for more information.

Rural Development is hosting an event to welcome new graduate students tomorrow evening.

#### **6.0 Adjournment (Hétu/Smid)**

Meeting adjourned at 1:30pm.