

FACULTY COUNCIL SCHULICH SCHOOL OF BUSINESS

A regular meeting of the Schulich Faculty Council for the 2020-21 academic year will be held remotely via Zoom on Friday April 16th at 11:30am.

AGENDA

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PROPOSED FACULTY COUNCIL CONSENT AGENDA

A consent agenda item is deemed to be approved unless, at any moment before or during the meeting, a member of the Faculty Council of the Schulich School of Business advises the Chair of his or her request to debate it.

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	• SB/INTL 2021 3.00 - French Work Culture II	
	• SB/INTL 3020 3.00 - Culture, Marketing, Operations in French	

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**FACULTY COUNCIL
SCHULICH SCHOOL OF BUSINESS
MINUTES OF MEETING**

A meeting of the Schulich Faculty Council for the 2020-2021 academic year was held on Friday April 16th at 11:30am via Zoom.

In Attendance:

Chair: C. Graham
Vice-Chair: R. Shao
Secretary: M. Machado

Voting Members of Faculty Council Present:

Senior Admin.	D. Zwick, M. Anisette, K. Kanagaretnam		
ACTG	C. Cho, S. Hsu, A. Mawani, L. Thorne, V. Trivedi		
ARTM			
BSUS			
ECON	I. Henriques, B. Wolf (ret.)		
ENTR			
FINE	M. Cao, P. Foroughi, M. Kamstra, Y. Larkin, M. Milevsky, L. Ng, Y. Tian		
MKTG	A. Campbell, P. Darke, E. Fischer, A. Joshi, T. Noseworthy, G. Packard, Y. Pan, E. Veresiu		
ORGS	C. Bell, I. Hideg, W. Shen, M. Valente, M. Voronov		
OMIS	M. Biehl, A. Diamant, R. Irving (ret.), D. Johnston, H. Kim, M. Levesque, J. Rungtusanatham		
PLCY	B. Eberlein, M. Kipping, A. Madhok, D. Matten, T. Peridis, R. Phillips, W. Sheremata, S. Weiss, T. Wesson		
PROP	J. Clayton, J. McKellar (ret.)	OTHER:	S. Quail (Lib)
Voting CPM's & Director of 601	I. Holzinger, A. Mustapha		
Student Reps	A. Chan (GBC), P. Dhakshnamurthy (GBC), S. Dinyarian (UBS), B. Durrani (UBS), L. He (PhD), A. Samji (GBC)		

Voting Members of Faculty Council Absent/Regrets:

P. Aulakh	Y. Deutsch	S. Khan (GBC)	O. Morris (UBS)	A. Sirsi
E. Auster	A. Devine	G. Kistruck	C. Oliver (ret.)	S. Srivastava (GBC)
K.-H. Bae	D. Dimick (ret.)	M. Kristal	D. Oppong-Tawiah	S. Soleja
M. Bamber	J. Everett	F. Lazar	D. Neu	J. Tan
T. Beechy (ret.)	M. Farjoun	G. Li	E. Prisman	K. Tasa
R. Belk	B. Gainer (ret.)	B. Lyons	S. Qu	E. Westney (ret.)
A. Bhanich-Supapol	M. Giesler	I. Macdonald (ret.)	M. Rice	L. Wright (ret.)
I. Bicer	B. Graham (alum)	R. McClean (ret.)	K. Rogers	S. Yeomans
J. Chung	D. Horváth	C. McMillan	H. Rosin (Ret.)	J. Zemans (ret.)
W. Cook (ret.)	R. Imanirad	T. McQueen	A. Rzeznik	L. Zhu
A. Coutts	S. Kanao (GBC)	N. Mead	P. Sadorsky	
J. Darroch	R. Karambayya (ret.)	M. Micucci (UBS)	G. Saxton	
A. DeCarufel (ret.)	A. Kecskes	G. Morgan (ret.)	P. Shum Nolan	

Leaves and Sabbaticals:

M. Dong	L. Hillcoat	Z. Li (sab.)	
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Non-Voting Members of Faculty Council Present

M. Bhutani	J. Morgan	H. Sinker	A. Welsh
M. Cernea	C. Mueller (guest)	L. Siegel (guest)	F. Zandi
A. Gravel	C. Niederwanger	N. Sutherland	K. H. Zhu (GBC guest)
B. Kha	M. Orlan	S. Tenn	
R. Mayer	J. Pinto	K. Welsby	

Non-Voting Members of Faculty Council Absent:

D. Barret	E. Farrell	R. Leonidas	L. Philipps	N. Verma
S. Black	C. Ford	A. Leslie	M. Perlis	E. Wang
O.P. Bhatt	F. Gorbet	S. Ly	E. Peters	B. White
E. Caprioni	P. Grant	R. Lynn	P. Pivato	J. Wilkins
C. Carder	C. Hantho	D. Mak	S. Pulver	J. Wleugel
G. Chen	A. Harris	A. Makooie	E. Roman	D. Woticky
M. Cohen	R. Hines	K. Mapa	R. Ross	E. Wright
D. Conklin	B. Horowitz	D. McCuaig	B. Schofield	J. Wu
M. Cowan	T. Javed	A. Middleton	W. Schroeder	D. Yundt
T. D'Agostino	J. Jeyakumaran	R. Moy	A. Shaw	C. Zhuang
P. Deonandan	L. Kharlip	S. Nahm	C. Sicoli	
L. De Wilde	G. Klar	L. Pan	S. Sigel	
P. Dillon	A. Kuzmicki	C. Partland	J. Thompson	
A. Faiella	P. Laycock	B. Pasquali	P. Tsaparis	

1. Welcome & Chair's Remarks

The Chair called the meeting to order at 11:32am.

Land acknowledgement

Thanked the members for decanal search work and the update on the dean search in the agenda.
Thanked Ruodan for her work and wished her well on her sabbatical. Her position on the slate is TBD.

2. Dean's Remarks

It was noted that Faculty will be required to be available for in person teaching for Fall'2021 as per guidelines. D.Zwick thanked M.Annisette and the ADA team for undertaking a complex scheduling operation. The expectation was that some staff would also return in the fall as it currently stands.

The Dean alerted faculty to a document highlighting course release/stipends associated with various admin roles at Schulich.

The outgoing leadership of GBC/UBS was thanked for their fantastic work over the past year and the incoming student teams were welcomed.

Also thanked were M. Annisette, K. Kanagaretnam, & T. Noseworthy who were noted as excellent members of the leadership team. Their respective teams (ADA, Student Services and Research) were also thanked for the incredible support provided over the last year.

D. Zwick updated on hiring and on the Krembil foundation with the \$5million gift to Schulich now finalized, thereby enabling support for the creation of the new Centre in Health Management, with Joe Mappa as the director. Term limited chair not yet approved. Over next 6 years, \$2 million of the \$5 million will go directly to support students through scholarships or paid internships.

During the Q&A session, questions were posed about updates regarding the Dean search. C. Graham noted that a memo from the Vice-Provost indicated that the search for nominations was complete. On behalf of Faculty, C. Graham expressed thanks and appreciation to D. Zwick for the support provided during this past year as Interim Dean.

A. Diamant queried if the course release/stipends were new protocols or retroactive? D. Zwick noted that it has not always been this way and this new table now helps to increase clarity around the process.

3. PhD/GBC/UBS Initiatives

A. Samji thanked faculty for their support and invited all to the GBC Gala. Karim and Taslima were introduced as new GBC representatives commencing 1 May 2021.

B. Durrani also noted this as the final meeting with new representatives to commence on 1 May 2021. Thanks extended to everyone for their support over the last year.

L. He indicated that they are setting the agenda for the next year and connecting with students to offer support.

The chair thanked all student reps for their efforts.

4. Update to EMBA Committee Mandate

M. Kipping moved motion for FC to approve the updated mandate. Seconder – E. Veresiu

It was noted that the mandate was approved by the EMBA Program Committee. The changes noted concerned committee membership. As the EMBA is a joint degree with the Kellogg School of Management and is part of a global network of schools, it was decided that the number of people on the Committee needed to increase to reflect current practice. As the adjunct professor role plays an important role in this program with the teaching split between Kellogg and Schulich, there was a need to create an opportunity for one of two Schulich Faculty members to include an adjunct. The other change involved having the Associate Dean Academic chair the committee as this reflects importance that this program has in our school.

Motion passed unanimously.

5. PCC Update: Grading scale implementation

M. Annisette advised that the new grading implementation policy instituted by York University was approved by Senate in 2017 and that for the Schulich School of Business, both the undergraduate and graduate scales are slightly modified. It was noted that this policy is disseminated to faculty and staff for information purposes only and that no approval is required from Schulich Faculty Council. The implementation date for the new policy is to take effect in the 2023-2024 academic year and further communication will be released from the Associate Dean Academic Office closer to time.

6. Committee of whole: Revision to Senate Policy on Academic Honesty

Motion to move to committee of a whole by R. Shao and seconded by M. Levesque.

R. Shao took over as Chair and invited M. Annisette and M. Machado to present the proposed revisions to academic honesty.

M. Annisette noted that Senate ASCP was introducing a new academic honesty set of procedures and that although the initiative began years ago, the move to remote delivery has unmasked deficiencies in our existing properties for the current environment. Therefore, the revised policies attempt to capture these changes.

M. Machado presented a summary of the revised Academic Honesty procedures that was attached in the agenda package with key changes being:

1. Adapting to new realities such as contract cheating, collaborative learning etc.
2. Streamlining procedures – to allow course director lead resolutions and procedures for high volume
3. Enhancing flexibilities on sanctions
4. Consistency across university on documentation and communication.
5. Language is clear to all parties.

With the revised policy, there was no longer a need to have exploratory meetings for each situation and that a person of primary responsibility (PPR) or PPR designate would be assigned per faculty, usually the associate dean. Investigations could now be conducted by course directors. Admissions fraud no longer dealt with at faculty level. Students will have access to the evidence against them to review. New procedures must be outlined in the course outlines. High volume misconduct to be reported to PPR designate.

Questions posed by Senate ASCP were to be discussed, specifically questions 1, 3 and 5.

M. Annisette opened up to the Committee for discussion.

Positive implications of the revised policy noted by Faculty was the ability for course directors to resolve low level concerns quickly without the need of a drawn-out process.

However, it was also noted that the new revised policy entailed a huge administrative burden on faculty to collect all the evidence upfront. Discussions centered around the implications on detecting academic honesty cases if it now meant more work for Faculty (i.e. through course director involvement).

Queries were raised that the revised policy did not contain aiding and abetting (compared with the original policy) and that this was important to include.

Faculty asked if there were specific limitations or guidelines regarding how technological tools can be used to assess things like plagiarism or cheating and if there was the ability to look at external tools – e.g. software checkers as evidence of plagiarism?

Questions also posed around the responsibility of course directors in developing a feedback mechanism for cases on academic dishonesty, particularly for multi-section courses. There is a need for faculty to reflect on whether a rethink is required on designing assessments that minimize academic dishonesty.

M. Annisette noted that the CITE office is integral to ensuring that instructors redesign assessment that maintain academic integrity. As for all other concerns, M. Machado would ensure that Faculty feedback was conveyed back to Senate ASCP for consideration, as per the requested memo.

Motion to end committee of the whole discussion by J. Rungtusanatham. Seconder: A. Joshi.

7. Nominating Committee

Motion to move to approval of nominating slate by A. Joshi and seconded by V. Trivedi.

It was noted that names on nominating slate are reflected as they stand today. Policy area and Marketing area to send in information and additional nominating slate will be updated as it emerges.

Motion approved unanimously.

8. Other Business

Motion to move to Establishment of Summer Authority for Executive Committee by M. Biehl and seconded by C. Bell.

It was noted that Summer Authority enables Executive Committee (EC) to attend and deal with any issues during the summer that would normally come to Faculty Council.

J. Rungtusanatham noted an issue with EC authority and composition and that if there is authority to delegate, then area coordinators needed to be involved as well. The Chair noted that an invitation could be extended to anyone to attend EC but that the composition of EC could not be changed.

Motion passed.

9. Adjournment

All consent agenda items were approved.

The Chair thanked members for their participation. Motion to adjourn by M. Levesque, seconder: J. Rungtusanatham. The meeting adjourned at 12:55pm.

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