



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 May 28th at 11:30am.

AGENDA

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|--|-------------|
| 1. Welcome & Chair's Remarks <i>(5 mins)</i> | |
| 2. Updated Mandate: Committee of Equity and Community <i>(B.Lyons) (5 mins)</i> | 3-5 |
| 3. Committee of the whole discussion: DEI Initiative <i>(B.Lyons) (80 mins)</i> | |
| 4. Adjournment | |

FACULTY COUNCIL SCHULICH SCHOOL OF BUSINESS MINUTES OF MEETING

A special meeting of the Schulich Faculty Council for the 2020-2021 academic year was held on Friday May 28th at 11:30am via Zoom.

In Attendance:

Chair: C. Graham
Vice-Chair: R. Shao
Secretary: M. Machado
Assistant: L. Da Silva

Voting Members of Faculty Council Present:

Senior Admin.	D. Zwick, M. Annisette		
ACTG	C. Cho, V. Trivedi		
ARTM	K. Rogers		
BSUS			
ECON	I. Henriques		
ENTR			
FINE	M. Cao, P. Foroughi, M. Kamstra, Y. Larkin, L. Ng, E. Prisman, A. Rzeznik, Y. Tian		
MKTG	A. Joshi, E. Veresiu		
ORGS	I. Hideg, B. Lyons, W. Shen, L. Zhu		
OMIS	I. Bicer, M. Biehl, D. Johnston, D. Opong-Tawiah		
PLCY	J. Darroch, Y. Deutsch, M. Kipping, D. Matten, W. Sheremata, S. Weiss, T. Wesson		
PROP	A. Devine, J. McKellar (ret.)	OTHER:	
Voting CPM's & Director of 601	I. Holzinger, A. Mustapha		
Student Reps	L. He (PhD), T. Rashid (GBC)		

Voting Members of Faculty Council Absent/Regrets:

P. Aulakh	A. Diamant	A. Kecskes	G. Morgan (ret.)	P. Shum Nolan
E. Auster	D. Dimick (ret.)	H. Kim	T. Noseworthy	A. Sirsi
K.-H. Bae	B. Eberlein	G. Kistruck	C. Oliver (ret.)	S. Soleja
M. Bamber	J. Everett	M. Kristal	G. Packard	J. Tan
T. Beechy (ret.)	M. Farjoun	F. Lazar	Y. Pan	K. Tasa
R. Belk	E. Fischer	M. Levesque	T. Peridis	L. Thorne
C. Bell	B. Gainer (ret.)	G. Li	R. Phillips	M. Valente
A. Bhanich-Supapol	M. Giesler	I. Macdonald (ret.)	D. Neu	M. Voronov
A. Campbell	B. Graham (alum)	A. Madhok	S. Qu	E. Westney (ret.)
J. Chung	D. Horváth	A. Mawani	S. Quail (Lib)	B. Wolf (ret.)
J. Clayton	S. Hsu	R. McClean (ret.)	M. Rice	L. Wright (ret.)
W. Cook (ret.)	R. Imanirad	C. McMillan	H. Rosin (Ret.)	S. Yeomans
A. Coutts	R. Irving (ret.)	T. McQueen	J. Rungtusanatham	J. Zemans (ret.)
P. Darke	K. Kanagaretnam	N. Mead	P. Sadorsky	
A. DeCarufel (ret.)	R. Karambayya (ret.)	M. Milevsky	G. Saxton	

Leaves and Sabbaticals:

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

D. Barret	B. Kha	V. Shanmuganathan (guest)	A. Welsh
M. Bhutani	Y. Massop (guest)	H. Sinker	F. Zandi
C. Carder	J. Morgan	L. Siegel (guest)	
M. Cernea	M. Orlan	N. Sutherland	
L. De Wilde	L. Pan	S. Tenn	
A. Gravel	J. Pinto	K. Welsby	

Non-Voting Members of Faculty Council Absent:

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

1. Welcome and Chair's remarks

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

Land acknowledgement.

The Chair noted amendment to the agenda to suspend summer authority and then reinstate summer authority

The motion to suspend summer authority was passed.

2. Updated Mandate: Committee for Equity and Community

B.Lyons noted two main changes to the mandate: any activity pertaining outside the academic learning environment was removed; removal of reference to hiring/recruitment of employees, which was believed to be outside that of Faculty Council purview.

The updated version also includes a statement of having diversity represented within the Committee.

Discussion on the updated mandate by Faculty Council members noted a number of items – namely to ensure that Faculty had an option of whether to participate in the Committee; and that effort would be made to meet these characteristics for representation but could not be guaranteed.

The Dean noted that the Faculty owns this Committee and therefore, Faculty should have standing representation. The Dean also encouraged Faculty council to commit this Committee to do the heavy lifting and to not always look to our racialized faculty to represent the community, which could result in undue burden on a few individuals.

It was also noted that how this Committee operates would be equally important to specify, including the need to consult with other groups external to the Committee.

B.Lyon to revise wording for CEC representation as per feedback and seek approval through summer authority prior to Senate approval.

3. Committee of the whole discussion: DEI initiative

Motion to move to committee of the whole discussion by M.Kipping and seconded by M.Cao.

Discussion chaired by R.Shao, who opened up to the Dean for initial remarks.

The Dean acknowledged contributions by the working group on this initiative and also thanked members of Faculty Council for participating in the discussion. It was noted that the aim of the session was to consider bringing forward recommendations to Faculty and discuss next steps.

B.Lyons presented the recommendations of the DEI Working group.

Following the presentation, a Q&A session was facilitated by R.Shao.

Discussions centered around communication across faculties needed on these matters; the importance of good quality of relationships among faculty and modeling a positive culture to students; and, the need to build relationships with alumni doing DEI work.

Following the presentation and Q&A session, it was noted that feedback received from Faculty Council would be considered during implementation.

A motion to end the Committee of the whole discussion was made by L.Ng and seconded by M. Annisette. C.Graham took over as Chair.

The motion to reinstate Summer authority was passed unanimously. The Chair thanked everyone for their discussion and in particular B.Lyons and D.Zwick for leading this initiative.

4. Adjournment

A motion to adjourn was made by M.Levesque and seconded by A.Joshi. The meeting concluded at 12:55pm.