

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 March 12th 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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Upcoming Meeting Dates for 2020-2021:

Schulich Executive Committee:

Friday, April 9, 2021

Schulich Faculty Council:

Friday, April 16, 2021

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 March 12th at 11:30am via Zoom.

In Attendance:

Chair: C. Graham

Vice-Chair: R. Shao

Secretaries: M. Machado

Voting Members of Faculty Council Present:

Senior Admin.	D. Zwick, M. Annisette, K. Kanagaretnam
ACTG	M. Bamber, C. Cho, S. Hsu, A. Mawani, G. Saxton, L. Thorne, V. Trivedi
ARTM	K. Rogers
BSUS	
ECON	
ENTR	G. Kistruck
FINE	M. Cao, P. Foroughi, M. Kamstra, Y. Larkin, M. Milevsky, L. Ng, E. Prisman, A. Rzeznik, P. Shum Nolan, Y. Tian
MKTG	P. Darke, A. Joshi, T. Noseworthy, G. Packard, E. Veresiu
ORGS	C. Bell, I. Hideg, B. Lyons, W. Shen, K. Tasa, M. Valente, M. Voronov, L. Wright (ret.), L. Zhu
OMIS	M. Biehl, A. Diamant, R. Irving (ret.), D. Johnston, M. Levesque, J. Rungtusanatham
PLCY	J. Darroch, B. Eberlein, M. Kipping, T. Peridis, W. Sheremata, S. Weiss, T. Wesson
PROP	J. Clayton, A. Devine, 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), L. He (PhD), O. Morris (UBS), A. Samji (GBC)

Voting Members of Faculty Council Absent/Regrets:

P. Aulakh	Y. Deutsch	R. Imanirad	R. McClean (ret.)	M. Rice
E. Auster	D. Dimick (ret.)	S. Kanao (GBC)	C. McMillan	H. Rosin (Ret.)
K.-H. Bae	S. Dinyarian (UBS)	R. Karambayya (ret.)	T. McQueen	P. Sadorsky
T. Beechy (ret.)	B. Durrani (UBS)	A. Kecskes	N. Mead	A. Sirsi
R. Belk	J. Everett	S. Khan (GBC)	M. Micucci (UBS)	S. Srivastava (GBC)
A. Bhanich-Supapol	M. Farjoun	H. Kim	G. Morgan (ret.)	S. Soleja
I. Bicer	E. Fischer	M. Kristal	C. Oliver (ret.)	J. Tan
A. Campbell	B. Gainer (ret.)	F. Lazar	D. Oppong-Tawiah	E. Westney (ret.)
J. Chung	M. Giesler	G. Li	D. Neu	B. Wolf (ret.)
W. Cook (ret.)	B. Graham (alum)	I. Macdonald (ret.)	Y. Pan	S. Yeomans
A. Coutts	I. Henriques	A. Madhok	R. Phillips	J. Zemans (ret.)
A. DeCarufel (ret.)	D. Horváth	D. Matten	S. Qu	

Leaves and Sabbaticals:

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

M. Bhutani	A. Gravel	J. Pinto	K. Welsby
C. Carder	B. Kha	H. Sinker	F. Zandi
M. Cernea	Y. Massop (guest)	N. Sutherland	
T. D'Agostino	L. Pan	S. Tenn	

Non-Voting Members of Faculty Council Absent:

D. Barret	F. Gorbet	S. Ly	B. Pasquali	J. Thompson
S. Black	P. Grant	R. Lynn	L. Philipps	P. Tsaparis
O.P. Bhatt	C. Hantho	D. Mak	M. Perlis	N. Verma
E. Caprioni	A. Harris	A. Makooie	E. Peters	E. Wang
G. Chen	R. Hines	K. Mapa	P. Pivato	A. Welsh
M. Cohen	B. Horowitz	R. Mayer	S. Pulver	B. White
D. Conklin	T. Javed	D. McCuaig	E. Roman	J. Wilkins
M. Cowan	J. Jeyakumaran	A. Middleton	R. Ross	J. Wleugel
P. Deonandan	L. Kharlip	J. Morgan	B. Schofield	D. Woticky
L. De Wilde	G. Klar	R. Moy	W. Schroeder	E. Wright
P. Dillon	A. Kuzmicki	S. Nahm	A. Shaw	J. Wu
A. Faiella	P. Laycock	C. Niederwanger	C. Sicoli	D. Yundt
E. Farrell	R. Leonidas	M. Orlan	S. Sigel	C. Zhuang
C. Ford	A. Leslie	C. Partland		

1. Welcome & Chair's Remarks

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

The Chair highlighted the focus of the meeting and that an adjustment would be made based on the Dean Zwick's availability and hence Item no. 4 would follow the Dean's remarks.

2. Dean's Remarks

Following Dean Zwick's remarks, questions were posed by Faculty.

W.Sheremata questioned the possibility that if we are moving to hybrid model, could a system be created where Faculty could come in to Schulich for a remote class and even arrange sessions where Faculty can come and meet classes. Discussion around if Faculty can provide personal preferences/input if School is moving to hybrid model.

Dean Zwick indicated yes, although we have to abide by Fall Principles.

For winter, Dean Zwick stated that wanting to stay remote or in person, will be based on guidelines by Toronto Public Health. There aren't any plans right now for a class of 55 in person. In terms of preferences, we could seek Faculty's input. If Faculty want to continue remote, this will also be an option. Faculty will not be forced to come back in person. If there was a strong preference for in-person teaching, the team would be open to hearing and seeing how much we could accommodate this preference. It was stated that there is a lot of uncertainty around what Fall and winter would look like. The School is looking at a framework to share with Faculty on where we would like to be post-pandemic. Questions to be addressed are: Remote vs in-person, expectations for the future – expectations for blended forms although it remains unclear for a while as we work through what's emerging as possible models.

M.Annisette indicated that logistics also need to be considered in addition to preferences. It cannot be a whole scale return. The planning principles place a cap on the number of individuals that can be in a given space. At present, the maximum number of students allowed back in any room will be 26 (25 +1 instructor). There is also a flow issue to consider and if we are still in the pandemic, there needs to be minimal moving parts.

It was noted that there will be few classes that can return in the Fall. While Schulich wants to maintain some in-person activities and instructor preferences, cohort priority will also matter. The aim is to identify priority groups and instructors who will be open to in-person return but it was clearly stated that this would not be a large scale return.

W.Sheremata asked that if there was a way to meet students in person at beginning of term to meet and greet.

M.Annisette stated that to the extent that there will be an in-person experience for the class, the class would be cohorted into 2 groups of 25 with the Instructor meeting the group in alternative weeks.

M.Valente inquired about resourcing and if our classrooms allowed for hybrid delivery (25 students in person, 25 watching)

M.Annisette responded that the School has two HyFlex classrooms and is also considering looking at low tech classrooms.

J. Pinto stated the importance of understanding the demands and priorities and set up tech to support that.

M.Kipping noted their experience of running HyFlex the previous week, which was very successful. The team had used Crowd Mics and will help contribute to roll out.

3. PhD/GBC/UBS Initiatives

A.Samji reported feedback from student survey data from winter term. There were mixed emotions about students being online. But it was noted that students were enjoying the different ways in which Instructors have delivered remote teaching (breakout rooms, polling). Efforts were noted and A.Samji thanked Faculty for trying new things and making it a great experience for our students. It was also noted that elections were ongoing, and that GBC would be announcing a new executive the next day and would advise of successful candidates in due course. An invitation was also extended to Faculty to attend the Schulich Spirit Day and the virtual online gala.

O.Morris reported that elections were held this week and that non-elective positions would be finishing up next week with the entire team complete within next 2-3 weeks. It was also stated that formal planning was ongoing and would be held virtually. Faculty were invited to attend.

L.He reported that the PhD association continues to hold writing sessions on Wednesday to focus on writing and manuscripts with monthly and bimonthly writing sessions held to encourage research ideas.

4. ADR initiatives (T.Noseworthy)

Dean Zwick noted that while there are a lot of research chairs who are leading research culture and productivity at Schulich especially when related to midterm objectives, there were also a lot of junior Faculty members who, while producing good research output were unable to get Chair any time soon. The new initiatives aims to acknowledge these contributions made by non-chair Faculty members with the plan to increase fellowships from the current number while also sustaining/being able to support this initiative.

The new system by T.Noseworthy operates on a point-based system, so people are not competing and Faculty can see where there are within the point system. It was acknowledged that no system is perfect and that it is not set in stone but rather a starting point and adjustments can be made over time. The aim was for this new system to take effect immediately starting next academic year.

T.Noseworthy: Looked at accreditation for ACCSB, large bulk of Faculty that are doing the research – limited tools at their disposal. 3 pillars/objectives - that speaks to accreditation, rankings and retention. Based on these pillars, a model was created. Can be adapted and change parameters if needed. Open to discussion on model. Want to address timeline and also leave of absence.

M.Kamstra: Thanked T.Noseworthy and team their efforts on this noting it to be a very important initiative. However, it was stated that the new system assigns points to a quantitative criteria and that this approach disadvantages individuals targeted by EDI and is not best practice when allocating research awards. Discussion was had around best practice for evaluating meritorious research accomplishments with area specialist ranking candidates and presenting these candidates to Committee as a whole. Recommendation to strike a Committee that has broad representation in school and to consider best practice approaches.

T.Noseworthy noted that while there was no EDI in actual model, this was accounted for within the leave of absence, where by some absences could disproportionately affect some more so than others. E.g. parental leave.

M.Annisette noted that first draft was discussed at Management Committee and criteria were scrutinized for its biases and revised accordingly to reduce bias. The proposed system therefore was not a pre-determined outcome.

L.Thorne indicated that going forward, as we do with any policy, this should be reviewed on an ongoing basis with the aim to emphasize research.

Dean Zwick noted that adjustments were made to the initial model and that research Committee will be conscientious about who is disadvantaged by model and to tweak and adjust it as

needed. The point system enables us to determine who is eligible. It was noted that we a system was in place to move forward with and that the Committee would take feedback and monitor this system over time to improve it.

M.Kamstra noted that the point system is not best practice and that we should abandon it.

G.Packard noted that for relatively junior scholars where Chair is out of reach, this system provides an opportunity for junior scholars to reach. A suggestion was made that perhaps there needed to be a qualitative component after an objective is reached. Questions were posed on the timing of grant, start in and close in period, course releases?

Dean Zwick noted that the Committee is working on policy to address these issues due to impact on multiple roles.

5. Motion for revised for SSB Guidelines for Promotion to Rank of Professor

(M.Levesque)

M.Levesque initiated motion to revise Schulich guidelines for promotion to rank of professor. E.Veresiou seconded the motion.

M.Levesque noted that the T&P Committee made recommendations on wording of our current guidelines to ensure compliance with correct names of policies and gender neutrality. The version with tracked changes highlights these. There were no comments or questions on the content of the motion.

Vote: Unanimous agreement. All in favour of motion.

6. Committee for Equity and Community *(B.Lyons)*

B.Lyons initiated motion and K. Kanagaretnam seconded the motion.

B. Lyons noted that the Committee is mandated to recognize Equity, Diversity and Inclusion initiatives and that action necessary for change needs to be systemic, requiring involvement from multiple stakeholders (Faculty, Students and Staff). The aim of the Committee is to support initiatives that enables all members of our community to thrive. It was noted that the Committee will be composed of Faculty, Instructors and Students representing all academic areas. It would also include representatives of non-voting members such as Staff as well as executive officer.

A revision was made to the membership in which staff were moved to non-voting members of the Committee.

M.Cernea posed the question of why staff were moved to non-voting.

It was noted that this Committee would be focused on Faculty and student affairs and therefore staff should have their own Committee that would collaborate with this Committee.

A.Joshi – posed if it was a good approach to send out the Committee mandate to each Area Coordinator and request them to identify the individuals best suited or if this was a general call

out to Faculty? B.Lyons agreed with the former approach of working with AC's to identify individuals for this Committee.

It was noted that a lot of activities would come from recommendations put forth from the DEI working group. The need for curriculum changes was identified along with changes to programs, academic policies, and regulations (instructor evaluations, policies around anti-racism), facilitating data collection and keeping track of data representation.

The intention was to have speakers from members of Black and Indigenous Communities to contribute their say towards the academic and non-academic initiatives. There would be better understanding of implementing practices around decolonization and representing indigenous Initiatives and hence name of Committee that represents these issues.

M.Biehl questioned why staff were not included.

M.Annisette noted that Faculty Council deals with collegial governance issues and that although staff are on this Committee, they represent both staff and student perspectives. It was noted that the Committee for Equity and Community had a Director role which would speak to staff issues that is reported to Dean Zwick. However, discussing staff issues specific to staff within a Faculty council umbrella was a discordant with how collegial governance operates and that Staff DEI issues would not be dealt with at Faculty Council.

K.Welsby noted that although this is Faculty Council subcommittee, the fact that staff are non-voting results in alienation of a subgroup of people, which goes against working towards a common goal. It was noted that some issues might be relevant across the board and that staff being part of the Committee was great but in taking away voting rights, engagement would be lost. Question was posed that if there are restrictions on staff voting rights because it is a Faculty Council subcommittee – was there a different way to do it that removes this restriction?

K. Kanagaretnam noted that all subcommittees as part of Faculty Council have a well-defined composition and that perhaps maybe a different reporting mechanism was required rather than a Faculty Council subcommittee.

M.Annisette stated that in the Committee mandate – there are academic issues and staff cannot participate in decisions on such issues. However, for non-academic issues, not having staff participate in these would be exclusionary and therefore, perhaps the mandate needed revision.

Questions were posed as to whether this Committee should operate under Faculty Council or as one of the Dean's Committee. But it was noted that as it deals with academic matters, it should be part of Faculty Council.

M.Biehl noted that on many Faculty Council Committees, there is staff representation and with important issues at hand, it would be a disservice to staff to exclude them.

Vote: The motion was put to a vote and was passed with 24 in favour; 1 against and 5 abstentions.

7. Adjournment

All consent agenda items were approved.

K. Kanagaretnam made a special note of recognition to the student leaders who have worked incredibly hard over the past year to get us through these challenging time.

The Chair thanked the members for their participation. Motion to adjourn by A.Joshi. The meeting adjourned at 12:57 pm.

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Motion: ACTG 6120 3.0 Intermediate Financial Accounting I (<i>pre-requisite change</i>)	
Motion: ACTG 6550 1.5 Advanced Management Accounting (<i>pre-requisite change</i>)	
Motion: ACTG 6250 3.0 Financial Reporting and Analysis (<i>add pre-requisite</i>)	

Motion: ACTG 6600 3.0 Auditing Standards & Applications (*add pre-requisite*)

Motion: ACTG 6710 3.0 Introduction to Income Taxation (*add pre-requisite*)

5. Master of Accounting (MAcc) (V. Trivedi)

Motion: Program Change Proposal (*course rubric changes in mapping*)

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Course Change Proposals:

Motion: MACC 6301 3.0 Integrative Case Analysis for Accountants (*change rubric to ACTG & pre-requisite*)

Motion: ACTG 6401 3.0 Advanced Integrative Case Analysis (*pre-requisite change*)

Motion: ACTG 6501 3.0 Integrative Case Analysis: Capstone (*pre-requisite change*)

Motion: ACTG 6601 3.0 Management Accounting: Strategy & Performance (*pre-requisite change*)

Motion: ACTG 6650 1.5 Strategic Performance Evaluation (*pre-requisite change*)

Motion: ACTG 6801 3.0 Strategic Leadership Planning & Case Analysis (*pre-requisite change*)

4. Minutes of the Special Meeting: 2021.01.29

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5. Minutes of the Last Meeting: 2021.02.05

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