

UNIVERSITY OF TORONTO

THE UNIVERSITY OF TORONTO SCARBOROUGH CAMPUS COUNCIL

REPORT NUMBER 21 OF THE ACADEMIC AFFAIRS COMMITTEE

November 22, 2016

To the University of Toronto Scarborough Campus Council, University of Toronto Scarborough,

Your Committee reports that it met on Tuesday, November 22, 2016 at 4:10 p.m. in the Council Chamber, Arts and Administration Building, with the following members present:

Present:

Dr. Elaine Khoo, Chair
Mr. Andrew C. Leung, Vice-Chair
Professor Bruce Kidd, Vice-
President and Principal, UTSC
Professor William A. Gough, Vice-
Principal, Academic and Dean
Professor Heinz-Bernhard Kraatz,
Vice-Principal, Research, UTSC
Professor Syed W. Ahmed
Mr. Conor Anderson
Ms Hira Ashraf
Professor Christine Bolus-Reichert
Professor William Bowen *
Professor Shelley Brunt
Mr. Dean Carcone
Professor Leslie Chan
Dr. Curtis Cole
Professor Tarun Dewan
Ms Gautami Gupta
Dr. Alen Hadzovic
Professor John A. Hannigan
Professor Mark Hunter
Ms Whitney Kemble
Ms Katie Konstantopoulos
Dr. Karen Lyda McCrindle
Ms Victoria Owen
Dr. Tayyab Rashid
Dr. Mahinda Samarakoon

Professor Larry Sawchuck
Professor Mark A. Schmuckler
Professor Mary T. Silcox
Ms Gobika Sithamparanathan

Non-Voting Assessors:

Ms Annette Knott
Dr. Janelle C. LeBoutillier
Mr. Desmond Pouyat

Secretariat:

Ms Amorell Saunders N'Daw
Ms Rena Prashad

Regrets:

Professor George B. Arhonditsis
Professor Li Chen
Ms Agatha Cheng
Ms Monica Cheng
Professor Chris Cochrane
Professor George Cree
Ms Jacqueline Deane
Professor Neal Dolan
Mr. George Fadel
Professor David J. Fleet
Professor Clare Hasenkampf
Professor Benj Hellie
Professor Alexander Irving
Professor Philip Kremer

Professor Patricia Landolt
Ms Brenda Librecz
Professor Andrew C. Mason
Dr. Jennifer McKelvie
Dr. Matthias Niemeier
Professor Pascal Riendeau
Dr. Zohreh Shahbazi
Dr. Jayeeta Sharma

Professor Grace Skogstad
Professor Andre Sorensen
Professor David Zweig

* Telephone Participant

In attendance:

Professor Holly Wardlow, Associate Chair, Health Studies Program

1. Chair's Remarks

The Chair welcomed members and guests to the last Committee meeting of the calendar year.

2. Out-of-cycle Undergraduate Curricular Change

Professor Mark Schmuckler, Vice-Dean, Undergraduate, reported that one new undergraduate course, HLTD25H3 Topics in Environmental Health, was being proposed out-of-cycle, by the Department of Anthropology, to be taught in Winter 2017. He explained that the proposed course would expand the D-level offerings focused on Population Health.

On motion duly made, seconded and carried,

YOUR COMMITTEE APPROVED,

THAT the new course submitted out-of-cycle by the Department of Anthropology, as described in the package dated October 24, 2016 and recommended by the Vice-Principal Academic and Dean, Professor William Gough, be approved effective immediately for the academic year 2016-17.

3. External Reviews

The Chair invited Professor William Gough, Vice-Principal Academic and Dean, to summarize the external reviews. He noted that the reviews had been presented and approved by the Committee on Academic Policy and Programs (AP&P) on March 30th and November 1st of this year Professor Gough provided the following highlights on each review:

a) Undergraduate Program in Health Studies

The review team observed that the Health Studies program filled a unique niche at UTSC and had strong commitment from faculty, staff, and students. The reviewers recommended that the program consider an alternative administrative structure, reconsider the curricular pathway, and review the faculty complement and size.

The Dean's Office, Provost's Office, and Department of Anthropology planned to consider the establishment of an Extra Departmental Unit B (EDU:B). The program agreed that efforts should be made to integrate the BA and BSc programs and establish core courses for all students. Concerns around faculty complement and size would be addressed by hiring three new faculty members over the next three years. AP&P requested a follow-up report in one year.

b) Department of English

The review team was pleased with the Department's faculty and the innovative pedagogical approaches to teaching and learning. The suggested enhancements included: increasing upper level course offerings, streamlining pre-requisites and involving students in research. The department was also encouraged to offer more experiential learning opportunities, such as international exchange and service learning.

Acknowledging the end of her term as English Department Chair, Professor Gough thanked and congratulated Professor Christine Bolus-Reichert for successfully leading the Department over the past seven years.

c) Department of Philosophy

The review team was pleased with the Department's prospect of continued growth, a productive tri-campus relationship, and the positive impact of the Association for Philosophy Students (APS). The suggested enhancements included: improved frequency, variety, and availability of course offerings, especially at upper levels and increased research opportunities,

d) Graduate Department of Physical and Environmental Sciences

The review team was very pleased with the Graduate Programs in Environmental Sciences. They noted that faculty performed at a high level with an excellent publication record and that the department morale was positive. The suggested enhancements included: addressing the overlap in courses and developing closer ties with related units (i.e. Biological Sciences).

A member asked whether two separate Departmental Student Associations' (DSA) would evolve if the Health Studies program became its own department. Professor Gough replied

that the decision would be left to the Association.

A member asked what the difference was between a Sessional Lecturer/Course Instructors and Part-time Lecturer. Professor Gough explained that Sessional Lecturers/Course Instructors were those who taught on a per course basis, and were represented under CUPE 3902 Units 1 and 3. Part-time Lecturers were hired annually and carried a maximum teaching course load of seventy-five percent, and were represented by the University of Toronto Faculty Association (UTFA).

A member asked how students could get involved in external reviews. Professor Gough and Ms Annette Knott, Academic Programs Officer, explained that the Dean's Office would seek assistance from the DSAs or ask the Department Chair to identify students. The Academic Programs Officer would also communicate directly with the Department's students to find representatives.

4. Strategic Topic: Equity and Diversity

The Chair invited Professor Gough to present the strategic topic. Professor Gough's presentation¹ included the following highlights:

- A binary gender analysis of Full, Associate and Assistant Professors revealed that an imbalance existed between male and female Full Professors (i.e. 81 percent male and 19 percent female).
- The newly appointed Vice-Dean, Faculty Affairs and Equity, Professor Maydianne Andrade, planned to develop programming to mentor female Associate Professors to seek promotion to Full Professor, and she would also be involved in conducting unconscious bias training for hiring committees as part of her responsibilities;
- Indigenous initiatives included the creation of a Centre of Indigenous Research, support for course development, and recruitment and outreach to Indigenous students;
- Enhanced efforts to make higher education more accessible to students from historically disadvantaged populations were planned. The Pathway to Success and Second Chance Program with Centennial College would be leveraged in these efforts;
- The University had established three working groups to examine, Black faculty recruitment and retention, Black student recruitment and success, and Black representation in curriculum and academic programming; and
- UTSC remained committed to providing appropriate accessibility accommodations to students through *AccessAbility* Services and the Health and Wellness Centre.

¹ Presentation- Strategic Topic: Equity and Diversity

A member asked whether alternative forms of course evaluation besides final exams could be considered, and Professor Gough remarked that exams were necessary for certain courses, but that effort would be made to ensure forms of evaluation were equitable to all students.

A member asked what the procedure was for students who experienced mental health issues during an exam, and Dr. Tayyab Rashid, Personal Counsellor, explained that students could visit the Health and Wellness Centre to obtain a medical certificate for a health related exemption. Students also had the alternative of visiting AccessAbility Services prior to an exam to request accommodation.

A member suggested a proposed compulsory first year course in Indigenous heritage, and Professor Gough replied that further consideration would be given to incorporating Indigenous content in curriculum development.

5. Assessors' Reports

There were no Assessor reports.

CONSENT AGENDA

On motion duly made, seconded and carried,

YOUR COMMITTEE APPROVED,

THAT the consent agenda be adopted and that the item requiring approval (item 6) be approved.

6. Report of the Previous Meeting: Report Number 20- Tuesday, September 27, 2016

7. Business Arising from the Report of the Previous Meeting

8. Date of the Next Meeting– Wednesday, January 25, 2017 at 4:10 p.m.

9. Other Business

No other business was raised.

The meeting adjourned at 5:40 p.m.

Secretary

Chair

Equity and Diversity

William A. Gough
AAC November 22 2016

Outline

- Gender Analysis
 - Gender initiatives
- Diversity
 - Indigenous Initiatives
 - Accessing historically disadvantaged populations
 - Accommodating disabilities

Gender Split by Faculty

Full Professors

	Women	Men	Total	W %	M%
A&S	94	274	368	26	74
UTM	19	55	74	26	74
UTSC	13	55	68	19	81
Total	126	368	510	25	75

Gender Split by Faculty

Full Professors

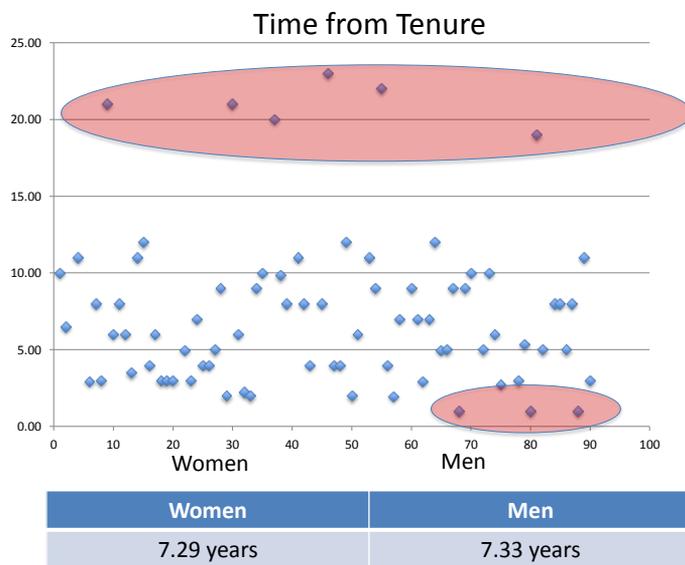
	Total	Women
Humanities	11	3
Social Science	12	4
Life Sciences	14	3
Physical Sciences	23	3
Management	8	0
Total	68	13

All Ranks

Rank	Women	%	Men	%	Total
Full	13	19%	55	81%	68
Associate	39	44%	50	56%	89
Assistant	37	51%	36	49%	73
Total	88	38%	141	62%	230



Associate Professors



What to do?

- Appoint Vice-Dean Faculty Affairs and Equity
- Professor Maydianne Andrade
- Two prong strategy
 - Unconscious bias training for hiring committees
 - Mentoring Associate Professors (especially women)



More ...

- Targeted hiring
 - Asking Provost for support to hire later career women to address imbalance
 - Target government and industry
 - Target US

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What is Diversity?

- Not easy to define precisely
- Inclusion of the full range of identities that make up our society, particularly those that have been historically underrepresented
 - Race: Black, Indigenous, communities of colour
 - Sexual orientation, gender expression
 - Religion
 - Disability

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TRC and Indigenous Initiatives

- Truth and Reconciliation Commission
 - U of T response
 - UTSC response
- Creation of a Centre of Indigenous Research
 - Bring together up to three positions (cluster hire) with existing researchers at UTSC
 - Multi-disciplinary in nature
- Support for course development
 - Indigenous instructors
 - “indigenous leave”
- Recruitment of indigenous students
 - Indigenous outreach position

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Access to Education

- Pathway to Success Program
 - Current cutoff is at 73% (entering students from high school)
 - As we move the cutoff to 75% (to achieve student excellence) are we may losing a valuable constituency, especially relevant to local priority neighbourhoods
 - Data shows that below 75% do struggle with lower retention and marginal GPA
 - Finished custom designed “pathway to success” program with Centennial as well as an academic “second chance” program

Pathway Programs

- Centennial Pathway programs
 - For applicants between **70-75%**, automatic offer to a 2 year Centennial program as university preparation program with a guaranteed UTSC offer based on performance
 - **6.5** FCE transfer credits plus **1.0** FCE UTSC courses
 - Centennial is running this program exclusively with UTSC from the Morningside Campus
 - Centennial is offering an academic **Second Chance** program for students who fail out in first year at UTSC

Black Faculty

- Black faculty have met with Provost and VP HR&E
- Three working groups examining Black student experience, hiring of Black faculty members, Black curricular issues
- Recommendations in the new year

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Duty to Accommodate

- *Policy and Guidelines on Disability and the Duty to Accommodate* (Human Rights Commission)
- “The duty to accommodate persons with disabilities means accommodation must be provided in a manner that most respects the dignity of the person, if to do so does not create **undue hardship**.”

Confidentiality

- The most appropriate accommodation is one that most respects the dignity of the individual with a disability, meets individual needs, best promotes integration and full participation, and ensures **confidentiality**.

Undue Hardship

- Three criteria permitted by policy:
 - Cost
 - outside sources of funding, if any
 - health and safety requirements, if any.
- UTSC remains committed to providing appropriate accommodation
 - For students, *AccessAbility*
 - For faculty, needs work

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