Council of the Faculty of Graduate Studies and Research
Wednesday, November 23, 2016
2:00 to 4:00 pm
University of Alberta Council Chamber, 2-100 University Hall

Attendance at FGSR Council –

Department Council Rep
AFNS, Vera Mazurak
Biochemistry, David Stuart
Bio Sci, Tracy Ravio
Business – PhD, David Deephouse
Chemistry, Mark McDermott
Civil and Environmental Engineering, Dave Chan
Dentistry, Pat Flood
Earth & Atmospheric Sciences, Tom Chacko
East Asian Studies, Christopher Lupke
Economics, R. Todd Smith
Educational Policy Studies, Evelyn Steinhauer
Electrical & Computer Engineering, Marek Reformat
Elementary Education, Doug Gleddie
Extension (MACT, MACE), Gordon Gow
Faculté Saint-Jean, Samira El Atia
History & Classics, Margreit Haagsma
Human Ecology, Deanna Williamson
Humanities Computing, Maureen Engel
Law, Matthew Lewans
Library and Information Studies, Ali Shiri
Linguistics, David Beck
Mathematical & Statistical Sciences, Jochen Kuttler
Mechanical Engineering, John Doucette
Med Sci-Medical Genetics, Sarah Hughes
Modern Languages and Cultural Studies, Carrie Smith-Prei
Native Studies, Sean Robertson
Occupational Therapy, Lili Liu
Oncology, Mary Hitt
Pharmacology, Amy Tse
Philosophy, Ingo Birgandt
Phys Ed and Rec, Normand Boule
Physical Therapy, Mark Hall
Psychiatry, Tara Checknita
Religious Studies, Ryan Dunch
Renewable Resources, Andreas Hamann
Resource Ec & Envir Sociology, Henry An
School of Public Health, Linda Carroll
Secondary Education, Catherine Adams
Sociology, Amy Kaler
Women and Gender Studies, Michelle Meagher

Associate Deans Graduate
AFNS, Anne Naeth
Education, Jill McClay
Medicine & Dentistry, Hanne Ostergaard

Ex-Officio Representatives
Vice-President, Susan Hamilton
FGSR Vice-Dean, Debby Burshtyn
FGSR Associate Dean, Bryan Hogeveen
FGSR Associate Dean, Suzanne Kresta
FGSR Associate Dean, Naomi Krogman
FGSR Associate Dean, John Nychka
Vice-Provost and University Registrar, Thomas Hidson

Graduate Program Administrators (GPAC)
Mechanical Engineering, Gail Dowler

GSA Representatives
Sarah Ficko, GSA President
Sasha van der Klein, GSA VP Labour
Ahmad Al-Dabbagh, ECE
Issac Awotwe, Economics
Lebogang Disele, Drama
Clara Fallone, Medical Physics
Maryam Kebbe, Pediatrics
Chongdan Luo, Chemical and Materials Engineering
Alleson Mason, Educational Policy
Phil Oel, Biological Sciences
Estacio Pereira, Civil and Environmental Engineering
Camila Pinto, AFNS
Dasha Smirnow, Business
Andrew Woodman, Pharmacology
Mostafa Tawfeek, Civil Engineering

FGSR
Debby Burshtyn, Assoc Dean
Bryan Hogeveen, Assoc Dean
Suzanne Kresta, Assoc Dean
John Nychka, Assoc Dean
Naomi Krogman, Assoc Dean
Dena Giroux, Executive Assistant to Vice Dean & Assoc Deans

Guests/Observers:
Christopher Michell-Viret, Alumni Council
Renee Polziehn, FGSR
Brent Epperson, Graduate Ombudsperson
Meg Brolley, GFC Secretary, University Governance
Michael Rausch, Strategic Analysis and Data Warehousing
1. Meeting called at 2:04 PM by the Chair, Debby Burshtyn

2. Approval of Agenda
   Approved by show of hands

3. Approval of Minutes of October 19, 2016
   Approved by show of hands

4. Matters arising from the Minutes
   None

5. Report from the Dean (Debby Burshtyn)
   GSA President, S Ficko, had requested prior to the meeting that student observers attend the discussion about tuition and the chair asked if there were any objections in accordance with Council Policy. No objections were raised.

   The new Assistant Dean – Administration, Amy Dambrowitz and the Executive Assistant to Vice Dean & Associate Deans, Dena Giroux, were introduced to Council.

   H. Zwicker extends her regrets to not attending FGSR Council as she is in Tanzania. The purpose of her trip was to attend a Convocation ceremony for the 12 new Graduates of Master of Education in Educational Studies program at the off-site campus. This was in collaboration between the University of Alberta and University of Dodoma.

   Professional Development Career Symposium occurred on November 8-9, 2016. Renee Polzhein, Andrea Graham, Romona Czarkert of FGSR and student Jasmin Hirshberg and all the volunteers were congratulated for the success of the Symposium. There were 130 attendees and 30 volunteers, and good student turnout from all faculties. Key messages for students from the discussion were noted: Alberta has highest employment rates in Canada; Students should consider degrees as work experience; Students with Graduate degrees earn higher salary with a variety of interesting roles to choose from; Jobs have been lost over soft skills not being developed and lack of emotional intelligence

   Thanks to all those who have registered, the Mental Health First Aid course on Feb 23, 2017 course has full registration.
D. Burshtyn shared she is serving on the GFC Ad Hoc Committee on Academic Governance including Delegated Authority. This task force resulted from years and years of concerns over academic governance and in spite of several reports that to date have not produced changes to academic governance through GFC. Comments on academic governance and particularly the process for proposals for new graduate programs should be sent to Debby by email (burshtyn@ualberta.ca). The recommendations of the committee are to go to GFC by the end of March 2017.

Questions/Comments
None

B. Hogeveen provided an overview of the initiative that started 15 months ago when Brent Epperson, Graduate Ombudsperson met with B. Hogeveen to discuss issues of supervisory student relationships, specifically conflict in these relationships. The student/mentor relationship is foundational, and when it breaks down, it takes resources to deal with the aftermath. If this reaches a certain point, it might be too late as irreconcilable differences might have been created.

On Dec. 5 there will be a workshop at which these issues will be discussed called “Conflict Resolution & Restorative Justice in Graduate Studies”. The workshop will initiate discussion on how to better deal with conflicts without formal complaint processes. The goal is to examine alternative ways to deal with conflict in Graduate studies and finding ways to repair relationships, to intervene, and to prevent escalation of conflicts. Restorative practices are already being used in Residence, but this workshop is the first time this is being considered in a Graduate school context here or elsewhere. Formal invitations were sent out and members were encouraged to attend. Workshop presenters include: Melissa McKay, Thom Allena, and Craig Whitton.

Questions/Comments
None

7. **Graduate Supervision- Update on Report (Naomi Krogman)**
A survey on Graduate student supervision and suggestions for best practices was gathered at the last council meeting. The results of the survey were included in the meeting package.

N. Krogman reviewed strategies outlined in the report and focused on communication as key. There should ways to make it easy for professors to know the standards and expectations of
Graduate students. The Oxford Expectation Survey is a tool will be made available as a resource that brings in student and supervisor opinions. The survey is to be filled out by the supervisor and the student and then they discuss it and it can head off miscommunication or failed communication on expectations early on. The survey can be useful to use campus wide, especially for new Faculty supervising Graduate students.

Potential activities of the proposed Mentorship College were described including courses to train mentors on: How do you verbalize criticism with positive and negative feedback?; How to provide better outcomes on writing feedback?; Timeliness feedback (for professors); Tracking goals and being responsive to student needs (outline resources for students to receive help and support); Prompt professorship; the meaning of reciprocal respect; supporting professional development of Graduate students; Recognition of graduands contributions to society; setting boundaries; culture/gender sensitivity training; resolving conflict; approaches to absences/health issues/family interruptions/shifts in foci; Supporting a healthy lab and/or cohort support

Questions/Comments
Question- How do you train students and professors to be aware of International students with different academic background/skills (it was discussed that there is research from Australia- may need to be taken into consideration)?
N. Krogman: Professional Development is looking into this

Question – Could prospective supervisors fill out The Oxford Expectation Survey and send to prospective students so expectations are outlined ahead of time?
N. Krogman: the idea is to use it for a one on one discussion to communicate about expectations

Question- is there a timeline on the implementation of the Mentorship College?
N. Krogman: To have recruited mentors and courses planned by Spring 2017

8. Embedded Graduate Certificate in School Administration Leadership (Samira ElAtia)
The background for the proposed certificate was reviewed. In 2004, the Alberta Francophone School Board asked to develop training in the area of leadership in francophone school administration and consultation with students identified this as a high priority needs to develop. The certificate was developed in consultation with Alberta Teachers association, Alberta Education, Faculty of Education, and Office of The Provost, Calgary public school boards, and Calgary Catholic school boards.
Motion: Be it resolved that the Faculty of Graduate Studies and Research Council approve the proposed Embedded Certificate in School Administration Leadership
Moved/seconded: by Naomi Krogman/ Normand Boule
Vote (Yes/No/Abstain): 55/0/1
Motion carried

Questions/Comments
Question: Is the certificate open to students outside the Med program through Faculté Saint Jean?
Response: No.

Question: Is the Program only restricted to Master’s students?
Response: Yes

9. Leave Policy- Professional Category (Debby Burshtyn)
Motion: Be it resolved that the Faculty of Graduate Studies and Research Council approve the proposed change to the Graduate Program Manual Section 7.11 Approved Leave of Absence Policy for implementation Fall 2016.
Moved/seconded: by David Stuart/ Mark McDermott
Vote (Yes/No/Abstain): 47/2/3
Motion carried

Questions/Comments
None

10. International Tuition Proposal (Steven Dew, Provost and Vice-President Academic)
The Provost gave a presentation illustrating the operating budget cost drivers (primarily salary increments from settlements, carbon levy, library subscriptions, utilities). He explained that the tuition freeze announced by the Provincial Government applies to domestic students and mandatory non-instructional fees. He noted it is not yet clear whether the freeze on tuition and fees will be backfilled into the operating grant at the CPI rate again this year as the previous two years.

Government announced plans to review tuition fee regulation policy and there is an open consultation process ongoing and the provost encouraged members to complete the questions on the website (get link here). The next step is to strike a working group of stakeholders, with intent to come back with recommendations by April/May. These will be effective for the 2018-
2019 Academic Year. This will define the framework of which we can manage and regulate tuition fees in future. There is hope the new regulation will allow for flexibility.

The government is also reviewing the model for base grants to postsecondary and the review will occur at similar timeframe as for tuition to reach decision for next Fall 2017, but this is not a public consultation.

The University will seek Board approval to implement changes to international fees:

1. Across the board - 3.02 % increase (Academic Price Index adjustment) for international students to address inflationary costs.
2. Increase to international graduate tuition of $4000 with concurrent increase in financial support of $4,000 per international graduate student (Part time will be $2000). Cost Recovery and Physical therapy and Occupational Therapy will be excluded.
3. An Integrated Petroleum Geosciences (IPG) differential fee increase to $35,089 from $15,883 (brought up to match level)

The rationale presented is to bring U of A international tuition in line with comparators in Canada to raise the perceived value of the degree. U of A is currently listed at 14 in the U15 tuition cost. U of A tuition is lower than average of both domestic and international tuition.

Concerns raised included: Tuition level is one of the qualifiers that student look into when considering applying; Evidence supporting the increase in sticker price changes perceptions of degree value; Will students always get the rebate and if the real price goes up it will need to be a transparent; Will this shift the demographic of applicants? How will the API and CPI impact current student funding? Why is it necessary if we already have the second lowest funding are appealing to graduate students as we already have the second highest numbers? There is no correlation between percentage of students enrolled and tuition in other English speaking countries at the undergraduate level; the data shown for enrollment relative to tuition at U of A is undergraduate; will that $4000 be rebated every year or just in year 1? Will there be grand parenting? Will there be the same API for teaching assistant/ scholarships?

S. Dew responded to the concerns indicating: undergraduate data was used because it’s unconstrained, and Graduate numbers are constrained. There is no intent to increase real tuition price, only to increase sticker price on tuition. No need to grandparent as it is only the sticker price and the financial support will offset the increase going forward. In 2015, an applied business and economics paper outlined review of tuition increase. The price and quality are frequently thought to be correlated.
There were further concerns voiced that it’s not fair to compare other programs to MBA program presented in the publication.
S.Dew- The paper was a general across the board paper (not specifically to the MBA program)

Questions/Comments
Question: Were students consulted on this increase? The U of A has highest international student enrolment, with 2nd in lowest fees, so why is this not listed as an indicator? Also, University of Calgary has more students due to higher marketability. In reference to data presented, it doesn’t seem to fair do a blanket increase based on undergraduate tuition.

Question: University of British Columbia tuition is higher than U of A now, but how does this compare with other institutions? How does this look internationally?

S. Dew- UBC planning an increase as they enjoy the highest level of international student participation. Currently, Alberta is lowest. Ontario has a penalty charged to Universities for each international student brought in.

Due to time constraints, members who did not get a chance to speak were encouraged to submit comments and questions to D. Burshtyn or H. Zwicker.

11. **Review of Program Review Self Study (D. Burshtyn)**
   Tabled until next council meeting

HuCo (Humanities Computing) is a two year thesis based master’s only program that draws students come from wide range of undergraduate programs, with a significant proportion being international students. This results in all students feeling out of place.

   The Humanities Computing Intensity challenge was developed to get students working together and become hands on. Students were anticipated to fail at the challenge initially, so students knew this was a process and not the end of the world.

   During term week 1 (classes are suspended). Each day a different professor sets a deliberate impossible challenge based on their area of expertise. The outcomes are: Extremely effective for cohort building; Each student brings a unique background; learn that no one is an expert; Learn to need to work together; Discover how broad field is; They feel connected to field quickly; Learn how “we” work in HuCo, not just what we work on; They learn research
backgrounds without needing to take a class with prof; Learn more about process more than “answers”.

Questions/Comments
None

13. **Report from the GSA (Sarah Ficko)**
Thank you to FGSR for sponsoring and participating in the Professional Development event held at the Faculty Club on October 27.
Students have been emailed regarding the Alberta Graduate Citizenship Award, and will be announced first week of December.

Early call for Talent and Training Program start in Jan. 2017

Please encourage Graduate students to participate in survey regarding tuition increase

No Dec meeting. Jan 11, 2017 is next meeting

14. **Adjournment at 3:56 PM**