

UNIVERSITY COUNCIL  
PLANNING AND PRIORITIES COMMITTEE  
REQUEST FOR DECISION

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**PRESENTED BY:** Bob Tyler, Chair, Planning and Priorities Committee

**DATE OF MEETING:** April 19, 2012

**SUBJECT:** **Creation of a School of Professional Development**

**DECISION REQUESTED:**

*It is recommended:*

*That Council approve the establishment of the School of Professional Development and authorize the Board of Governors to provide for the establishment of the School, and*

*That Council's Bylaws be amended to reflect the establishment of the School.*

**PURPOSE:**

The School of Professional Development will facilitate collegial processes for the current faculty complement within the Graham Centre for the Study of Communication and will serve as the base for delivery of novel academic programming to support the professional needs of engineering students and graduates. The School will be subject to the oversight of the College of Engineering.

**CONTEXT AND BACKGROUND:**

The impetus to establish a School of Professional Development within the College of Engineering arises from the College's desire to provide leadership for innovative teaching and academic programming relevant to all engineering graduates. The School's areas of focus will include professional communication, entrepreneurship, project management, risk management and leadership.

**IMPLICATIONS:**

Once established, the School will undertake to establish a faculty council and faculty council bylaws to govern the School. As the School will be responsible for the collegial processes for those faculty members appointed within the School, relevant standards for tenure and promotion will be developed. The Director of the School will report to the Dean of the College of Engineering.

## **CONSULTATION:**

The College of Engineering conducted an extensive process of consultation, which led to the approval of a motion in support of the School by its Faculty Council on October 3, 2011. The Planning and Priorities Committee considered the proposal to establish the School at its meeting on October 19, 2011, but deferred a motion pending additional information on capital renovations associated with the School, along with a letter of support from the Provost's Committee on Integrated Planning. On April 4, 2012, the Committee supported a motion to recommend to Council that the School be established.

In accordance with the *University of Saskatchewan Act, 1995*, the proposal will be presented to Senate on April 21, 2012, with the request that Senate recommend on whether the School should be established.

If the recommendation to establish the School of Professional Development is supported by Council, a request to authorize the establishment of the School will be considered by the Board of Governors at its meeting on May 8, 2012.

## **SUMMARY:**

The Planning and Priorities Committee supports the establishment of the School of Professional Development within the College of Engineering, since an academic unit of this nature will facilitate professional upgrading opportunities for engineering graduates and will enhance the quality of the education delivered to engineering students.

## **ATTACHMENTS:**

1. Proposal to establish the School of Professional Development, and supporting documents

29 March 2012

Robert Tyler, Chair  
Planning and Priorities Committee

Dear Professor Tyler:

Following is a request to bring forward for formal approval the dissolution of the Department of Women's and Gender Studies. Since this department has been empty since July 2011, the purpose of this request is to achieve closure. Since July 2010, the undergraduate program in Women's and Gender Studies has been housed in the Interdisciplinary Centre for Culture and Creativity. The faculty supporting this program are located in the Departments of Art and Art History, English, and History, and they are actively contributing to the activities of their new academic homes. As well, planning is underway for graduate offerings in WGST.

This request follows upon the approval of a motion to this effect at the Faculty Councils of the Division of Humanities and Fine Arts and of the College of Arts and Science (related documents attached). The divisional meeting took place on 25 January 2012, and the College met on the 27th of that month.

I would be most grateful if you could present this proposal to the Planning and Priorities Committee as early as 28 March or 4 April, so that it could be presented to Council in time for its April meeting, to go forward to the meeting that month of Senate and thence to the May meeting of the Board of Governors.

As you have advised, the proposal is organised under the following headings: Name of Department, Effective Date of Dissolution, Academic Rationale, Impacts on Undergraduate and Graduate Programs and Students, Impacts on Faculty and Other Personnel in the Department, Impacts on Other Academic Units, Consultation Undertaken and Letters of Support, and Financial and Other Non-human Resource Implications.

I look forward to having the opportunity to discuss this proposal with you and your colleagues on Planning and Priorities.

With my good wishes,

David J. Parkinson  
Vice-Dean of Humanities and Fine Arts  
College of Arts and Science

cc: Peter Stoicheff  
Sandra Calver

## Proposal for the Dissolution of a Department March 2012

### ***Name of Department***

Women's and Gender Studies

### ***Effective Date of Dissolution***

1 July 2012

### ***Academic Rationale***

Since 1 July 2010, the existing undergraduate program in Women's and Gender Studies (WGST) has been a freestanding program within the Interdisciplinary Centre for Culture and Creativity (ICCC), which itself is not a department but which houses interdisciplinary programs and research. Before this move, the program was too small to permit responsive ongoing review and development of the undergraduate program and to foster the creation of a graduate program. Sufficient time has now elapsed to show that the interdisciplinary values and activities of Women's and Gender Studies are well aligned with those of the ICCC. The opportunities have been expanded for faculty and students in other departments to participate in the research and courses of WGST.

With the personnel and functions of the Department of Women's and Gender Studies having been effectively exported since July 2010, and with these personnel and functions now acclimatised in their new locations, it remains to make official the dissolution of this Department.

### ***Impacts on Undergraduate and Graduate Programs and Students***

The WGST program is being administered through the Interdisciplinary Centre for Culture and Creativity. Enrolments are being maintained in the courses offered in this subject.

The WGST Program Coordinator, in consultation with the core WGST faculty members and the program's Planning and Advisory Committee, is responsible for the pedagogy, planning, scheduling, management, revision and administration of the WGST undergraduate program. The ICCC Director has the signing authority for grade approval.

The revisions to the WGST program that were accepted in Spring 2010 by University Council now function as the foundation for the program as it is maintained in the ICCC. Undergraduate students majoring in WGST have had and continue to have access to a highly regarded and successful opportunity for experiential learning, in WGST 335.3, *Representation, Embodiment and the City: New York*. They also take part in a well-articulated, celebratory capstone course, WGST 400.0, *Honours Colloquium*. Within the ICCC they are especially encouraged to take part in an important local opportunity for experiential learning, INCC 201.3, *Dynamics of Community Involvement*. They are in close contact with other programs in the ICCC, especially the undergraduate minor in Digital Culture and New Media and the MFA in Writing. Working in the context of the ICCC supports the strengths of the undergraduate program in WGST while also providing it with some valuably complementary curricular supports.

Within the ICCC, the administrative support is available to coordinate the planning of a new MA in WGST. Consultation toward the preparation of a proposal for this MA is well underway and involves contributing faculty from various departments in the Humanities and Fine Arts, from other units on campus, and from the University of Regina.

***Impacts on Faculty and Other Personnel in the Department***

Women's and Gender Studies moved into the ICCC as the outcome of extensive discussions with each of the departments and all the faculty members involved. Each WGST faculty member has since 1 July 2010 been associated with a department in the Humanities and Fine Arts. Each member of WGST has since June 2010 had a Memorandum of Understanding that outlines the assignment of duties and clarifies guidelines for merit, tenure and promotion. The ICCC Director regularly provides documentation to each of the core WGST faculty members' Department Head one month prior to deadlines for collegial processes.

At the time of the move, the departmental clerk retired from her position. Currently the Clerk and the Associate Director of the ICCC support the program in WGST.

***Impacts on Other Academic Units***

The relocation of faculty in other departments in the Division of Humanities and Fine Arts has intensified connections between WGST and the programs offered by those departments. Gender studies is an area of significant research productivity across the Division. Accordingly, the relocation has provided new opportunities for research collaboration.

***Consultation Undertaken and Letters of Support***

Letters of support are forthcoming from the Director of the ICCC the Coordinator of WGST. Letters are also forthcoming from the Heads of English and History. At the January meetings of the Divisional Faculty Council in Humanities and Fine Arts and of the College of Arts and Science, the motion was passed to "approve the dissolution of the Department of Women's and Gender Studies effective July 1, 2012."

***Financial and Other Non-human Resource Implications***

The operating fund for the WGST program is managed by the ICCC Director in consultation with the WGST Program Coordinator. This fund includes a non-salary budget. Offices are provided for each of the faculty in WGST. Arts 1008 serves as the WGST seminar room. Equipment for WGST is stored in Arts 1006.

Vice-Dean (Humanities and Fine Arts) Report to the Faculty Council  
January 27, 2012

ITEM FOR APPROVAL

**1. Dissolution of the Department of Women's and Gender Studies**

(Proponent: David J. Parkinson)

**MOTION:** That Faculty Council approve of the dissolution of the Department of Women's and Gender Studies effective July 1, 2012.

Memoranda of Understanding were signed in June 2010 that provided for the resources, administration and governance of the program in Women's and Gender Studies within the the Interdisciplinary Centre for Culture and Creativity (ICCC). At the same time, Memoranda were signed with each of the faculty in the Department, placing them in other departments in the Division of Humanities and Fine Arts. The is now in its second year of operation in the ICCC. Sufficient experience and familiarity have been gained to make the dissolution timely of the empty Department of Women's and Gender Studies.

**Rationale:**

a. Since the undergraduate program in Women's and Gender Studies is highly interdisciplinary, housing this program in the ICCC makes good academic sense. The capacity of has thus been increased for faculty and students in other departments to participate in relevant research and programming.

b. Interest has long existed in developing a graduate program in Women's and Gender Studies. The ICCC is committed to support the development of a proposal for such a program.

c. With the personnel and functions of the Department of Women's and Gender Studies having been effectively exported since July 2010, and with these personnel and functions now acclimatised in their new locations, it only remains to make official the dissolution of this Department.

**Impacts:**

a. The WGSt program is being administered through the Interdisciplinary Centre for Culture and Creativity, and has been since July 2010. Enrolments have been maintained in the courses offered in this subject, and the numbers of students majoring in WGSt are remaining more or less constant. Curricular planning and student advising is now handled by the WGSt Coordinator, supported by the ICCC's Associate Director and Clerk.

b. Each WGSt faculty member is now housed in a department in the Division of Humanities and Fine Arts (Art and Art History, English, History). The departmental Clerk is now seconded to a College project, First Year Curriculum Review.

The dissolution of the Department of Women's and Gender Studies is thus placed before this Council for its approval.

## ITEM FOR INFORMATION

### **1. Transfer of Faculty Members from the Department of Languages and Linguistics to the Department of Religion and Culture**

(Proponent: David J. Parkinson)

Faculty principally associated with the Linguistics program have requested to be transferred to the Department of Religion and Culture. This request has been accepted unanimously by the members of that Department.

#### **Rationale:**

a. High potential exists to strengthen links between the program in Linguistics and the programs in Religion and Culture. The latter include languages as existing electives, and some courses of the incoming faculty have already been included in the Religion and Culture program. Potential to expand language studies is welcomed as an outcome of the proposed transfer.

b. Both Linguistics and Religion and Culture are strongly interdisciplinary. In the former, students explore the social and cultural roles of language; the textual analysis of religious texts are of high relevance to Linguistics. Religion and Culture likewise contains strong interest in courses such as *Language Dynamics*, *Sociolinguistics*, *Historical Linguistics*, and *Language and Gender*; as well, potential exists to expand relevant courses in literature and culture to emphasise religious themes and materials.

#### **Impacts:**

a. Discussions are underway to ensure the sustainment of programs in French and Modern Languages.

b. The name of the Department of Languages and Linguistics will likely be proposed to be changed. This proposal will come to the relevant Councils as a separate item for action.

c. Linguistics will remain an interdisciplinary program and, while situated in the Department of Religion and Culture, will retain its autonomy. Likewise, the programs in Religion and Culture will retain autonomy.

Based on a draft plan for cooperation prepared and supported by the faculty of both the Department of Religion and Culture and the Interdisciplinary Program in Linguistics, a memorandum is currently being prepared.

This initial notice of discussions toward a transfer of faculty in the Interdisciplinary Program in Linguistics is thus provided for the information of this Council.



**Meeting of the Divisional Faculty Council (Humanities and Fine Arts)**

Wednesday, January 25, 2012, 3:30 p.m.

Arts 202

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Present: Keith Carlson, Marie-Diane Clarke, Helena da Silva, Alexis Dahl (Director, Programs Office), Judith Henderson, Sabrina Kehoe, Pat Kelly, Frank Klaassen (Chair), Gerald Langner, Yin Liu, Marie Lovrod, Jeanette Lynes, Greg Marion, Patti McDougall, Allison Muri, Brent Nelson, David Parkinson (Vice-Dean), Wendy Roy, Darrell Seib (College Secretary), Braj Sinha, Cheryl Soulodre, Julio Torres-Recinos, Nancy Van Styvendale, Lisa Vargo, Heather Wagg

Regrets: Lesley Biggs

**1. Approval of the Agenda**

The Chair declared that quorum had been obtained and called the meeting to order at 3:34 p.m.

MOTION: (Lovrod / Parkinson) That the agenda be amended to include a motion to approve the dissolution of the Department of Women's and Gender Studies.

*APPROVED.*

**2. Approval of the Minutes of the November 30, 2011 Meeting of the Divisional Faculty Council**

MOTION: (Vargo / Henderson) That the minutes of the November 30, 2011 meeting of the Divisional Faculty Council be approved as amended.

*APPROVED.*

**3. Business Arising from the Minutes**

No business resulted from the minutes.

**4. Report of the Vice-Dean (Humanities and Fine Arts) – Vice-Dean David Parkinson**

Vice-Dean Parkinson informed the members that the first item in his report, regarding the Divisional Faculty Council's approval of the dissolution of the Department of



Women's and Gender Studies (WGSt), flows from the advice of the university's Planning and Priorities Committee to consult with faculty. The Vice-Dean noted that WGSt is now a freestanding program within the Interdisciplinary Centre for Culture and Creativity (ICCC) which itself is not a departmental structure. Furthermore, faculty members teaching WGSt courses, who now have other home departments, support this motion. Parkinson informed the members that a similar discussion about the dissolution of the Department of Women's and Gender Studies will occur at the Faculty Council level and within the university Council. The Vice-Dean and the other proponents of the motion offered to answer questions about this motion.

In response to a member's question regarding the success of the shift of WGSt from having a Departmental base to becoming a program within the ICCC, the Coordinator of the WGSt program, Marie Lovrod, responded that constructive conversations have led to cross-unit cooperation at an interdisciplinary level. She noted that, previously, the program was too small to foster the creation of a graduate program and that, now, within the structure of the ICCC, there is the possibility for such a program.

Carlson noted that the experiences gleaned through the WGSt process might be useful to Departments experiencing changes in their activities and that are shifting teaching personnel in response to budgetary concerns. He suggested that there is an opportunity to consider how future hires can enrich Departmental programs as well as interdisciplinary programs, such as the WGSt program, particularly in situations where faculty renewal is important. While tenure for faculty will be granted within a departmental 'home' there is value in understanding how new faculty can support their home departments and programs like WGSt. Carlson observed that supporting Departmental need, combined with a vision to support other units, is to the benefit of the Division. In this way an individual faculty member's research, scholarly, and artistic work can be seen as a form of overall scholarly strength that supports, and possibly fills gaps within, programs.

Lovrod noted that the having both a home department and an obligation to support a program within the ICCC requires faculty to balance their teaching load. She reported that faculty members teaching within the WGSt program have formed differently constituted and effective relationships with their home departments.

Parkinson noted that genuine consultative processes between faculty, the ICCC, and Departments have been effective. Moreover, he suggested that such good practices would encourage similarly positive outcomes in the future.

Motion: (Carlson / Lovrod) That the Divisional Faculty Council approve of the dissolution of the Department of Women's and Gender Studies effective July 1, 2012.

*APPROVED.*

Speaking to the item for information in his report, Vice-Dean Parkinson acknowledged that there would be a transfer of faculty members from the Department of Languages and Linguistics to the Department of Religion and Culture. Parkinson observed that this kind of transfer process is accounted for in the Collective Agreement. He remarked that faculty members who wish to transfer into another Department could engage in negotiations to explore opportunities, investigate programmatic change, and pursue academic development.

The Vice-Dean informed the members that once he learned faculty members teaching in the Linguistics program were involved in discussions to move into the Department of Religion and Culture he could see philosophical and natural alliances. He suggested that the transfer of faculty could be seen as an evolution of the Linguistics program as well as an opportunity to support French and modern languages programs. He acknowledged that in the midst of ongoing discussion that there has been strong support from the Department of Religion and Culture and others involved with these deliberations.

In response to questions from the members, the Vice-Dean noted that at a programmatic level such transitions might permit new synergies between programs within the Division and initiatives underway in other areas of campus. He observed that there are at least two models for the development of interdisciplinary programs and that faculty members who teach within the linguistics program are pursuing a departmental route, while WGSt chose a home within the ICCC.

A merger of the linguistics programs within the Department of Religion and Culture should happen by June 30, 2012, and a change of the Department's name is also to be expected. Parkinson expressed the hope that the Linguistics Committee will be invited to speak to these changes and, similarly, that discussions on these matters will extend well beyond the involved Departments.

**5. Other Business**

No other business was presented.

**6. Adjournment**

MOTION: (Vargo / Langner) That the meeting be adjourned.

*APPROVED.*

The meeting was adjourned at 4:25 p.m.

**7. Next Meeting – February 29, 2012**