

Attendance: J. Kalra (Chair). See appendix A for listing of members in attendance.

The chair called the meeting to order at 2:32 p.m., observing that quorum had been attained. A tribute to Sylvia Fedoruk was delivered by Dr. Stuart Houston, Professor Emeritus of Medical Imaging and Radiology. Dr. Fedoruk, who served as Chancellor from 1986-1989 and subsequently served as the province's Lieutenant Governor, was a professor, nuclear physicist, researcher and pioneer in radiation therapy. She passed away on September 26, 2012.

1. Adoption of the agenda

URQUHART/JAECK: To adopt the agenda as circulated.

CARRIED

2. Opening remarks

Dr. Kalra welcomed visitors and extended a particular welcome to Dr. Vera Pezer, University Chancellor and chair of the university Senate. He reminded members of Council of the fall Convocation ceremonies to take place on Saturday, October 27; the ceremonies will include the installation of the university's 9th President and Vice-chancellor, Dr. Ilene Busch-Vishniac.

3. Minutes of the meeting of September 20, 2012

WOTHERSPOON/RENNY: That the Council minutes of September 20, 2012 be approved as circulated.

CARRIED

4. Business from the minutes

No business was identified as arising from the minutes.

5. Report of the President

President Busch-Vishniac commended members to her written report and spent a few minutes talking about the significance of the university's membership in the U15, the group of the most research-intensive universities in Canada.

The president described the purpose and membership of the U15, and summarized its mandate, which includes engaging in advocacy at the federal level around such matters as science policy and immigration policies related to training of international graduate students. The group aims to be an influential presence unrivalled in Canada for excellence and for bringing minds to bear on the world's greatest challenges as well as fostering in Canada the capacity for groundbreaking research.

Dr. Busch-Vishniac then turned to why our institutional membership matters. Already, she observed, the visibility afforded to the university has dramatically increased and the university has begun to receive invitations that would not otherwise have been extended. Being on the U15 also helps in recruitment at all levels: the ability to say that we are among this group of research-intensive institutions makes it easier for us to attract both students and new faculty. In the

provincial arena, U15 universities serve as economic drivers much more than do non-research intensive universities, and this message is important to take to government as a reason for strategic investment in universities. The U15 also matters for students because we know from the literature that research methods work well to encourage student learning. Moreover, as universities are on a list like the U15, a more diverse community of high achievers is attracted to the institution. Being on a list opens doors for our graduates—the value of a degree is enhanced. Finally, for students in a research-intensive institution, the flavor of the research trickles down to the undergraduate level and this opens opportunities for them. The president noted that membership will also give our university a way to benchmark appropriately against the 14 universities that are our peers. Over the next years, Council will see that virtually every measure that the university uses to measure its success will be against U15 data. Advocacy and the sharing of data and ideas from our peer institutions will also be a priority for the president in her membership of the executive heads' group. Membership in this group is extraordinary and now what we need to do is to make good on the opportunity that presents to us.

The chair then invited questions from the floor.

A member asked how member institutions of the U15 group balance cooperation with competition. The president responded that the institutions can work together at the highest level and speak with one voice to government about such matters as funding for federal laboratories or even, perhaps a common graduate school application protocol. When it is possible to identify such arenas for cooperation at a high level, the institutions will cooperate—but this does not rule out competing in a civil fashion to attract students, faculty and funding.

6. Report of the Provost

The chair conveyed regrets from Dr. Fairbairn, indicating that the president has agreed to field any questions Council members may have about his report.

A member asked about the status of the decanal search in the College of Engineering; the president indicated that the search has not been declared failed but is ongoing in order to identify a sufficiently broad pool of candidates.

Another member asked about the new mode for capital projects that the university seems to be in, in which the provincial government is authorizing the institution to take on debt. He wondered whether this new process has started to inform how smaller projects are funded. The president confirmed that the framework has changed, with the province allowing us to borrow and committing to fund the interest repayment. She acknowledged that this does put the institution in a precarious position and that the board has been discussing this with government. The board has established acceptable levels of debt and will be watching carefully as levels approach that ceiling.

7. Student societies

7.1 Report from the USSU

USSU Vice-President, Academic Affairs, Ruvimbo Kanyemba presented an oral report on recent activities of the USSU. Ms. Kanyemba conveyed regrets on behalf of Jared Brown who is moderating the mayoral forum. Her report touched on student elections, the referendum on a summer U-Pass, plans for filling the space in Place Riel vacated by the Campus Cove, an upcoming rally against the deportation of two international students in Regina, the mayoral forum, meetings with the province about financial assistance for

students, meetings with MLA's to discuss student matters, work on rental, composting and sustainability initiatives, planning for international education week, planning for an upcoming learning expo in November, a mini student research symposium, academic integrity awareness week, and teaching excellence awards, which have been opened this year to TA's.

The Chair invited members of Council to join him in thanking Ms. Kanyemba for her report.

7.2 Report from the GSA

GSA President Ehimai Ohiozebau presented this report on the activities of the Graduate Students' Association along with academic vice-president Dylan Beach.

Mr. Beach updated Council on a new partnership with the Student Employment and Career Centre involving employers in various sectors presenting to students; the first one was well attended with about 100 people and there is something arranged for each month. They are also planning two workshops on employability, focusing on practical matters such as how to create a *curriculum vitae*. Mr. Ohiozebau added that the GSA is negotiating for a U-Pass for graduate students; he commended members to the written report circulated with the agenda materials.

The Chair invited members of Council to join him in thanking Mr. Ohiozebau and Mr. Beach for their report.

8. Planning and Priorities Committee

8.1 Report for Information: Faculty and Staff Complements

The report was presented by Planning and Priorities Committee chair Dr. Bob Tyler, who reminded Council that there was a request at a meeting of Council last spring for information about the administrative and faculty complement and the levels of growth over time of each of those groups. Dr. Tyler invited Troy Harkot, Director, Information Strategy and Analytics (ISA), to present and contextualize the data and to speak about the key metrics and how they were developed and assembled. Mr. Harkot explained how to interpret headcount and full-time equivalencies, and explained the data definitions, and provided information about how to obtain further data on the ISA web site.

The source of the data is the annual set provided to Statistics Canada each year in October and is based on their definitions; this ensures better standardization of data to enhance comparability across institutions and across years.

Mr. Harkot then demonstrated the 'uView' area on the university's ISA web site at www.usask.ca/isa. This site allows the user to 'drill down' to find detail about the positions that are included in the count for any given unit. He indicated that his office is available to respond to any questions members of Council may have about the data collected and reported by the ISA.

On behalf of the provost, Vice-provost for faculty affairs Jim Germida thanked Mr. Harkot for his presentation and provided some historical perspective on the data, particularly as it pertains to the size of the faculty complement and to a significant growth in the number of administrative staff numbers. He described the shifting demographics of the faculty over the past couple of decades.

The chair then opened the floor to questions.

A member questioned the balance among faculty, staff and senior administrative positions, noting that the administrative staff has doubled in twelve years, while the faculty complement has remained more or less the same, excluding the clinical faculty and researchers that were brought into scope during that time.

Another member wondered whether there is any data to support the claim that it is the regulatory environment that drives the increase in administrative staff; Mr. Harkot suggested that one way would be to look at the job titles of new positions.

A member commended the Council member who had requested this report, and also expressed thanks to the provost's office for taking it on; he suggested the report may be timely with respect to impending budget adjustments, and wondered about the proportions of positions supported by research grants and other target funding versus those paid for from operating funds. He also wondered about how special advisors and consultants are paid; Dr. Germida responded that most of the special advisors would be captured as 'faculty' though some may be administrators. Consultants are not usually in an employment relationships so would not generally be reflected in these numbers.

The member who requested this report at an earlier meeting thanked the chair of the Planning and Priorities Committee for ensuring the report came back onto Council's agenda, and thanked Mr. Harkot for his presentation. He reminded Council that the context for the original request had to do with statements from the Vice-president and Associate Vice-president of Research about enhancement of the institution's 'research engine' and suggested that when you look at the statistics going back to 1980, the research engine has not really been enhanced. He also alluded to the priority more recently accorded to the student experience, and argued that the student experience in laboratories and classrooms has not been enhanced much in 30 years with respect to faculty/student ratios. The vice-provost responded that the raw numbers don't tell the full story about the changing nature of the academy, and reminded Council that over the last 10 years the numbers include about 30 Canada Research Chairs, 3 Centennial chairs, and 25-30 research scientists who have been brought into scope.

Another member followed up on the comment about the faculty/student ratio by observing that 30% of the faculty are from a College that has only 1.5% of our students, and that this skews the ratio.

A Council member pointed out that assistant and associate deans fall into different categories, since one group is in scope and one out of scope.

The chair called for an end of discussion, noting that some of the issues raised today may be addressed in more depth at future Council meetings.

9. Joint Committee on Chairs and Professorships

The Chair called upon Jim Germida, chair of the joint committee on chairs and professorships, to present this item to Council.

9.1 Request for Decision: Estey Chair in Business Law

Dr. Germida pointed out that the Board of Governors met earlier this week and has given conditional approval to this chair, subject to Council approval.

A member sought clarification about whether this was a chair or an enhancement chair, and how the teaching relief would work. The dean clarified the arrangements, noting that if the candidate is internal they will have their full faculty salary plus teaching relief; if the candidate is external, they will get a top-up. The vice-provost indicated that the committee had discussed the need to give the college flexibility in whether an internal or external candidate was selected.

CHIBBAR/ANAND: That Council approve the Estey Chair in Business Law, and recommend to the Board of Governors that the Board authorize the establishment of the Chair.

CARRIED

10. Governance Committee

Professor Gordon Zello, chair of the governance committee, presented this item to Council.

10.1 Request for Decision: Change to Council Bylaws re: Membership of the School of Environment and Sustainability

Professor Zello reminded Council members that this item had been brought to the September meeting of Council as a notice of motion.

A member asked about secondary joint appointments and what this means in terms of participation in collegial processes; Professor Zello pointed out that the faculty council is not delegated to deal with collective agreement processes as these are not under the authority of Council.

ZELLO/DOBSON: That Council approve the membership of the School of Environment and Sustainability Faculty Council as outlined in the attachment.

CARRIED

11. Report from the Associate Vice-President, Student Affairs

Dr. David Hannah, Associate Vice-president for Student Affairs, presented this item to Council as an administrative report.

11.1 Item for Information: Strategic Enrolment Management Project

Dr. Hannah began with history and background for the project, referencing the 2003 Enrolment Plan Foundational Document, which almost a decade ago set targets for enrolment in various categories. He described the extent to which those targets have and have not been met, and then

outlined the goals of the current project. He described the membership of the steering committee for the project, which is both complementary to and aligned with the university's integrated plan. The project will build on the institutional positioning project that was completed a couple of years ago and is grounded on solid institutional data as well as research about demand, capacity, and trends. A lot of work will be done between now and summer to identify realistic goals and to build institutional capacity.

Dr. Hannah's slides are appended to these minutes.

Discussion focused on the following areas:

- The increase in graduate student numbers, and the fact that the majority of this increase comes from course-based professional graduate programs;
- The challenge of using programs for undergraduate recruiting, and the unintended consequence of a proliferation of programs;
- The need for more sophisticated data analytics, particularly in support of retention;
- The relationships between the findings and goals of this plan and the goals outlined in unit plans for IP3 as well as their relationship to looming budget adjustments.

The chair thanked Dr Hannah and suggested further comments and questions be directed to him directly.

12. Policy Oversight Committee

Dr. John Rigby presented this item to Council, beginning with some comments about the importance of policies and the important role of the policy oversight committee in helping those who are framing policies meet certain standards and objectives. He noted that there is one correction to the report: there are two separate references to the Library Materials Policy, but only the second of these should appear in the report.

12.1 Item for Information: Policy Oversight Committee Year-End Report

The chair invited questions or comments; there were none.

13. Other business

No other business was raised.

14. Question period

No questions were brought forward.

15. Adjournment

URQUHART/DOBSON: That the meeting be adjourned at 4:45 p.m.

CARRIED