MINUTES
November 30, 2018
9:00 A.M. to 11:00 A.M.
Robbins Health Learning Centre Room 9-102

Attendees Present:

Barrington-Moss, G (v)	Koopmans, K	O'Greysik, E
Bremner, S (v)	Krell, K (v)	Pawliuk, B (v)
Burgess-Pinto, E (v)	Kustiak, K (v)	Peacock, K
Carlson, S (v)	Maykut, C (v)	Pick, H (v)
Cavanaugh, L (v)	McDonald, M (v)	Pollard, C (v)
Cooper, R (v)	McGugan, D	Ranson Ratusz, A (v)
Couch, G (v)	McKendrick-Calder, L (v)	Salem, T
Culling, P (v)	Miller, K (v)	Salyers, V (v)
Croxen, H (v)	Mills, J (v)	Shelast, Y (v)
Eklund, T (v)	Milner, M (v)	Simpson, N (v)
Evans, C (v)	Mitchell, A (v)	Spies, D
Flaming, D	Mitchell, P (v)	Suyat, L (v)
Foisy-Doll, C (v)	Mosiuk, S (v)	Vick, A
Franczak, B	Narnaware, Y (v)	Vihos, J (v)
Gakhal, R (v)	Nelson, J (v)	White-MacDonald, E (v)
Halisky, R (v)	Neumeier, M (v)	Ziorio Dunlop, R (v)
Kerr, P (v)	Newell, H (v)	

Regrets Sent:

Berga, K (v)	Heuver, T (v)	Parker, B (v)
Gundermann, C (v)	Khalema, E (v)	Wyllie, J (v)

(v) – denotes voting member of Faculty Council

Call to order at 9:04 a.m.

1.0   Agenda
FN-01-11-30-2018: Motion to approve the Faculty Council agenda as presented for November 30, 2018.
- Moved by: Paul Kerr
- Seconded by: Cheryl Pollard

Carried

2.0   Consent Agenda
The Department of Nursing Science MCS Changes were temporarily pulled off the consent agenda at the request of Gail Couch to discuss the discrepancies in instructional hours and course credits between different courses across the Faculty of Nursing (FoN) and the university. The Dean noted that the Deans' Leadership Team will be meeting in the near future to address this item and to create a framework to standardize courses, credits and instructional hours consistently. Information from the upcoming discussions will be shared with the FoN.

FN-02-11-30-2018: Motion to approve the Faculty Council consent agenda as presented for November 30, 2018.

Consent Agenda

- 2018-10 Draft Faculty Council Minutes
- Department of Nursing Science MCS Changes
  - Moved by: Paul Kerr
  - Seconded by: Cheryl Pollard

Carried

3.0 Spirit of Well-being Moment – Colette Foisy-Doll

Colette shared a video on Reality Based Leadership your "Your Ego is Not Your Amigo!" by Cy Wakeman. Links to the Wellness Moments can be found here.

4.0 SSHRC Study – Sherry Dahlke

Sherry provided an overview of a collaborative research project underway examining perceptions of nursing faculty, students and their experiences with older adults. Nurses work with older people in most healthcare settings because this population is more likely to use healthcare services than younger populations. Negative social views about older people are sometimes perpetuated by nurses and other healthcare workers. The purpose of this study is to examine how the learning processes existing within an undergraduate nursing program are socializing student nurses to work with older people. In the first stage of the study, a survey was completed by students and there was an excellent response rate. In the second stage of the study, there will be focus groups, interviews, and classroom observation sessions focusing primarily on BScN students. Vince Salyers and Cheryl Pollard are involved as co-investigators and will be participating only in the data analysis. All data that is shared will be deidentified. In the future, the researchers will be looking at how to expand the study with other types of nursing professionals.

5.0 Tenure & Promotion: Can a type 3 without scholarship be promoted? – Carrie Hunting

Carrie confirmed that a faculty member with a type 3 workload can be promoted to Associate Professor based on teaching performance by demonstrating quality teaching. To advance to a Full Professor, a faculty member would need to demonstrate that a national teaching reputation or recognition exists e.g. an excellence of teaching award such as a 3M Fellowship.

It was noted that faculty cannot achieve tenure or promotion based on service – it is always based on teaching and/or research. However, faculty are still required to do a certain amount of service as part of the collegial governance requirement. Concerns were raised that having the service component excluded from tenure and promotion consideration may be a disincentive for faculty to participate in service and to apply for leadership positions such as Chair. Carrie indicated that perhaps excellence in service could be considered for addition to the next Collective Agreement. The importance of aligning faculty titles internally and externally was also noted. Titles will evolve over time and external reviews at similar or like-institutions will be helpful in developing the Collective Agreement.

6.0 SSD Learning Specialist – Abigail Parrish-Craig

One of the goals for Services to Students with Disabilities (SSD) is to strengthen effective and collaborative working relationships with faculty in support of students who require access or accommodation. In 2017-18, there were approximately 76 FoN students with accommodations. The numbers only include those students attending classes at MacEwan and do not include those requiring accommodations outside of MacEwan at clinical sites. The most common accommodations that are approved are allowing extra time on exams and access to presentation slides or lecture recordings. Abigail mentioned that more and more faculty are providing slides and recordings to students which is useful in reducing the need for certain accommodations. SSD is available to faculty and students to answer questions, help with strategies, and access resources when needed.

7.0 International & Global Health Initiatives (IGHI) Terms of Reference (ToR) – Liz Burgess-Pinto

For the last two years, a FoN working group has been focused on international and global health initiatives and the number of international opportunities for faculty and students is increasing very quickly.

Concerns were raised by members of Faculty Council that there are also increasing competing participation demands at the Faculty and department level with regards to committees and meeting program needs. In response, it was noted that IGHI becoming a standing committee would help advance the Faculty's strategic directions. With the post-secondary learning act changing, there will likely be many changes coming to the university's existing governance structure affecting councils and committees. In the midst of the changes, having a standing committee legitimizes the important work that is underway. Further discussions will look at sustainability, funding, opportunities and addressing the challenges that exist.

FN-03-11-30-2018: Motion that the IGHI Working Group become a standing committee of the Faculty of Nursing (FoN) Council.
- Moved by: Liz Burgess-Pinto
- Seconded by: Kathy Miller

Carried

FN-04-11-30-2018: Motion that the FoN Council approve the Terms of Reference for the IGHI Committee.
- Moved by: Liz Burgess-Pinto
- Seconded by: Randi Ziorio Dunlop

Carried

Following Faculty Council discussions on the ToR, it was recommended that the mandate be reviewed and that the Composition/Membership be amended throughout the ToR to ensure that there is clear and proportionate academic representation across the departments.

FN-05-11-30-2018: Motion that the FoN Council rescind the motion to approve the Terms of Reference for the IGHI Committee.
- Moved by: Margaret Milner
- Seconded by: Kathy Miller

Carried

IGHI will meet to review the recommendations and bring the amended ToR to a future Faculty Council meeting for decision.

8.0 HLST 400 Snapshots – Liz Burgess-Pinto, Christine Shumka & Brian Parker

Liz shared presentations on the experiences of students and faculty who traveled to the Dominican Republic and Ukraine this past Spring as part of the HLST 400 study tours.

9.0 DIESL Implementation Update – Jill Vihos

All faculty in CPNE and CSC now report Jill as Chair of DIESL. Additionally, the following courses have been reassigned to DIESL: anatomy, physiology, pharmacology, microbiology, communication for health professionals, pathophysiology, foundations in health, health assessment, research, leadership and global health perspectives. Faculty will receive a message in December requesting their teaching preferences for courses and workload. The Chairs across the FoN will collaborate as necessary. The Deans' Leadership Team has collaborated to establish principles to guide the workload assignments:

1. Faculty and staff report to one Chair.
2. Faculty may teach in more than one department. When planning workload, the faculty teaching in more than one department are assigned first.
3. Faculty will report to the Chair of the department in which they teach 50% or greater courses. That Chair will complete the faculty member's performance evaluation.
4. Faculty should also remain in one department for generally for 3-5 years.
5. Service commitments should be prioritized to a faculty member's primary/home department first, and then to Faculty Council, and beyond (institution level). The needs of the department come first. Tenure-track individuals have stability in workload assignments.
6. Teaching assignments are based on disciplinary and practice knowledge.
7. No one owns a course.
8. With the exception of new faculty, every attempt will be made to assign no more than two new courses a year to a faculty.
9. Workload assignment is for most to be at midrange.

Jill also provided an update on the new and retiring staff & faculty members to DIESL. Other initiatives underway include: looking to hire a professional consultant to establish a strategic plan, mission and values to guide the department, populating committees for which DIESL has approved the terms of reference (department council, curriculum committee and program evaluation committee), and continuing and increasing frequency of regularly scheduled meetings with partners and stakeholders (e.g. advisory committees) to collaborate and innovate post basic programming. Opportunities to increase interdisciplinary and international partnerships are also being examined.

Courses Moved Under DIESL	
HLSC 120	HLST 159
HLSC 126	HLST 152
HLSC 128	NURS 252
HLSC 124	HLST 354
HLSC 220	NURS 353
HLSC 222	NURS 341
HLST 154	NURS 344
HLST / PNRS 152	NURS 472
	HLST 400

10.0 Electronic Health Records Forms Update – Nicole Simpson & Colette Foisy-Doll
Tabled. An information update will be sent to the FoN via email.

Meeting adjourned at 11:14 a.m.