

**Meeting of School of Business Council**  
**Monday, January 29, 2024, 3:00 – 5:00 p.m.**  
**Room 9-102**  
**MINUTES**

**1.0 Call to Order** (Dean Richard Perlow, Chair)

- The Chair called the meeting to order at 3:00 p.m. as **the quorum of 21 was met** and exceeded.

**2.0 Land Acknowledgement Statement**

- Dean Perlow read the land acknowledgement statement to open the meeting.

**3.0 Approval of Agenda**

**3.1 Motion – Meeting Agenda**

**SOBC-#02-2024-01-29**

**Carried**

**Motion:** It was moved by Bruce Thomson and seconded by Albena Pergelova to adopt the agenda, as amended.

*Amendment: Per Council's request, amended the agenda to withdraw the Fall 2024 Program of Study – Business Management - Aviation Management Diploma - See 5.1.1.1.*

**3.2 Motion – Consent Agenda**

The following items were approved, or were received as information on the Consent Agenda:

- 3.2.1 School Council: Minutes, November 27, 2023, for approval.
- 3.2.2 Executive Committee: Minutes, November 20, 2023, for information.
- 3.2.3 BPCC Report to Council, for information.

**SOBC-#02-2024-01-29**

**Carried**

**Motion:** It was moved by Raina Rudko and seconded by Noufou Ouedraogo to adopt the Consent Agenda, as presented.

**4.0 Good News and Announcements by Members of Council.**

**4.1 Introduction of the Allard Chair in Business – Mr. John Cameron**

Dean Perlow introduced the new Allard Chair, Mr. John Cameron:

- Mr. Cameron spoke to the committee and shared some of his background and experience.
- His father started a construction business which was foundational to his experience. Mr. Cameron is now Chairman of Keller Construction, Ltd.
- Mr. Cameron started a foundation, CRESCENDO, which includes a full musical orchestra and storytelling performances which share messages of importance about mental health.
- He has led the Edmonton's Singing Christmas Tree through the John Cameron Changing Live's Foundation. He helps in the areas of business/mental health, and the proceeds from the event are donated to charities.
- The Dean responded on how outstanding Mr. Cameron message was, and to feel free to reach out to our new Allard Chair.

**4.2 Good News and Announcements by Council Members**

Council members shared their good news:

- From Dr. Theresa Chika-James:  
Dr. Dianna Dempsey's research has been accepted for presentation at CarCon24 (Academy of Management Careers Division Conference) in April 2024 entitled "Mind Matters: Exploring How Young Adult Mental Health Shapes Career Identity Development During the School-to-Work Transition." Also, Dr. Dempsey has another of her research output as a book chapter now in press in the Elgar Encyclopedia of Family Business (Publication Date: 2024) entitled "Family business heterogeneity" with co-authors Elizabeth Tetzlaff (University of Ottawa) and Albert James (Dalhousie).

In addition, our school has been selected to participate in HRC West 2024 in Vancouver, BC (March 1 and 2, 2024). Many thanks to Dr. Francoise Cadigan and Dr. Bruce Thomson for their amazing work in putting in the application. The HRC West is Western Canada's Premier Human Resources Case Competition bringing together teams of students from post-secondary business programs across Western Canada to complete a comprehensive business case that explores a pressing HR challenge identified by working CPHRs (Chartered Professionals in Human Resources). It's a great opportunity for our students to connect with industry professionals and gain real-world knowledge by completing a HR case study, and hopefully winning cash prizes!

- From Mr. Barry Williams:  
Dr. Mike Annett and I had a Property Management Career Fair. This took place on January 23 and 24, 2024.

On the 23rd, Rayna Darbonne, the MIT Program Manager from Weidner and myself went around to five ORGA 201 classes to talk about Property Management. Weidner had a table set up on the 2<sup>nd</sup> floor of building 5 until about 4:30 p.m. Rayna then presented to my PMGT 302 class at 6 p.m. for about 45 minutes.

On the 24<sup>th</sup> we had guest Property Managers from local commercial property management companies. From 12:00 to 1:00 p.m. there was a panel discussion. From 1:00 to 4:30 p.m. the companies had tables set up again on the second floor of building 5. The interest from students was tremendous!

The companies that participated were Hines; Canderel; Wiedner; Zen; BGIS; and representation from REIC (Real Estate Institute of Canada). This Career Fair was very successful!

## 5.0 Stewardship Items

### 5.1 Business Programs and Curriculum Committee (F. Angulo-Ruiz)

Dr. Fernando Angulo-Ruiz provided the BCom Core update. Noted earlier, Council withdrew the Business Management – Aviation Management Diploma Program of Study (see 3.1). These programs expect to do a five-year review and propose changes in due time. Some of these programs are expecting the conclusion of the BCom core process to proceed with further review.

#### 5.1.1 Fall 2025 Programs of Study (POS)

No Changes:

5.1.1.1 *Business Management – Aviation Management Diploma (withdrawn)*

5.1.1.2 Business Management - Certificate and Diploma

5.1.1.3 Human Resources Management – Certificate and Diploma

5.1.1.4 Human Resources Minor for the Bachelors of Arts and Sciences

5.1.1.5 Human Resources Major, Minor, and Honours for the Bachelor of Commerce

5.1.1.6 Management Major, Minor, and Honours for the Bachelor of Commerce

5.1.1.7 Property Management Minor

Changes to:

5.1.1.8 Library and Information Technology Diploma

5.1.1.9 Innovation and Entrepreneurship Minor

The individual motions for the above programs are as follows:

Omnibus:

**SOBC-#03-2024-01-29**

**Carried**

**Motion:** It was moved by Chris Hancock and seconded by Igor Oliveira Dos Santos that School of Business Council approves the Fall 2025 Business Management - Certificate and Diploma Programs of Study.

**SOBC-#04-2024-01-29**

**Carried**

**Motion:** It was moved by Chris Hancock and seconded by Igor Oliveira Dos Santos that School of Business Council approves the Fall 2025 Human Resources Management – Certificate and Diploma Programs of Study.

**SOBC-#05-2024-01-29**

**Carried**

**Motion:** It was moved by Chris Hancock and seconded by Igor Oliveira Dos Santos that School of Business Council approves the Fall 2025 Human Resources Minor for the Bachelors of Arts and Sciences Program of Study.

**SOBC-#06-2024-01-29**

**Carried**

**Motion:** It was moved by Chris Hancock and seconded by Igor Oliveira that School of Business Council approves the Fall 2025 Human Resources Major, Minor, and Honours for the Bachelor of Commerce Programs of Study.

**SOBC-#07-2024-01-29**

**Carried**

**Motion:** It was moved by Chris Hancock and seconded by Igor Oliveira that School of Business Council approves the Fall 2025 Management Major, Minor, and Honours for the Bachelor of Commerce Programs of Study.

**SOBC-#08-2024-01-29**

**Carried**

**Motion:** It was moved by Chris Hancock and seconded by Igor Oliveira that School of Business Council approves the Fall 2025 Property Management Minor Program of Study.

**SOBC-#09-2024-01-29**

**Carried**

**Motion:** It was moved by Bruce Thomson and seconded by Lyle Benson that School of Business Council approves the Fall 2025 Library and Information Technology Diploma Program of Study.

**SOBC-#10-2024-01-29**

**Carried**

**Motion:** It was moved by Noufou Ouedraogo and seconded by Humayun Qadri that School of Business Council approves the Fall 2025 Innovation and Entrepreneurship Minor Program of Study.

During the meeting, Council discussed degree regulation. Following the discussion, all items for BPCC were carried.

## **6.0 School of Business Workplan**

### **6.1 EFMD Update and Plan (Ali Taleb)**

EFMD: Have started the process to apply for accreditation: 1. Submitted the data sheet (no major changes since previous); 2. Worked on some minor adjustments. The process started in January 2024 to work on the actual application which involves the initial assessment (pre-approval), data sheet, submitting the self-assessment report and a student's report (most of the report was submitted in 2021); and visiting with EFMD at an upcoming event being planned for May 2024.

During the discussion, the committee discussed formalizing marketing strategy.

### **6.2 Bachelor of Commerce Action Plan (Dean Perlow)**

Dean Perlow presented the faculty with the mission statement the Mission Committee created.

- *Teaching greatness is our vision.*
- The Dean discussed:

- Enhancing communication and faculty student engagement.
- The international co-op program:
  - Increasing and enhancing the engagement of students in more co-op.
- Core curriculum and the Business Action Plan:
  - Maintaining and increasing business contacts.
  - The 2020 external review comments/questions.

## 7.0 Leadership & Governance Updates

### 7.1 Dean's Update (Dean Perlow):

- **Mission:** *Through teaching greatness and scholarship, we develop culturally aware business professionals, contribute to our disciplines, and enable organizations to thrive.*

Dean Perlow shared the following with faculty:

- Welcome back - hope the New Year is going well for all!
- Dean Perlow completed faculty student evaluations in December 2023. Much like last year, our faculty have done unbelievably, fantastic work, and we have an outstanding faculty!
- MacEwan Ventures at MacEwan: Eighteen (18) people were involved, more people than last year, and our first Demo Day went great.
- AOL committee members are continuing to develop rubrics for the competencies we have created. We would like to get this out to you for approval in the Fall 2024.
- We are engaged in Chair searches for the Department of IB, Marketing, Strategy and Law.
- Dean Perlow connected alums with the EIR, Mr. Tristan Ham.
- Dean Perlow connected MNP colleagues, and Ms. Cindy Sidhu, Director of HR at Williams Engineering, with Dr. Bruce Thomson.
- Connected with Ms. Britta Baron, President of the European-Canadian Centre for Innovation and Research, about co-op.
- Revamping the Aviation Management Program. Met with Edmonton Airport CEO, Steve Maybee, who will be teaching the Airport 101 course in the Fall 2024.
- Heather Thomson, Executive Director of the Alberta School of Business Center for Cities and Communities, would like to collaborate with our students on projects to help revitalize the downtown area.
- Upcoming Alumni Events: Former Allard Chair, Theresa Spinelli, will be presenting on how she got her start in business. Naseem Bashir will attend. Dean Perlow will also present and meet with alumni.
- Professional Development Initiative: Cam Naqvi will present on Advice and Edict on Finding a Job After Receiving Your Degree. The PD Initiative will take place on Thursday, February 1, 2024.
- Allard Chair Event: The event will take place on February 6, 2024, from 5:00 to 7:00 p.m.
- We are amid Chair searches for both the Department of IB, Marketing, Strategy and Law, which will wrap up by the end of next week, and the Department of Management and Organizations.

During the discussion, the following questions/comments arose:

- Q. Re the PD event this Thursday, will it only be for School of Business students, or can anyone attend?
  - A. If you have a friend that is interested, bring them along. They would need to register.
- Council members discussed exams scheduled on Sundays during the Winter 2024 term.

### 7.2 Associate Deans' Update:

**Associate Dean Ali Taleb** provided the following update:

- Study Tours: Discussed two (2) study tours, one in the United Arab Emirates, with Mr. Shankar Subramani, and one in Nairobi, Kenya, with Dr. Noufou Ouedraogo.
- Currently, more students are enrolled in the tours to Dubai than Nairobi.

- Info Sessions: Currently, 153 students have enrolled in Information Sessions for study tours. Enrolment will soon open for non-business students.
- Enrolment: The first round to enroll (including payment) is on January 31, 2024. The second round will take place between January 31<sup>st</sup> and February 15<sup>th</sup>, with fees due immediately.
- The 11-day tour to Nairobi, Kenya is from April 18<sup>th</sup> to the 29<sup>th</sup>, 2024.
- The 9-day tour to Dubai is from April 19<sup>th</sup> to the 27<sup>th</sup>, 2024.
- Re future tours, please send your proposals by May 2024.

**Associate Dean Mike Annett** provided the following update:

- Appreciated Sherif and Dean's Office Staff for transition support, and complimented Theresa for her uptake on the Chair function. Noted the massive machinery of the university system and have started working out how to engage and contribute.
- Suggested the landscape analogy of a river being fed by streams. This is the Enrollment of our students into our various programs. We want a robust river, and it is worth taking a look at our streams. Offered a few related items:
  - One committee, the **Student Recruitment Committee** is looking at tactics to engage high school and mature students to connect them better to our river.
  - One event coming up on **Feb 28th is Welcome Night** where we are hosting students that have paid a deposit but may yet jump to another University's river. Our goal is to remove any little forks in their stream, such as questions and concerns about financials, services, residence, etc., and remind of why they want to follow-through and stay with us and our programs.
  - One set of decisions contributed to is our **Winter 2025 Admissions planning**, and what volume of students we want to bring on and our internal capacity to service them with courses and sections. Metaphor connection: wide enough channel for students and not overrunning the banks.
  - One action is helping to transition the **Student Tutors** to Casual employees for the duration of the term. Tutors help students not to get hung up on river snags.
- As addressed by Sherif in prior Q&A, the **Exam Service Centre** is undergoing some service changes. This spring and summer will be the last term where ESC provides supervision of Online Async courses. Starting Fall 2024, ESC will only handle ADR-based and Deferred Exams. Thus, Faculty will be responsible to supervise all exams - Online and Other.
- Asked faculty, staff, and students to suggest information and updates that will be beneficial to their own activities and responsibilities. After council today, in the hallway tomorrow, or an email at some point, please take a minute to advise on what is needed and I'll do my best to help them have information and awareness on matters you need to do your work or understand our School.

### 7.3 Department Chair Update:

Dr. Etayankara (Murli) Muralidharan:

- Provided updates for the Department of International Business, Marketing, Strategy & Law:
  - The hiring process for three (3) faculty members is on. The term has started off well without any glitches.

Dr. Rohit Jindal:

- Provided updates for the Department of Decision Sciences:
  - The department committee will be hiring soon.

Mr. Greg Springate:

- No report.

Dr. Theresa Chika-James:

- On the property management program, we will be having two candidates on campus this week on Wednesday and Friday for a teaching presentation. If you are available just before lunchtime to attend

the session and provide some feedback for the hiring committee, this will be very much appreciated. Please send me an email and I will provide you with the schedule for the day.

#### 7.4 **Faculty/School Council Representatives Update:**

The Dean and Dean's designates provided updates from the other Faculties and Schools at MacEwan University (when available). For further details, please see the minutes from the respective Faculties and Schools, [here](#).

- **Faculty of Arts & Science** | Reported by Dr. Natalia Khinkanina, School of Business Dean's designate.
- **Faculty of Fine Arts & Communications** | Reported by Dr. Tarek Salem, School of Business Dean's designate.
- **Faculty of Health & Community Studies** | Reported by Dr. Norene Erickson, School of Business Dean's designate.
- **Faculty of Nursing** | (*Designate vacant for January. Filled by Dr. Bruce Thompson for the upcoming reports*), School of Business Dean's designate.
- **School of Continuing Education** | Reported by Dr. Hadi Chapardar, School of Business Dean's designate.

#### 7.5 **GFC member update**

Dr. Françoise Cadigan provided an update on the December 18, 2023, General Faculty Council (GFC) meeting. To read the December 18, 2023's General Faculty Council minutes, please click **here**: <https://www.macewan.ca/about-macewan/governance-leadership/general-faculties-council/meetings/>

Highlights of the meeting include:

President's Report (Dr. Trimbee):

- X-mas miracle: CAQC audit status – work of Registers Office. We can approve new degree more quickly with more control.
- 2<sup>nd</sup> miracle: Our momentum. Premier on campus announce money. Good enrollment numbers – growth to 13,400 students.
- Budget season. Hope to keep our zero. Target enrollment has benefited – that money will be rolled into the base.
- International students and housing. Policy work.
- First time residence was full.
- Dr. Monk reappointed. Congratulations to him.

Provost Report (Dr. Monk):

- Julie Green is new registrar. From Maritimes. Goal: 30,000 students by 2025.
- OUR and SEM function has moved forward. Dr. McGlualin did the work.
- Fine Arts Dean: 12 dozen qualified candidates.
- Before 40% of courses taught by full-time faculty. We now compete with those who can work at U15s universities.
- We may hire 9-course load.
- Probation and tenure applications
  - 44 dossiers in the Fall. 90-95% success rate is expected.
- July 1, 2024: 15 sabbaticals (21 application in total).
  - Budget supports all dossiers.
- CAQC – Dr. Ken Ristall helped achieved these results.
- The Deans never get enough credit in quality assurance.

GFC Committee Report:

- Dec 11 meeting:

- Approved for scholarly terms of reference.
  - AI and academic integrity. Maintain a committee to continue to this work.
  - Maureen Lomox – finance budget.
- 2.3.1 approval of policies.
- More details given in Section 3.1 of Agenda.

#### Academic Planning and Q&A:

- Audit application.
- Bachelor of Psychiatric Nursing.
  - Positive points of review.
  - Issues: Below standard. Btu was an outlier. Requested a written reflection. Ken Restall provided feedback on November 1.
    - Provost Monk: issue was review during pandemic with assessors outside Alberta who had to learn Alberta jurisdiction. Small number of students and faculty. Low student engagement.
    - Christie: Post degree diploma program, so nuance not indicative of the program. We will modify accordingly.
    - Ken: Quality assurance not a rubber stamp. We have learned from this.
      - This program was fully online = Not in person.
- Bachelor of arts and commerce action plan.
  - 5% of all items completed and significant work on new items.

#### Academic Standards, Curriculum, and Calendar:

- Convocation Advisor Committee: no change to terms of reference.
- Policy consultation – oppose change to English course policy that all programs include English credit. Exemptions for post credentials (e.g., students in workforce and certificates with 20 credits such as nursing and Continuing Education).
- Fall exam week over a weekend. Proposal to use evenings instead of weekends.
  - Question about using the gym -- could solve problems. Part of problem is Fall Reading Week. Active grievance with the FA. Registrar will deal with this. Not GFC.

#### Scholarly Report:

- Approved Terms of Reference.
- 2023 ORS report available on ORS website.
- Three (3) networking events: health, technology, energy and environment.
  - Disciplinary diversity and inclusivity are our strength.
  - ORS: Funding opportunity \$10K for these three areas. Due February 1, 2024.
- Internal grant funding aligned with strategic vision.
  - In line with PSA and Tri Council agency. 2-year, \$20K grant.
  - Trend is for more frequent, smaller internal grants and encourage early career faculty.

#### Teaching and Learning Report:

- Meeting on November 27: AI2 working group, teaching award adjudication committee, and Mëskanâs governance committee.
- Action plan from Centre of Teaching and Learning – to GFC in February 2024.
- Chandelle Rimmer and Brett Farquerson – exam centre is overwhelmed. No more online asynchronous courses.
- Motion: AI 2 working group accept that report - APPROVED
  - CHAT GPT and generative AI. On CTL website.
  - Too many false positives to test plagiarism.
  - Committee should stay a rolling working group with broad recognition across the university. Unique concerns for each of the faculties and school. Removed from governance structures.
- Motion: Distribute to all faculty for a discussion at a council - APPROVED
- Report is hosted on CTL website under Resource tab. Managed by CTL.

Council on Student Affairs:

- Met December 4: Melissa Merrigan: Student finances, scholarship and funding. Additional student seats added.
  - Need people to serve as adjudicator committees. Must get funding to students. Not time intensive. Ask junior colleagues to volunteer.

2024-25 Budget/New Business:

- Board meets in March - Plan (July – September), prepare (October – December), and approve (January – March)
- 80% of budget is firm – headcount.
- Investment income good at 7%.
- Utilities expensive.
- Revenue – hoping for zero adjustment. Other PSI received reductions. 45% of revenue. 2% increase in tuition – maximum allowed by legislation.
  - Residence rates frozen.
  - Non instructional fees are frozen – health and psychological, etc.
  - FLE (full time learning equivalent) count.
  - Difference of 12%. Bookstore, sports and wellness, etc.
- Expenditures
  - 50 new hires, etc.
  - 3% increase in salary and benefits in collective bargaining.
  - Inflation is 2.43%
  - Scholarship and bursaries are at an all-time high.
  - Internal research – maintain or increase next year.
- Surplus management
  - We are not allowed to run a deficit.
  - We need to spend the surplus in the current year.
- Timeline: Nov 2023 – kickoff and approved in Mar 2024
- Operational grant hope stays at zero.
- Costs growing at 5% while revenue falling. Conversations with government about model un-sustainability [*sic*].
  - Advocating for cost-plus inflation.
- Faculties and schools may want detailed budget and transparency - 10% of the budget is wiggle room. 90% out of our control.
- Congratulations Kelsey Reed joined honorary doctorate committee.
- Need nomination to honour academic BG. Require 3 letters.

Next update: February 12, 2024.

**8.0 Presentations:** (no presentation).

**9.0 Question Period/Open Discussion/Other Business:**

- Lyle Benson spoke about was the academic integrity tutorial.
- Qian (Claire) Deng: If any faculty member has ongoing research projects which need student participants, please contact me by email by the end of this week (Feb 4). According to the data collected last semester, 88% of students responded positively to the research participation pool, 10% of students felt neutrally. 97% of students said they were willing to participate again in the future.

**10.0 Future Agenda Items/Next meeting**

- The next School of Business Faculty Council meeting is on: **March 11, 2024.**

**11.0 Adjournment.**

Meeting adjourned at 5:03 p.m.