1.0 Call to Order
The Chair, Dean Elsie Elford, called the meeting to order at 4:03 p.m., as quorum of 22 was met and exceeded.

2.0 Approval of Agenda/ Consent Agenda

SOBC-01-2017-11-02 Carried
MOTION: It was moved by C. Hancock, and seconded by T. Costouros that School of Business Council approve the Agenda and Consent Agenda as presented, which included the following items on the Consent Agenda:

2.1 Minutes: School Council Meeting, September 25
2.2 Executive Committee (E. Elford, Chair):
   2.2.1 Minutes, October 17 (for information)
   2.2.2 Motion – to review and confirm Executive Committee’s decision to approve the election of L. Adams to BPCC
2.3 Business Programs and Curriculum Committee (S. Ibach, Chair)
   2.3.1 Report: includes BPCC delegated approvals of new courses for Legal Studies in Business; a major course change for Property Management; minor changes to Master Course Syllabi, as recommended by Department Councils; minor course changes (INTB 413, LEGL 261)
2.4 Faculty Development Committee (E. Elford, Chair)
   2.4.1 Report
2.5 Sabbatical Leave Recommendation Committee (E. Elford, Chair)
   2.5.1 Report
2.6 Academic Governance Council (AGC) Update
   Meeting Synopsis, Sept. 19

3.0 Presentation

3.1 Academic Integrity Update (Paul Sopcak, Academic Integrity Coordinator, Student Affairs)
Paul Sopcak presented on Academic Integrity at MacEwan and advised the information can be found online at the following:
https://www.macewan.ca/wcm/StudentAffairs/AcademicIntegrity/index.htm.
It is a good idea to show, and direct students to, the website as it explains the Academic Integrity Policy and has resources like procedures for suspected violations, and student responsibilities. Twenty percent of faculty have not looked at the policy and 60%-70% of students in their 3rd or 4th year have not read the policy. Paul suggested including links to both the policy and breakdown in course outlines.

It is faculty’s obligation to report a violation if they are over 50% sure something is not a student’s work. Meeting with the student is a critical part of the process as the student has the right to be heard before a decision is made. Faculty should submit a tentative grade until they
have the meeting with the student and if their opinion changes, faculty would submit a grade change request. Half of students do not realize they did anything wrong until the meeting, as there is a lack of knowledge or skill with respect to citing properly. It would be treated as a policy violation in that case instead of ethical misconduct. Faculty should advise the student that they will be notified of the decision in writing. The report would then need to be submitted to the Academic Integrity Office within 10 days of the meeting with the student. If there is found to be a violation, the student could appeal to an Adjudicator. Following this, the student could appeal the Adjudicator’s decision to the Provost. There is a new policy coming in July 2018 that will likely change the process somewhat.

It is up to the student to avoid future violations. If it is the first time it has happened, it will not go on their transcript, but they may receive a 0% on the assignment. If there appears to be a pattern, it would be flagged. Faculty were encouraged to contact Paul if they had any questions. One of the best ways to avoid a violation is to explicitly address academic integrity in class. Peer perception is a big factor, so having students talking about what they want in a learning environment, helps to bring up values such as this. This is important to students as they generally want a level playing field.

Incidents typically happen towards the end of term. There were 324 violations reported last year which was a record. Fifty eight percent involved plagiarism. Roughly half of plagiarism cases are unintentional, as many students do not come prepared with the necessary skills to avoid plagiarism. Improper collaboration constituted 14% of the violations and cheating was only at 9%. As of last year, Business students make up 27% of MacEwan student population and 39% of reported incidents were from Business faculty. This is a good sign as there is often under-reporting, but there is more awareness now.

Comments and Questions raised by faculty:
It was asked whether faculty would be notified that a student in their class had been flagged. Paul advised that it would be a FOIP violation to mention a student’s name in this regard.

4.0 Business Programs and Curriculum Committee (S. Ibach, Chair)

4.1 SOBC-02-2017-11-02 Carried
MOTION: It was moved by E. Perez, and seconded by S. Subramani that School of Business Council recommend the following revised Programs of Study for 2018-19:

- International Business Major, Minor and Honours (M. Roberts)
- Legal Studies in Business Major and Minor (M. Roberts)
- Property Management Minor (M. Annett)
- Supply Chain Major and Minor (R. Enstroem)

Comments and Questions raised by faculty:
C. Hancock inquired about deleting electives on the Supply Chain Major Program of Study. R. Enstroem explained that the Supply Chain Major is quite heavy on credits so they needed to free up space for the Minor. BUSN 330 - Project Management is taken by students across the university anyway so it is not in danger, but they wanted to protect the senior level Supply Chain courses.

4.2 SOBC-03-2017-11-02 Carried
MOTION: It was moved by N. Ouedraogo, and seconded by J. Loh that School of Business Council recommend Programs of Study for 2018-19 that specify the Arts and Science Minors for Bachelor of Commerce.

5.0 Department Chairs’ Updates

Sherif Elbarrad, Chair, Accounting and Finance
S. Elbarrad, as Director of CALIBER, reported that they had their first client. S. Elbarrad thanked everyone that had helped make CALIBER happen. There were a lot of challenges, but it has been approved. Faculty members were encouraged to participate with CALIBER on consulting or other work, and to contact S. Elbarrad if they were interested.

Rickard Enstroem, Chair, Decision Sciences
The Decision Sciences Enlightenment Seminar will be on November 24th from 2:00 – 3:00 p.m. in 5-213. The presentation by Valentina Galvani and Lifang Li, from the Department of Economics at the University of Alberta, will be on Market States, Sentiment, and Momentum in the Corporate Bond Market.

Noufou Ouedraogo, Chair, Organizational Behaviour, Human Resources Management, and Management
The department is in the process of hiring a full-time Human Resources Management faculty member.

Michael Roberts, Chair, International Business, Strategy, Marketing and Law was absent.

6.0 Report of the Associate Dean, Research & International
6.1 Research Activities
W. Wei presented an update on the Research Strategic Plan (2016-19) that was approved last year and explained that most of the plan’s goals were achieved. The goals were as follows:

- Articulate principles that will drive School of Business vision and commitment; promote research that creates a culture in which scholarly/creative activity flourishes.
- Increase the capacity, and the engagement, of School of Business faculty in research and scholarly activity, including the scholarship of teaching and learning.
- Each department articulates a research and scholarly activity aligned with programs of study, to enrich program outcomes. Departments support mutually beneficial opportunities for students and faculty, to deepen their knowledge.
- Support the intersection between research, scholarship, teaching and learning in the School of Business, community and industry partners.

Research seminars are held monthly as well as annual workshops in May and November. The third Research Showcase will be held in April/May 2018, and this November, there will be a Research Showcase Seminar. Examples of the monthly research seminars and a research showcase were provided. Newsletters will be sent out with information in the Fall and Winter semesters.

Three research seminars specifically on databases will be held in Winter 2018. McKay White is
working on a Legal database, Fernando Angulo is working on an Indigenous Business database, and there is another database particularly on Compustat. At the Research Showcase in April/May 2018, Rosalie Tung from Simon Fraser University will be presenting.

On November 22, there will be an Ivey case co-branding celebration with five cases that faculty members will present. There are 12 Ivey co-branded cases. Ivey has done a whole month of marketing MacEwan University on their front page. About 8 faculty members have published with Ivey to date.

Thirty-six proposals for internal funding allocation have been approved to date. At 20, Department of Organizational Behaviour, Human Resources Management and Management has the most applications, while Departments of Accounting and Finance and International Business, Marketing, Strategy & Law each have 7. The Department of Decision Sciences has 2. Twenty-five applications are project-based and 11 are conference-based.

Applications for external funding takes many years of preparation. E. Muralidharan has received two SSHRC grants – Insight Development and Institutional Grant (2017-19).

F. Angulo received the MacEwan University strategic grant (2017-19). M. Roberts and T. Costouros also received a university-level grant. We are trying to match each of the external grants internally. R. Jindal, N. Ouedraogo and B. Thomson received the internal one-time strategic grant in 2016-17.

A listing of the top journal publications was provided.

There has been good participation with conferences and with working with students. L. Wong is working on the Business Undergraduate Research Pool with over 400 students in BUSN 201. B. Thomson is supervising four students and E. Muralidharan is supervising two students. In the summer, there were three undergraduate students working with faculty on different projects and they were hired as full-time Research Assistants.

In building our network over the past two years, we have worked with leading scholars from Ivey, the Alberta Business School, and the University of San Francisco.

Faculty have received five best paper awards - three in 2016 and two in 2017. E. Muralidharan received best paper at the AOM conference, J. Son received best paper with ASAC, R. Jindal received best paper with Asia Pacific Foundation Conference on Advanced Research, F. Angulo received best paper with China Global Conference, and A. Pergelova received best paper at Diana International Research Conference.

Comments and Questions raised by faculty:
S. Elbarrad noted that the Department of Accounting and Finance had received several grants from CPA this year.
7.0 Report of the Associate Dean, Students
No report was provided, to give the Associate Dean, Research and International more time for his report.

8.0 Dean’s Report
8.1 Strategic Plan
- The Dean provided updates on initiatives in the School of Business Strategic Plan, as follows:
  - Study tours are now going to Morocco, France, Czech Republic and Germany. European destinations are the most popular with students. For 2018, there is a study tour to Thailand, and a possible expansion to South America in 2019, to respond to student interest. We are considering hosting a study tour of Alberta for students from international partnership universities. The School continues to add international partnerships, primarily in Europe.
  - Sebastian Panciuk, Coordinator for Cooperative Education, started a couple of years ago. The Cooperative Education program is now available for all majors, and has attracted community interest.
  - The School of Business Alumni Advisory Committee has expanded to about 15 members. A recent pub night mixer attracted over 50 alumni. The committee is planning a ski trip. The School is working on developing partnerships with alumni.
  - We started the Social Innovation Institute and Hub (roundhouse.ca in Allard Hall). It is now under the Provost, with Leo Wong serving as the Director of the Institute. Faculty members are encouraged to serve on committees, and otherwise participate.
  - Student clubs are increasing participation in case competitions, and going to places like the European Innovation Academy, where they are doing very well. Enactus has been very active. We hosted the UN Youth Sustainability Conference. The School’s new Professional Resource Faculty member, Launa Linaker, is working to enhance student engagement and ensure student leaders receive mentoring, coaching, and connections with faculty advisors.
  - Brittany Pitruniak, Events and Communications Coordinator, for the School of Business, has really stepped it up. There are at least three School of Business tweets per day, two Facebook posts a week, and Facebook Live has enhanced student events, and even the Allard Chair event. The School is on social media in a way it never was before.
  - Nine new faculty were hired this spring and we are still recruiting. Every Chair has been involved. There are also resignations and retirements coming up, Accounting and Finance and the OB, HRM and Mgmt. will be recruiting.
  - Following a review and consultations, the Institute for Innovation in Management Education (IIME) will be recommended for dissolution, in favour of the newly established Centre for Applied Learning and Innovative Business Education and Resources (CALIBER). The Institute of Asia Pacific Studies (IAPS) expanded its research and established new connections with Korea.
  - Recent Indigenous initiatives include the approval of two new Indigenous Law electives, with a lot of help from T. Huckell. M. Roberts is working with Terri Suntjens, the Director of Indigenous Initiatives and Kihew Waciston to develop an Indigenous cultural training camp at Enoch for students in BUSN 210 – Special Topics in Business. M. Roberts was recently appointed to the President’s Indigenous Advisory Council, as a non-Indigenous faculty member.
• We are continuing with block transfers and articulations. At the last School Council meeting, the President confirmed that diplomas and certificates will remain a key part of our business.
• S. Brownlee was thanked for all the work she did in moving forward the 18 new minors in Business and Arts and Science. The last set will be going to the November 28 AGC meeting for approval.
• The School is a member of the European Federation of Management Education (EFMD) and the multi-year application process for accreditation of our BCom by them, known as EPAS, has been proceeding.
• The Legal Studies in Business Major was approved. L. Adams, T. Huckell, M. Roberts and the other legal faculty were thanked for their work on this.
• Paralegal Studies is launching with a mixer on November 7 with guests including lawyers and others who hire paralegals.
• Library & Information Technology has been restructured to become an undergraduate level diploma that ladders into the Bachelor of Arts.

8.2 Final Notes
Dean Elford stated that it had been a privilege and an honour to serve the School and all the faculty. It has been a great journey and she enjoyed it. It has been challenging, but it has been exciting. We have built something here we can be very proud of and she thanked everyone for their efforts.

SOBC-04-2017-11-02
Carried
MOTION: It was moved by T. Costouros, on behalf of the Executive Committee, and seconded by S. Elbarrad that School of Business Council express its sincere appreciation to Elsie Elford for over 15 years of distinguished service as the Dean of the School of Business.

T. Costouros advised that E. Elford became Acting Dean on July 1, 2002 and was named Dean on May 1, 2003. In that time, she led the growth of the School of Business from 150 students to 2,200, from 20 faculty to 70, while adding the Bachelor of Commerce and maintaining work-ready career programs. As the Dean’s report on the Strategic Plan just made clear, she is definitely going out on top.

9.0 New Business
None was brought forward.

10.0 Announcements (Council Members)
10.1 Convocation: November 21, 2017

Mike Annett advised he has been a part of the Joint Benefits Committee and for the last two or three years they have been looking at the current plan, and at ways of maturing it, modernizing it and helping reflect what the university needs. As a result, the plan was changed from Alberta Blue Cross to Great West Life, as they were found to offer a better plan. From November 13 - 30, employees are asked to enroll in the new benefits plan. If faculty and staff do not enroll, they will receive, as a default, single comprehensive coverage. There are now four different options. M. Annett said he would be available if
anyone had any questions and that there are information sessions as well. The new plan will come into effect on January 1, 2018.

Questions and comments from faculty:
N. Ouedraogo inquired if it was reversible once you selected your package. M. Annett advised that once you submit, you can make changes every year. R. Dean advised that if you go onto the portal and go to your “Pay and Benefits” everything is visible now and there is information coming out in the mail as well. You will need your employee ID to log in to select your package.

B. Graves advised that collective agreement requires that, in collaboration with Executive Committee, the Dean will prepare performance evaluation criteria, or changes to them. The Executive Committee would like to go through a process of reviewing the criteria and requested faculty input into things they would like to see with the criteria. B. Butler will be sending out a link to the current performance evaluation criteria. Faculty members were asked to look at it and if they had any comments or issues they would like to raise, they should contact a member of the Executive Committee. The Committee will review those and prepare a recommendation for the new Dean.

B. Graves advised that it is Movember. Several faculty members have thought about putting together a School of Business team to show support for this fund-raising campaign for prostate cancer. If you are interested, please send B. Graves a quick email and they will come up with a team name. Student, E. Bruneau, stated she supported their efforts and would try to come up with a team name. Faculty members were encouraged to support their colleagues.

It was asked when the new Dean would be announced. D. Lowe advised that it is a process.

11.0 Question Period/Open Discussion
No questions arose.

12.0 Future Agenda Items/Next Meeting (February 15, 2018)
Members were asked to email B. Butler with any future agenda items.

13.0 SOBC-05-2017-11-02
Adjournment was moved by T. Huckell. CARRIED

Approved by School of Business Council, February 15, 2018