COUNCIL OF THE FACULTY OF GRADUATE STUDIES

MINUTES

Two Hundred and Fifty-first Meeting

Wednesday 16 September 1992

4 p.m.

D.J. Bercuson (Chair)


REGRETS:W. Heckel, G. Krivy, R. Page, C. Slagorsky, H. Wieser

VISITOR:J. Baker (for Policy Committee report on "Women in the Nineties" Recommendations)

251.1 Welcome to New Members and Approval of Agenda

The Chairman welcomed members of Council and introduced new members.

The Chairman suggested that Item 6, 1992-93 Graduate Student Appointments Schedule, be dealt with immediately following Item 3, Dean's Report.

It was MOVED by M. Lazar, SECONDED by R.D. Rowe that the Agenda be approved with the Chairman's suggestion.

CARRIED
251.2 Minutes of the Last Meeting

It was MOVED by L.A. Knafla, SECONDED by R.R. O'Reilly that the Minutes of the Last meeting be approved.

It was pointed out that Item 250.8, Proposal for a PhD in Creative Writing, should read "PhD in English (Creative Writing Option)" as approved by General Faculties Council.

The question being called on the Knafla/O'Reilly motion, bearing in mind the amendment to the PhD in English, it was

CARRIED

251.3 Dean's Report

Recruitment. The Chairman announced that recruitment would continue to be a major issue for the Faculty of Graduate Studies. He pointed out that President Fraser had allocated monies to the Faculty for recruitment, and that the Faculty would be assisting departments with additional mailing costs. The Chairman announced that the Faculty would be hosting a Recruitment Fair on Monday, September 28, and urged members of Council to pass the information along to members of their departments and to undergraduate students. Posters were distributed at the meeting. The Chairman noted that Recruitment Fairs were also being held at other Western Canadian universities. He thanked M. Fisk for her efforts in arranging The University of Calgary's Fair.

251.3.1 Priorities in the Year Ahead

Improvements in the Faculty of Graduate Studies Office. The Chairman announced that the Faculty Office was committed to improving services to departments which would include, telephone registrations, automation of feeing and GP-1 forms [appointments forms for GRS and GA(T)]. The Chairman indicated that he would be meeting with Heads and/or Graduate Coordinators sometime in April, 1993, regarding the Faculty's performance. The Chairman welcomed input from departments at any time.

Residence Requirements. The Chairman announced that R.R. O'Reilly's committee, Committee to Review Academic Regulations of the Faculty of Graduate Studies, would be examining residence requirements of the various graduate programs at The University of Calgary. He noted that The University of Calgary would not wish to get too far out of line with the regulations at other universities, but indicated that there had been some discussion regarding whether or not the University was being as innovative as it might be regarding residence requirements.
Money. The Chairman indicated that, should the Faculty receive a 5% budget cut as had been indicated to it, he would have no choice but to cut the GRS pool. He indicated that he would not terminate the practice of bringing in external examiners for Doctoral examinations. The Chairman stated that, if the Faculty of Graduate Studies received a 5% budget cut over the next five years, some 175 units of GRS would be lost. He noted that such cuts would be felt most heavily by departments in the Fine Arts and the Humanities and stated that he had been working with the Vice President (Research) to explore the impact of such cuts.

GRS Units. The Chairman was pleased to announce that the Departments of Biological Sciences, Educational Psychology, Civil Engineering, Electrical and Computer Engineering, English, Mechanical Engineering, Geology and Geophysics, had returned a 0.5 unit of GRS to the Faculty and the Departments of Psychology, and Mathematics and Statistics returned 1.0 unit of GRS to the Faculty in order to avoid a taxation on other departments. As a result of the generosity of these departments, the Chairman announced that all departments could retain their full GRS allocations that were awarded last spring. Applause.

251.3.2 Executive Group Authority for June/July/August

The Chairman reported that no Council business was conducted during June/July/August, 1992.

251.3.3 Questions

In response to a query by L.A. Knafla regarding departmental rank ordering of students for the Open Scholarship Competition, the Chairman indicated that the Graduate Scholarship Committee had not yet decided whether or not the departmental rank ordering would be requested.

In response to a query by H. Konrad regarding the link between GRS applications and the number of students applying in the Open Scholarship Competition, the Chairman indicated that the GRS form would be simplified and would not include any reference to the number of students applying in the Open Scholarship Competition. He noted, however, that reference would be made to the number of students applying to external competitions, i.e. NSERC, SSHRC, etc. The Chairman was hopeful that departments would encourage their students to apply for external funding.

251.6 1992-93 Graduate Student Appointments Schedule

The 1992-93 Graduate Student Appointments Schedule had been distributed with the Agenda material. The Chairman pointed out that this document had been debated at the April, 1992, Council meeting. He stated that Council would be asked to endorse the document as opposed to approving it, as had been done in the past. The Chairman
pointed out that an increase of 4.25% was being proposed. He indicated that a change in policy was also being proposed in that the dollar figure would be negotiated between the Graduate Students' Association and the Vice President (Finance and Services), and the remainder of the document would be negotiated between the Graduate Students' Association and the Faculty of Graduate Studies.

It was MOVED by E.S. Krebes, SECONDED by J.S. Raymond that the Council of the Faculty of Graduate Studies endorse the 1992-93 Graduate Student Appointments Schedule to be transmitted to the Vice President (Academic) and Provost.

In response to a query by E.S. Krebes, A. Hawkes indicated that, if approved, the new rates for GA would be retroactive to May 1, 1992.

H. Buss expressed concern regarding Section 2.2 "Normally, students enrolled in more than three half courses in a given period will be ineligible for GA appointments in that period" and Section 3.8 regarding criteria for a GA appointment and Section 4.1 (c) regarding the number of hours a student may work per week while holding a GA appointment. The Chairman indicated that these regulations had been in existence for sometime.

The question being called on the Krebes/Raymond motion to endorse the 1992-93 Graduate Students Appointments Schedule, it was

CARRIED

251.4 Reports of Standing Committees of Council

251.4.1 Policy Committee

The "Women in the Nineties" Report, along with the Policy Committee's report regarding recommendations concerning "Women in the Nineties" and a memo to D.J. Bercuson from the Graduate Student Advisory Committee had been distributed with the Agenda material.

The Chairman welcomed J. Baker, Chairperson of the Policy Committee, who prepared the report on "Women in the Nineties".
MOTION 1

It was MOVED by L. Nutter, SECONDED by M. Kapoor that the Council of the Faculty of Graduate Studies endorse Principle 1 in so far as it applies to decisions and actions falling within the jurisdiction of the Council. Principle 1 states that faculties and departments should be counted as having an obligation, ceteris paribus (a) to do what they can to ensure that women are not excluded from or hindered in their university studies because of the kinds of parenting or other duties which in our society traditionally fall on women, and (b) to do what they can to ensure that the path through their studies of women who are so burdened should be facilitated administratively.

CARRIED

MOTION 2

It was MOVED by L. Nutter, SECONDED by M. Kapoor that the Council of the Faculty of Graduate Studies endorse recommendations (a) to (m) as steps to the implementation of Principle 1. Recommendations (a) to (m) are as follows:

(a) That the President's Committee be asked if there are statistics available which do indeed inform the particular provisions of the four recommendations, especially the provisions concerning part time status.

(b) That steps be taken (as far as is reasonable) to find out whether it really would generally help students who are both women and (perhaps for that reason) also part time students if they were permitted to hold GATs, GRSs and other Scholarship on a part time basis.

In the meantime, the Committee recommends that Council should try to develop and endorse some more focused versions of recommendations 26, 30 and 31, and in particular:

(c) That women graduate students be surveyed to see what exactly are the practical problems which they face in university, problems consequent on them being women (see clause (a) of the principle stated above).

(d) That women graduate students be surveyed to see if they have any suggestions about how the paths through their studies of women who are burdened in the ways described should be facilitated administratively.

(e) That Council should endorse the suggestion that University Scholarships be instituted specifically for high-achieving female students returning after an absence where the absence is for the fulfilment of child rearing and other caring duties.
(f) That Council should endorse the suggestion that the University petition provincial and federal granting agencies to provide fellowships for female part-time and former part-time students where the part-time status was occupied in order to permit the fulfillment of child rearing and other caring duties, and to make provision in the regulations for grant competitions for students who have taken time off between degrees for child-rearing and other caring duties.

(g) That the regulations governing the terms and conditions for tenure of Graduate Teaching Assistants be reassessed with a view to making it possible for female part-time students to hold such positions where the part-time status is occupied in order to permit the fulfillment of child rearing and other caring duties.

(h) That the regulations governing the terms and conditions for tenure of Graduate Research Scholarships be reassessed with a view to making it possible for female part-time students to hold such positions where the part-time status is occupied in order to permit the fulfillment of child rearing and other caring duties.

(i) That, if accessibility depends on special arrangements, Calendar entries and advertisements of graduate programmes should make it clear that provision will be made for people with young children to complete programs at a reasonable pace.

(k) That steps be taken with no delay to make it the case that entry into part-time status for women who have especially heavy caring duties be facilitated on a case by case basis in both course based and thesis Masters' programmes and in Ph.D. programmes. In each case the idea would be to grant discretionary power to the Dean in consultation with the relevant department.

(l) That steps be taken with no delay to make it the case that the academic clock be appropriately slowed for women occupying part-time status under clause (k) above, and

(m) That the availability of such arrangements as are mentioned in (k) and (l) be noted in the calendar and included in the usual advertisements for graduate programmes.

There was some discussion regarding points (c) and (d). The Chairman noted data resulting from the Graduate Student Questionnaire would likely address points (c) and (d). D.G. Hatt was satisfied that the Questionnaire adequately addressed concerns in points (c) and (d). The Chairman agreed to distribute copies of the Graduate Student Questionnaire to new members of Council.

There was some discussion regarding "other caring duties".
It was MOVED by D.G. Hatt, SECONDED by J.S. Raymond that motion 2 be amended to include a further point, point (n) which would restate point (k) and replacing the word "women" with "all students".

L.A. Knafla was opposed to the Hatt/Raymond amendment. He believed that other issues needed to be explored.

The question being called on the Hatt/Raymond amendment, it was

DEFEATED

The question being called on the Nutter/Kapoor motion to endorse recommendations (a) to (m) as steps to the implementation of Principle 1. Recommendations (a) to (m), it was

CARRIED

MOTION 3

It was MOVED by L. Nutter, SECONDED by M. Kapoor that the Council of the Faculty of Graduate Studies endorse Principle 2. Principle 2 states that gender bias and gender stereotyping have no place in university programmes.

CARRIED

MOTION 4

It was MOVED by M. Davis, SECONDED by L.A. Knafla that the Council of the Faculty of Graduate Studies endorse Principle 3 in so far as it applies to programmes within the Faculty of Graduate Studies. Principle 3 states that it is important to support Women's Studies and Gender Studies in all fields where talk of gender makes sense.

CARRIED

MOTION 5

It was MOVED by L. Nutter, SECONDED by M. Kapoor that the Council of the Faculty of Graduate Studies endorse recommendations (a), (b) and (c) as above steps to the implementation of Principles 2 and 3. Recommendation (a) states that at least in relation to Graduate Studies, if it comes to the attention of the Head of the Department or the Dean of Graduate Studies that course materials manifest gender bias or stereotyping or use sexist language, then the Head or the Dean should be
viewed as having the right to review those materials and to take appropriate action. Recommendation (b) states that faculties and departments be enjoined to show intelligent and sensitive awareness at all times that gender differences can be relevant and indeed importantly so in decisions about the nature and content of courses, number, sequencing, teaching format and scheduling matters—in a phrase, in programme planning in its widest sense, and that there is no reason to believe that one gender's values, styles, and needs are academically more valid or more valuable than the other gender's. Recommendation (c) states that faculties and departments be enjoined to show intelligent and sensitive awareness of the value of gender research which challenges traditional perspectives.

D.G. Hatt took over as Chair of the meeting.

D.J. Bercuson spoke against recommendation (a). He indicated that, because of academic freedom, he believed that it was fundamentally wrong and would not support the principle of what a University is.

It was MOVED by D.J. Bercuson, SECONDED by M. Kapoor, that Motion 5 be amended to delete recommendation (a).

R.R. O'Reilly pointed out that sexist language could be dealt with by other bodies at the University.

L. Nutter indicated that she felt it important for students to have an opportunity to discuss these types of concerns with appropriate individuals at the University.

There was lengthy discussion for and against the Bercuson/Kapoor amendment to delete recommendation (a).

The question being called on the Bercuson/Kapoor amendment to delete recommendation (a) from Motion 5, it was

CARRIED

It was MOVED by J.L. Mosley, SECONDED by K. Magnusson that the new clause (b) as a result of the Bercuson/Kapoor amendment, be amended to read "...of gender research including that which challenges traditional perspectives." The underlined words being added.

CARRIED

The question being called on the Nutter/Kapoor motion, bearing in mind the two amendments, it was

CARRIED
D.J. Bercuson thanked D.G. Hatt for serving as Chair of the meeting. D.J. Bercuson took over as Chair.

**MOTION 6**

It was MOVED by L. Nutter, SECONDED by S. Drabek that the Council of the Faculty of Graduate Studies endorse Principle 4. Principle 4 states that *personal* preferences in relation to gender and in particular *personal* preferences which exclude women students have no academically acceptable place, (i) in decisions about acceptance of students into graduate programmes,
(ii) in decisions about transfer of students from Master's into Ph.D. programmes, (iii) in decisions about acceptance of a student as a supervisee,
(iv) in decisions about the acceptance of a student as a summer research assistant, (v) in the treatment of a student under supervision.

**CARRIED**

**MOTION 7**

It was MOVED by L. Nutter, SECONDED by R.A. Stein that the Council of the Faculty of Graduate Studies endorse recommendation (a), (b) and (c) as steps to the implementation of Principle 4. Recommendations are as follows:

(a) That the Faculty of Graduate Studies should monitor the functioning of the Faculty to ensure that there is no discrimination against women. For instance, the Faculty should monitor the rate of application and acceptance into graduate programmes, the rate of transfer from Master's to Ph.D. programmes, the graduation rate, etc.

(b) That where the results of such monitoring suggest the possibility that the Faculty or a unit of the Faculty has regulations, practices or expectations which are discriminatory against women, then the Dean shall, in consultation with the head of the department concerned (where appropriate), in a sensitive, intelligent and constructive manner attempt to secure the modification of these regulations, practices or expectations.

(c) That where such monitoring suggests that some faculty member's behaviour is discriminatory against women then the Dean shall in a sensitive, intelligent and constructive manner, following the guidelines for resolving problems between faculty and students adopted by Council in 1991-2, and, where appropriate, in consultation with the head of the department concerned, attempt to secure a resolution of the problem.
MOTION 8

It was MOVED by L. Nutter, SECONDED by M. Lazar that the Council of the Faculty of Graduate Studies requests the Dean of the Faculty to report to Council towards the end of the academic year 1992-93 the progress in implementing the recommendations adopted by Council above.

CARRIED

On behalf of Council, the Chairman thanked J. Baker and the Policy Committee for their efforts in preparing the report on "Women in the Nineties" recommendations. Applause.

251.5 Elections

Documentation concerning various Committees of Council had been distributed with the Agenda material. Nominations from the Striking Committee along with ballots had been distributed at the meeting.

251.5.1 Policy Committee

The Striking Committee nominated eight individuals to serve on the Policy Committee for a two-year term. Three individuals declined nomination. There were no nominations from the floor. Membership of the Striking Committee is as follows:

B.R. Gaines Computer Science (continuing member)
K.C. Magnusson Educational Psychology
S. Raymond Archaeology
R.D. Rowe Mechanical Engineering
G. A. Schultz Medical Biochemistry
R. X. Ware Philosophy

Two members to be appointed by the Graduate Students' Association.

251.5.2 Graduate Scholarship Committee

The Striking Committee nominated eight individuals to serve on the Graduate Scholarship Committee for a three-year term.
The following individuals were nominated by Council to serve on the Graduate Scholarship Committee:

H. Konrad Anthropology  
A. Nishimura Art (declined nomination)  
K. Sanderson Biological Sciences

It was MOVED by A. Mehrotra, SECONDED by R.R. O'Reilly that nominations cease. CARRIED

Membership of the Graduate Scholarship Committee is as follows:

J.M. Bell Nursing  
P.S. Elder Environmental Design  
W.A. Kerr Economics  
W.J. Reeves Sociology  
D.M. Romney Educational Psychology  
A.P. Russell Biological Sciences  
D.R. Truax Chemistry  
A. Van Herk English  
*E. Dansereau French, Italian and Spanish  
*K. DeLong Music  
*H. Konrad Anthropology  
*P. Sokol Medical Sciences

*New members elected by Council

251.3 Appeals Panel

The Striking Committee nominated two non-Council members (both declined nomination) and thirteen Council members (six declined nomination) to serve on the Appeals Panel for a one-year term.

Council nominated the following individuals to serve on the Appeals Panel:

D. Jones Educational Policy and Administrative Studies  
E.D. Pask Law

It was MOVED by D. McCullough, SECONDED by A. Mehrotra that nominations cease. CARRIED
The following individuals were elected to serve on the Appeals Panel for a one-year term:

M. Davis Management
L.A. Knafla History
E.S. Krebes Geology and Geophysics
H. Laue Physics and Astronomy
M. Rothery Social Work
H. Konrad Anthropology
M. Lashuk Physical Education
R.S. Struc Germanic, Slavic, and East Asian Studies
D. Jones Educational Policy and Administrative Studies
E.D. Pask Law

251.5.4 Graduate Student Funding Committee

The Striking Committee nominated four individuals to serve on the Graduate Student Funding Committee for a two-year term. One individual declined nomination.

R. Moore, Department of Drama, was nominated to serve on this Committee.

It was MOVED by S. Drabek, SECONDED by M. Lashuk that nominations cease.

CARRIED

Membership of the Graduate Student Funding Committee is as follows:

W. Heckel Classics
H. Konrad Anthropology
M. Mackie Sociology
F.N. Trofimenkoff Electrical and Computer Engineering
H. Laue Physics and Astronomy
E. Love Community Health Sciences

*New members elected by Council

251.5.5 Academic Programme Committee

It was MOVED by L.A. Knafla, SECONDED by M. Lazar that Council endorse the membership list of the Academic Programme Committee as distributed and that Council elect a six-month replacement for S. Mendaglio during the January to June 1993 period.
The Striking Committee nominated two individuals to serve on the Academic Programme Committee for a six-month term.

It was MOVED by D. McCullough, SECONDED by L. Nutter that nominations cease.

N. Bankes was elected to serve on the Academic Programme Committee for a six-month period, January to June 1993.

251.5.6 Silver Anniversary Graduate Fellowship Committee

The Striking Committee nominated three individuals to serve on the Silver Anniversary Graduate Fellowship Committee for a two-year term.

It was MOVED by M. Kapoor, SECONDED by J.S. Raymond that nominations cease.

Membership of the Silver Anniversary Graduate Fellowship Committee is as follows:

P.S. Fry  Educational Psychology
R.A. Stebbins  Sociology
*R. G. Lee Clinical Neurosciences
*J. MacIntosh Philosophy

251.5.7 Senate Representative

The Striking Committee nominated S. Drabek and D. McCullough to serve on the Senate for a one-year term.

It was MOVED by L. Nutter, SECONDED by L.A. Knafla that nominations cease.

S. Drabek was elected to serve as Senate representative for a one-year term.

251.7 Meeting Dates for 1992-1993

Meeting dates had been distributed with the Agenda material for information.

251.8 Membership List for 1992-1993
A 1992-1993 Council membership list had been distributed with the Agenda material for information.

251.9 Graduate Faculty Scholarships

It was agreed that Items 251.9.1 to 251.9.7 would be postponed until the October, 1992, Council meeting.

251.10 Other Business

The hour being late, Council did not have sufficient time to continue with other business.

251.11 Adjournment

The Chairman thanked members of Council for remaining at the meeting.

It was MOVED by K. Magnusson, SECONDED by A. Mehrotra that the meeting be adjourned.

CARRIED

The meeting adjourned at 5:55 p.m.