

Department of Educational Studies
Department Meeting
Thursday, January 18, 2018 12:30 to 2:30 pm

Present: Ali A. Abdi (chair), Cash Ahenakew, Lesley Andres, Mary Bryson, Jason Ellis, Blye Frank, Mona Gleason, Erin Graham, Garnet Grosjean, Erika Hughes, Deirdre Kelly, Mary Kostandy, Michael Marker, André Mazawi, Amy Metcalfe, Bathseba Opini, Carolina Palacios, Wendy Poole, Kapil Regmi, Sam Rocha, Leslie Roman, Shermila Salgadoe, Hongxia Shan, Tom Sork, Alison Taylor, Wendy Trass, Pierre Walter, Fei Wang, Feifei Wang, Handel Wright

Regrets: Vanessa Andreotti, Gerald Fallon, Rob Vanwynsberghe, Jude Walker, Taylor Webb

Agenda

1. Approval of agenda

Agenda item #5 “Senior Instructor Educational Leadership Position” was renumbered item #3 so Drs. Frank and Bryson could attend the discussion.

2. Approval of minutes (meeting of November 16, 2017)

The minutes were approved.

3. Senior Instructor Educational Leadership Position (Michelle)

University Affairs is currently advertising for a Senior Instructor (with tenure) in the Educational Leadership stream. This Faculty of Education position will be housed in EDST. Many faculty members raised concerns over the hiring process for this position. Drs. Blye Frank and Mary Bryson attended the department meeting to hear these concerns.

Discussion:

One faculty member commented how this position was never discussed in EDST. Many only found out about it by chance as it was not widely advertised. It seems that DNSO did not consult with the department before posting the job. Others expressed dismay at the way the ad was written. It is elitist and sets a precedent on what the department thinks a tenure-track position should be. Others commented on the very specific way in which the ad is written, for instance requiring applicants to have a PhD rather than an EdD. The timing of the ad is suspicious as well. It was posted for one month, beginning on December 22nd, when most people are not paying close attention to job advertisements. The optics are not good and it appears that a particular person is intended to fill this position.

Dr. Frank replied, saying he has been working with the heads and directors over the past year and a half in the interest of sustainability and social justice in academic employment. They have been looking at the relationship of faculty employees, specifically 12-month and educational leadership lecturers. Many universities have Collective Agreements that roll over 12-month lectureships to tenure track positions after 2 or 3 years. This hasn't happened here and the Dean has encouraged heads to look at the relationship between the educational leadership and professor column as a possible solution. If EDST wants to convert any of its 12-month lectureships to an educational leadership role, they must bring forward a proposal to DNSO. Dr. Frank said the Dean's office welcomes these proposals.

Faculty members agreed with this response in general but still disagree with the inequity of this particular hiring process. EDST already has several 12-month lecturers, why were one of these positions not chosen for tenure-track conversion? One faculty member said they were offended by this ad and the lack of equity in the overall process. Another faculty member echoed these comments, adding that there are several racialized women employed as 12-month lecturers in the department. Why were they not considered or consulted about this position? It is a failure that the department was not consulted, particularly as tenure is involved and EDST will face the implications when a candidate is hired. Faculty members do not blame the Head for this, but it shows how autonomy and academic freedom is being taken away from the department.

Ali told the department that the process of creating this particular conversion position was not discussed with him either. DNSO told him that they were creating this position for the Faculty of Education would house it in EDST. The upcoming and approved positions that did originate from the department include the current EDAL searches for an assistant professor and instructor, as well as the 12-month lecturer conversion position in Teacher Education.

Another faculty member raised the issue of financial management for the tenure-track senior instructor position. In 10 years' time, will EDST be responsible for financing this position, despite it being a Faculty of Education hire? Others pointed out that this position includes 24 teaching credits, a portion of which are located in EDST. Faculty asked if this was the best decision in terms of the department's strategic planning, as it has financial implications.

Other faculty members asked who will be serving on the search committee. The department was told the committee will be chaired by Ali and so far André Mazawi, Anthony Paré, Gerald Fallon, Wendy Carr and Clara Ng have agreed to participate. Liz Jordan may also be on the committee. Dr. Bryson declared a conflict of interest for this search some time ago as the candidate reports directly to them. One of the aforementioned committee members said they share the concerns discussed here today. This person only agreed to serve on the committee because they assumed EDAL consultation had taken place before the position was advertised. Upon learning

that this is not the case, the individual respectfully withdraws from the search committee.

Drs. Frank and Bryson thanked faculty for sharing their complaints about the hiring process. DNSO will now regroup to discuss the issues raised today. They will be in touch with the department shortly. Drs. Frank and Bryson left the meeting and the department continued the discussion.

Faculty members decided to move on the motion circulated to everyone for today's meeting. Discussing and voting on it will send a strong signal to the Dean on the department's position.

Motion

Whereas the position advertised by the Faculty of Education Dean's Office in University Affairs for Senior Instructor (with tenure) Position in Educational Professional Development and Community Engagement imposes a hiring on EDST without departmental consent and approval;

Resolved that the said position be withdrawn; and

Resolved that in any future position advertisement, the terms of hiring and the departmental affiliation of the hired individual be consistent with EDST strategic hiring plans, and that the terms of the position be determined based on established consultations, needs, and procedures involving EDST.

Discussion:

One faculty member expressed concern that hiring for this position will continue to go forward. EDST's opposition could hurt the department as in future DNSO may decide to house Faculty of Education positions in other departments instead.

Other faculty members acknowledged that the department does not have the power to ask DNSO to withdraw the ad. Nevertheless, it is important to signal that this process should never have started in the first place and it should be terminated.

Several people suggested that the Faculty Association be notified about this ad. Particularly, as this position raises questions about tenure.

Another faculty member said Ali should have told the department about this ad the moment he found out about it. Others reiterated the necessity of having departmental discussions on all job ads put forward by EDST.

The motion was presented by Deirdre and seconded by André

20 in favour, 0 opposed, 5 abstentions

Motion approved.

4. Topics for discussion/decision

a. Head's report (Ali)

The EDST retreat will take place on Thursday, April 26th from 8:30-3:00pm at the UBC Learning Exchange. The Learning Exchange is located in the downtown eastside of Vancouver. This will provide an opportunity for faculty to learn more about a community with which they may not be overly familiar. Angela Towle, from Medicine at UBC, is the Academic Director of the Learning Exchange. Alison and Handel will develop the format for the retreat with department input. The format used at the Musqueam retreat will be used as a model for this year's retreat.

Kathleen Leahy, Director of the Learning Exchange, and her team are excited to share what they do with EDST. Two of the topics that will be discussed are community engagement and social justice. Additional suggestions are welcome. This is an opportunity for the department to discuss social justice and how best to apply it to teaching, work and research.

The next department hires will be for positions in HIED and Indigenous Education. More details to follow.

b. Graduate advisor report (Alison)

The Category 2 change for EDST 571 was approved by G+PS. EDST 571 will now be a 3 credit course and offered as such beginning in January 2019. Please be sure to pass this information along when advising Masters' students.

The Category 1 change for HIED has cleared approval at the department level and is now moving forward.

GPACC recommends that programs allow a grace period up to 10 days to receive applicants' reference letters. This grace period is internal and applicants will not know about it. However, it will save Sandy a lot of work as it means referees can still upload letters themselves even after the external deadline has passed.

The following number of applications have been received this year:

- 41 MA applications
- 44 PhD applications
- 30 EdD applications

The department received three 4YF allocations this year, which is one more than last year. With this, plus the other funding available, the department should be able to admit five or six funded PhD students.

It has also been decided to continue to allocate 30% of GSI funding to incoming MA students.

Discussion:

One faculty member asked if UBC considers students who come with external funding for 48 months as fully-funded. Alison said, yes as minimum funding is also for a 48 month period.

Another faculty member asked if the 30% GSI allotment was wise considering the new minimum funding obligations faced by the department. Alison said GPACC discussed this and agreed it was necessary. EDST tends to lose the top MA applicants because it cannot offer competitive acceptance packages. This allocation will be used to address this trend.

c. Operations report (Shermila)

Shermila included the financial statements in the January meeting package. No one had any questions.

d. Sessional report (Erin)

Erin is involved with a Faculty Association committee that focuses on sessional employment issues. She is also in contact with EDST sessionals to ensure any queries they have are brought to the department's attention.

e. GAA report (Mary)

EDST Research Day will take place on Friday, April 6th. The deadline for submissions is Friday, February 16th. Joint faculty and student presentations are encouraged. Faculty can also participate by taking part in panels or round table discussions.

5. Mastercard Scholarship Foundation (Lesley)

Ali thanked Lesley, Wendy and the others who have agreed to adjudicate these applications. The Mastercard Scholarship Foundation is sponsoring graduate students applicants from south Saharan Africa. Applications are coming from individuals with a focus on educational management and research.

Ali received information about the incoming applications in December. He did not have the opportunity to facilitate a discussion on this it as the department did not

hold its monthly meeting in December. Ali agrees that he rushed through the decision to adjudicate applications. However, this was done to ensure that the applicants from Africa were able to benefit from this opportunity. Ultimately, it is a good news story even if the department only accepts 3 or 4 students.

Discussion:

A few faculty members commented how they were not provided with any information about the Mastercard Scholarship Foundation. They only received emails telling them to adjudicate the EDAL and HIED Mastercard applications. This is part of trend in a lack of communication at UBC.

Another faculty member asked if the department needs to be worried about people taking liberties with EDST via a UBC approved program.

Another faculty member asked if more Mastercard applications for the EDAL should be expected this month. Ali said no, all of the Mastercard applications have been received.

6. Announcements

Congratulations were given to the following faculty members:

- André Mazawi and Michelle Stack on receiving research support grants
- Leslie Roman and her Wingspan colleagues on receiving a UBC grant for Catalyzing Research Clusters

Tom Sork and Michelle Stack have returned from their sabbaticals. The department welcomed them back.

Jonathan Zimmerman will present the next Critical Dialogues Seminar on January 26th at 12:30pm in the Neville Scarfe Building. Jonathan Zimmerman is visiting from the University of Pennsylvania and the seminar will be co-hosted with the Department of Curriculum and Pedagogy.

Mona introduced Dr. Feifei Wang to the department. Feifei is a visiting associate professor from Chongqing University, China. She will be with the department for the next 12 months and is working in the visitor's office PCOH 3068.

The Search Committee will be holding the EDAL job interviews at the end of the month. Candidates will present to the department as part of the interview process. Everyone is encouraged to attend these presentations.

Adjourned at 1:54pm

