

**Department of Educational Studies**  
**Department Meeting**  
**Thursday, October 19, 2018 12:30 to 2:30 pm**

**Present:** Mona Gleason (chair), Vanessa Andreotti, Eva Bonn, Frank Bruckel, Garnet Grosjean, Anke Grotlueschen, Mateus Hernandez, Erika Hughes, Mary Kostandy, Michael Marker, André Mazawi, Amy Metcalfe, Bathseba Opini, Carolina Palacios, Wendy Poole, Kapil Regmi, Sam Rocha, Shermila Salgadoe, Tom Sork, Michelle Stack, Alison Taylor, Wendy Trass, Jonathan Turcotte-Summers, Jude Walker, Pierre Walter, Fei Wang, Taylor Webb

**Regrets:** Cash Ahenakew, Jason Ellis, Gerald Fallon, Leslie Roman

**1. Approval of agenda**

The agenda was approved.

**2. Approval of minutes (meeting of September 20, 2018)**

The minutes were approved.

**3. Topics for discussion/decision**

**a. Head's report (Mona)**

International Research Visiting Fellowships

Please consider nominating someone for one of these fellowships. The department can work together to submit a nomination(s). More than one is allowed per department.

Library Report

This month's library report highlights the SAGE research methods. This is an excellent tool for graduate students who need inspiration. Questions about this tool should be directed to Wendy.

The library is also seeking feedback about the level of support they offer for course related research. Please provide your feedback via the link included in this month's library report.

*Discussion:*

A faculty member asked if the library still provides orientation sessions for MET students. Yes, incoming online and in-person cohorts receive these sessions.

Thanks and Recognition

The EdD Institute was held earlier this month. Thanks to everyone who organized this event.

Thanks to Mary and the GAAs for their work on organizing the students. There are no student concerns as of yet, but students are reminded that department meetings are a safe place to raise any concerns they may have.

Special thank you to the Scholarship Committee for all of their work, particularly at this hectic time of year.

### Study Leave

The department needs to start thinking collectively about study leaves. There are four full professors on leave this year. The department needs to start planfully thinking about when people take their leaves in order to avoid this type of rank depletion.

### Reminders

The department really needs copies of course outlines to keep on file. Please remember to send your outlines to Alex.

### **b. Graduate advisor report (Alison)**

Thanks to Sandy for providing the admissions numbers for the past few years. We now have a snapshot of the last four to five years of admissions. This allows us to think about how we are communicating program information to potential applicants. This information will be made available to everyone in the department.

Thanks to Neila Miled and Maria Guerrero-Quintana for agreeing to serve as student representatives for GPACC.

GPACC recently asked faculty members for input on possible courses to offer as part of the Summer Institute. Taylor Webb has volunteered to teach a course on post-qualitative research methods. This course will be taught next summer.

### **c. Operations report (Shermila)**

Shermila lost her voice so Mona spoke on her behalf. The department has looked into alternative room booking methods and has determined it is nearly impossible for faculty members to book rooms themselves. Please continue emailing your room booking requests to Sophia. Be sure to put the details of your booking request in the subject line.

### *Discussion:*

One faculty member asked how best to use the \$1000 allotted to each program for community events. Is there a way to clarify how this money is built into the budget and guidance on how it can be used? The department head suggested program areas should talk to each other about how they want to use these funds and what percentage they have used in the past. The original intention for these funds was to enable program areas to hold community building events. However, these funds are not limited to this and program areas can be creative as to its usage. For instance, SCPE will be using this money to hold a social next Friday where everyone is welcome. This is an example of a community building activity both within and across program areas.

Another faculty member asked if it would be possible to reconsider this sum and allow a little bit more in order to transcend the tight budgetary management in certain programs. Yes, this is possible but EDST must ensure it maintains a transparent policy where requests are brought forward for departmental discussion before any decisions are made.

Faculty are reminded that programs areas do not need to use this budget line to pay honoraria for guest speakers. There is a separate budget line to use for these expenses, as the money comes from the department rather than program budgets. The department's policy on honoraria amounts states that guest speakers must receive a minimum of \$50 per three credits.

Another faculty member asked that the department discusses the use of Innovation funds for the PhD program. This item will be added to one of this term's upcoming meeting agendas.

#### **d. GAA report (Mary)**

Mary introduced Mateus Hernandez and Jonathan Turcotte-Summers to the department. Mateus has agreed to serve as this year's SCPE MA representative, while Jonathan will represent the PhD program. Mary thanked all of the other students who have agreed to serve as representatives for the various departmental committees and programs. The GAAs are now working with other Faculty of Education GAAs on ways students can work collaboratively with the department.

Thanks to Sam Rocha for delivering a workshop on the use of social media in academia. There will be additional workshops and social events this month, including a parenting workshop for graduate students and a joint EDST and LLED social.

#### **4. Category 2 change for courses to pilot for the Arts Minor in Education, EDST version (Alison)**

Jason was unable to attend the department meeting so Alison presented this Category 2 change on his behalf. If successful, the change will see the removal of the pass/fail designations in EDST 426, 427 and 429 in order to incorporate them into the undergraduate Arts minor. The first possible offering of these amended courses would be in the summer of 2019.

##### *Discussion:*

One faculty member mentioned how these courses were originally graded and then moved to a pass/fail designation several years ago. Why does the department want to revert them back to their original designation? One of the main reasons is to increase the likelihood of Arts accepting the undergraduate minor proposal. The initial proposal was not successful and one of the main criticisms was grade inflation in some of the proposed courses. Another faculty member said grade inflation, particularly in ADHE courses, is a misconception and there are statistics available to support this fact. However, if the Arts minor proposal is to be successful, the department must do all it can to address Arts' concerns. Removing the pass/fail designations is one way to do this.

Another faculty member said students who plan to attend graduate school prefer taking graded, rather than pass/fail courses. UBC offers very few pass/fail courses at the undergraduate level. Others pointed out that if the Faculty of Education is offering pass/fail courses, Arts students may see these as easier options and register for more Education, rather than Arts, courses.

#### **Motion #1**

The Department of Educational Studies (EDST) wishes to remove the pass/fail designation (and remove the ineligibility for credit/D/Fail grading) on EDST 426, EDST 427 and EDST 429 because we wish to recommence offering the courses outside the B.Ed. program.

*This motion was presented by Alison and seconded by Taylor.*

*All in favour, motion passed.*

## **5. Announcements**

### Funding

Faculty members are reminded to take advantage of RISS funding. A recent DNSO Advisory Committee meeting revealed that EDST faculty members are underrepresented in terms of accessing this funding. Anyone wishing to submit a RISS application should note that the next deadline is January 4, 2019. This is an excellent resource that can be used in preparation for Congress 2019.

October 31, 2018 is the deadline to apply for SSHRC computer related supplies. The application is only two pages and applicants should either be holding tri-council grants or have held one within past 10 years. Any questions on the application process should be directed to Vanessa.

SSHRC Connection Grant applications are due in November. These grants can be used for match funding.

The deadline for SSHRC Insight Grants will be February 2019. Faculty are reminded that CCVs are now required as part of the application process. As these take quite some time to complete, interested parties are asked to start drafting their applications now.

### *Discussion:*

One faculty member pointed out how tedious it can be to complete CCVs. Another mentioned that some departments provide administrative support for faculty members to complete these forms. This is something the department could discuss in the future.

Another faculty member suggested that a pool of funding could be set aside for students.

### Visitors

Anke Grotlueschen is nearing the end of her visit to EDST. She thanked everyone who assisted her during her stay. She has learned quite a lot and has been in contact with many faculty members who have inspired her research.

Tom introduced Eva Bonn to the department. Eva is a visiting PhD student from Germany and she will be with the department until February 2019.

### Events

The SCPE Social will be held next week in PCOH. All are welcome.

## **6. Forum discussion**

### Succession Planning

Alison will finish her role as Grad Advisor this year. Lesley Andres has agreed to fill the role of Deputy Head when she returns from her sabbatical next year. The department needs to come together to create a process to have people fill these jobs in a fair way. It would be best to weave these roles into what people do in the department. This may encourage faculty members to think about the jobs in a more positive light, rather than dreading them. It could also be useful to ensure mentoring is part of the transition process for these roles.

Many consider these positions quite mysterious, as the department has fallen away from documenting what these roles entail. We should make these roles as well defined and as clear as possible, ensuring that procedural issues are included in the job description. Several of the major committees are also lacking Terms of Reference. This information should be drafted and included in the procedural manuals for committee chairs. Final versions of these documents could be shared on Workspace or Canvas.

One faculty member suggested that chairs keep a month-by-month record of committee responsibilities and procedures. Chairs should be mindful not to include confidential information. Another faculty member suggested looking at job descriptions from other departments and using this information as a template for EDST roles.

The department head asked what would it look like if every program area put forth two names and these people undertook required roles over the next few years. This would help distribute the work in a fair way. These roles would be Deputy Head, Grad Advisor and Committee Chairs. A faculty member suggested adding the role of Department Head to this list as DNSO has signaled that going forward heads will be selected from within the department. Another pointed out that equity should be considered when assigning these roles

One faculty member used a doughnut analogy to describe the current state of EDST. The department has strong edges but the middle has been eaten away. Faculty members must work together to strengthen the middle. One way to do this is to start thinking about humanizing these jobs and recognizing that faculty members are responsible for each other. Faculty members should also do their best to make these jobs more satisfying.

Others pointed out that many of these jobs are dependent on rank. Others countered, saying although indexing these roles to rank is critical, the conversation should shift to a skills based discussion. How can faculty members develop the skills necessary to fulfill these roles? Faculty members are required to fulfill administrative service requirements, so it is in everyone's best interest to develop their skills. There is a lot of support available on campus to do this and faculty members should take advantage of these services.

### New Hires

There are no guarantees of any new department hires for 2019/20. However, the heads have been invited to put in hiring asks and the link for the Faculty Recruitment Guidelines is included in this month's Head's report. When thinking about new hires in the department, faculty members should consider where the hire will fit within what EDST is doing now and what it would like to do going forward.

The EDAL chair reminded the department that the position promised to EDAL is still unfilled. Will a search for this position be reopened? The department head clarified that in the three year hiring plan submitted by the former head, a full-time tenure track position in EDAL was not requested. Others mentioned how in previous department meetings DNSO talked about hiring in other EDST program areas. Are these positions still viable?

One of the faculty members who chaired the EDAL search, which was unsuccessful, said he was under the impression the search would be reopened. The department needs to have a conversation with DNSO and get clarification on why these searches cannot be reopened. Others mentioned how the Associate Dean promised the department that all the failed searches would be reopened. There needs to be a discussion

on why this has not and will not happen. EDAL would like the department to acquire clarification from DNSO as to what extent they will honour their clause that there will be a hire in EDAL. Is this promise now being reneged? Clarification is needed. The department head agreed to follow up on this issue with DNSO and cautioned the group that there are serious misunderstandings about the hiring process and the department's role in it.

Another faculty member reminded the department about the High Impact Hire proposal that was submitted last year for a humanities hire. Although this proposal was unsuccessful it may be useful to think about the reasons for this position and how it could align and supplement the other positions in the department.

There are a lot of issues that are working against the department. Program areas are working independently of each other and failing to acknowledge how they connect to the rest of the department. As a result, a lot of cross-departmental work is not completed. A student pointed this out while observing how the department labels courses. Courses are categorized as programmatic cores or electives. Faculty members should remember the courses ultimately belong to the department and everyone should take responsibility for them. Faculty members should be working together, cross-programs, for the benefit of all, particularly the students.

One faculty member said having an open forum discussion raises hopes that the department can change. If nothing comes of these discussions, the situation may become even worse. It may be better not to have these conversations in the first place. The department head said the point of the forum discussions is not to turn these meetings into something painful. However, sometimes the department does need to have difficult conversations in order to move forward.

Others said that it may be useful to look at the documents drafted for the 1994 merger. This includes the letters written opposing the merger. This may provide the department with a better understanding of what occurred and how it can move forward.

Another faculty member pointed out that throughout this entire conversation, no one has mentioned research. Learning this history of this department is important but EDST is a research department. Faculty members must be careful not to get sucked into conversations that could disadvantage students or pull apart the department completely.

*Meeting adjourned at 2.23pm*