

Faculty Council Minutes

October 2, 2020 12pm – 2pm

Virtual Meeting, Blackboard Collaborate

Link: <https://ca.bbcollab.com/guest/dbca15e840034faa916b697d781fd8bc>

Present: Margaret MacNeill (Chair), Adam Ali, Beth Ali, Caitlin Alvares, Natalie Alvares, Catherine Amara, Michael Atkinson, April Bayona, Robert Bentley, Barb Brophy, Timothy Burkhart, Joyce Chen, Martina Coulas, Simon Darnell, Tracia Finlay-Watson, Caroline Fusco, Jenna Gillen, Jack Goodman, Paul Handley, Michael Hutchison, Ira Jacobs, Amy Kirkham, Jen Krol, Adrian Lightowler, Marius Locke, Shan Mahmood, Lynda Mainwaring, Daniel Moore, Wendy Pais, Shalyn Pilgrim, Catherine Sabiston, Boba Samuels, Daniel Santa Mina, Stephanie Sarker, Jessica Selvaratnam, Luc Simard, Ashley Stirling, Tim Taha, Katherine Tamminen, Tiffany Tiu, Luc Tremblay, Linda Trinh, Madison Vani, Tim Welsh

Secretariat: Carolyn Laidlaw

Regrets: Janelle Joseph, Merrily Stratten, Scott Thomas

Guests: Natalie Agro, Sarah Baker, Jim Webster

1. **Call to Order and Introductions:** The meeting was called to order at 12:01pm, and Dean Jacobs welcomed new members to Faculty Council.
2. **Approval of Agenda:** The circulated agenda was approved. (**Motion:** Tamminen/Locke, Carried)
3. **Approval of Minutes**
 - a. The minutes of the May 20, 2020 meeting were approved as circulated. (**Motion:** Amara/Locke; Carried)
 - b. Business Arising out of Minutes – none
4. **Committee Reports**
 - a. **Executive Committee**

Dean Jacobs provided an overview of the function of the Executive Committee. The committee last met on September 17, 2020 to review the proposed agenda for this meeting. This committee also acts as a Striking Committee for Faculty Council, and recommends the members of the standing committees of Council. The following motion was put forward to approve the standing committee memberships for the 2020-2021 academic year.

Motion: That Faculty Council endorse the recommendation of the Executive Committee that the composition of the Faculty Council Standing Committees for 2020/21 be as reflected in the accompanying table dated September 18, 2020.

(Motion: Jacobs/Goodman, Carried)

The summer authority of the Executive Committee was only used for Standing Committee memberships.

b. Undergraduate Examinations

Professor Amara reported on behalf of Professor Thomas. The Committee last met on September 21, they reviewed the summer status report and laid out two goals for the year. The goals are to create a pre-approval process for routine petitions, and to review and update our Faculty marks guideline document to provide clear guidance and more resources to faculty members.

c. Undergraduate Curriculum

Professor Amara reported that the committee has met once this term, and reviewed topics for the coming year such as: continuing the work of addressing curriculum related recommendations of the *Task Force for Race and Indigeneity* (December 2018), review Out of Division requirements, discussion of new certificates, and a curriculum map review.

Based on discussion with the Committee in Fall of 2019, Amara followed up on the Committee's recommendation to strike a working group focused on anti-oppression and inclusion related to our curricular work. She was delighted to report 21 members have volunteered to be on the Committee: 13 faculty members including one head coach, 5 graduate students, 2 undergraduate students, and one member of the co-curricular staff. The working group will focus on articulating ways of integrating anti-oppressive and inclusive pedagogical practices in the curriculum by providing a variety of examples. In addition, this group will be tasked with developing a repository of resources for instructors and an ongoing plan for discussion. While the work of this group will finish in December, Amara will provide a related report at the January 2021 Faculty Council meeting because this work is, and will continue to be, ongoing; Amara expects some of the ideas generated by this committee to be initiated this fall.

d. Undergraduate Admissions

Professor Taha provided an update on admissions, as of October 1, 2020, 249 first year undergraduate students are registered, which is only seven less than this time last year. Of these first-year students, 32 are international students, which is similar to previous years. Eight First Nations/Metis/Inuit applications were received from Canada: 6 were admitted and 2 accepted the offer of registration and are currently attending. The official admissions numbers are not counted until November 2020.

With regards to scholarships, FKPE has attracted one Pearson International Scholar, which is a very prestigious award for a full four years. This is only the second student to attend FKPE with this award, this year there are 7 UT Scholar award recipients, and 12 KPE Award recipients.

Dean Jacobs asked how the number of indigenous applicants compared to previous years. Professor Taha confirmed it was similar to the past 3-4 years. Discussion followed on ways to increase engagement from Indigenous applicants, including a recommendation of creating a Recruitment Committee to reach out to different groups and schools, as well as further scholarship opportunities.

Professor Mainwaring asked how many students are currently on campus and how many are attending virtually. Professor Taha reported that based on postal codes, FKPE has about 28 first year students in residence (we would typically have around 90), and about 100 students across all four years within walking distance. Within Toronto, about 400 students, and about 288 in the GTA suburbs. Professor Stirling reported that of our 47 classes, we have 5 which are meeting in person (2 undergraduate, 3 graduate). The largest undergraduate class is 48 students, with about half of the students attending in person.

e. Graduate Committee

Professor Atkinson reported that the committee met on 28 September 2020, and reviewed the admission and scholarship processes for the year, as well as discussing initiatives for Masters and PhD program developments that were stalled last year. The committee is also looking at ideas for new program developments, structures and opportunities, while taking into consideration the task force recommendations for graduate programs.

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He thanked all graduate students for their involvement in the first research seminar of the year, great leadership was shown. Thank you to Dr. Joseph for her contributions to the seminar, and Dr. Burkhart will be presenting the next seminar on 9th October 2020.

e. Research Committee

Professor Tremblay reported that at the first meeting the committee resumed EDU proposal considerations. They also reviewed and approved a call for KPE internal research grants, which will allow faculty members to secure external sources of research funds. For 2020-21, applications that include efforts to include indigenous ways of knowing and supporting inclusive research practices will be prioritized

f. Council of Athletics & Recreation

Beth Ali reported that the by-election to fill the 4 student-at-large positions on CAR is taking place 1st-2nd October 2020. The first meeting will be held once all the student positions are filled. The 3 administrative staff members on CAR this year are Adrian Lightowler, Luc Simard and Jen Krol. There is still a vacant spot for one of the two student co-chairs of CAR, this will be selected at the first meeting, after Thanksgiving. The Sport & Recreation budget process has begun, and a draft will be presented to the budget committee later in the fall.

g. Equity Committee

Dean Jacobs announced that the first meeting of this committee is planned for late October, and a chair will be selected by the committee at this time. Dean Jacobs is acting as the interim chair. At this first meeting, CAR representatives and students at large from across U of T will be joining as well.

h. Awards Committee

Natalie Agro, interim Director of KPE Advancement, presented the *Yat Family Student Athlete Award* to Council, which is designated to support a black student athlete on either the men's or women's varsity soccer team. A motion was put forward to approve the award, and was carried. (**Motion:** Jacobs/Mainwaring, Carried)

i. Restricted Funds Committee – no report

j. Sponsorship Committee – no report

5. EDU Reports

a. Centre for Sport Policy Studies – no report

b. Centre for Motor Control

Professor Welsh announced that the Centre was continuing activities in networking and knowledge dissemination. When the graduate student research symposium was cancelled in May due to COVID, a virtual event was able to be organized and was held on 23rd June 2020. The highest attendance number was 68 people at one point, and attendees joined from all across southern Ontario and Canada.

Next up, we are developing a lecture series, and our first speaker is Bernadette Murphy, who will be presenting at the end of November.

c. Mental Health and Physical Activity Research Centre

Professor Sabiston reported that Centre has pivoted to move the Move U/Happy U program to online delivery, and is advancing the program to connect with students in different ways. There is a

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particular focus on international students. There is a call out now for the next cohort of students to join. Next week the advisory committee is meeting to plan for the coming year.

6. Deans' Reports

a. Dean

Dean Jacobs reported that the University continues to make decisions regarding COVID-19 based on public health guidelines, with health and safety for everyone remaining the highest priority. We are opening our buildings and facilities in accordance with these guidelines.

The University of Toronto's Quality Assurance Program is a regularly scheduled external review of a Faculty's academic programs and research enterprise and the organizational and physical infrastructure that supports it. Our faculty underwent an external review last fall and received our report from the external reviewers last winter. A decanal response to the external reviewers' report has been drafted, and will be presented in the next governance cycle to various levels of university governance along with the external report and a self-study prepared by KPE for the purposes of the external review. All of these documents are posted on our website under 'About Us – Governance'.

Anti-black racism, discrimination, explicit, implicit, and that is the result of systemic and other structural barriers have again caused us to reflect about our Faculty and reinforced the huge need to do exactly that --- assess what is within our own span of control and influence. Dean Jacobs has listened in several meetings to students and student athletes, who are or were participating in academic and sports and rec programs, and their heart-wrenching first hand experiences. While recognizing that KPE has been a leader in social justice initiatives, there is urgent need for more effort and attention to anti-black racism; and, there are currently many related initiatives to do just that. In particular, Dean Jacobs wants to recognize the important work of our Faculty's co-curricular equity office, the leadership and initiative and wise counsel of Robin Waley, the assistant manager of co-curricular equity and diversity, in being a facilitator of several constructive initiatives.

Dean Jacobs also wants to reinforce the need for this Faculty Council, through its standing committees, to prospectively and with intentionality, think about the mandate and the work of our committees and how they/we can contribute to identifying and countering systemic and structural racism. It is a collective responsibility to do so as part of the service work we do in our committees, and a responsibility to let us all know about it by reporting back to Faculty Council regularly. An important and excellent starting point is our *KPE Task Force Final Report on Race & Indigeneity* (December 2018); and a good reference is also our *KPE Equity Report (2019-2020)* which was published in the summer about actions and initiatives that are, with intentionality, being taken as a result of the stimulus of that Task Force report.

b. Vice-Dean, Academic

Dean Jacobs briefly took over as Chair of the meeting due to Professor MacNeill experiencing technical difficulties, she was soon able to re-join the meeting by phone.

Professor Stirling reported that since our last Faculty Council meeting FKPE has had a very successful summer term and a seamless launch to the fall term and new academic year. Due to COVID-19 we have been forced to re-think and re-create our courses, programs and student services.

In the Summer term the following courses/programs ran:

- Undergraduate = 7 online courses; 550+ students

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- MPK = facilitated two placement terms, including 31 students with 480 placement hours each spread over 4 months and 2 different organizations. All placements occurred remotely and we were able to match students with new community partners locally, nationally and internationally.

For the Fall term, 47 undergraduate courses are running and 12 graduate courses are underway (Masters/PhD), with 5 of these meeting in person and the rest online. FKPE made the hard decision not to admit an incoming cohort to the MPK program this summer due to the highly experiential and hands on nature of the entire program and the uncertainty of when in-person classroom activity may resume. FKPE is actively working on revising this program so that it may be more resilient in the current COVID-19 context with flexibility for mode of course delivery and we look forward to admitting a 2021 cohort. For all our other academic programs, registration numbers are tracking well: 249 BKin; 15 MSc; 14 PhD.

Dr. Stirling acknowledged the tremendous work and innovation of our faculty and staff, and the resilience and adaptability of our students. With this it is also important to note there are ongoing challenges faced by faculty, staff, and students alike.

New supports put in place for course instructors have included:

- Instructor decision making on mode of course delivery and input into course scheduling
- Instructional design support
- Extra teaching assistance to assist with the development of online course materials prior to the start of the term
- Equipment and software purchases
- Workshops and resource sharing on teaching and learning remotely.

New supports put in place for students have included:

- Regular and multi channeled communications
- Emergency COVID-19 funds
- Self-declaration of illness forms
- Accommodation and remote access support
- Graduate student mentorship meetings and tuition deferral
- Remote delivery of student support services
- The launch of KINections – a co-curricular initiative for students to connect and get involved beyond the classroom, organized around five themes: mentorship, health and wellness, community engagement, global citizenship and career development. An intentional focus on equity, diversity and inclusion is woven into all the themes, and is also the main topic for some events.

FKPE is actively preparing for the winter term and are already planning ahead to future years. Importantly, it is critical to have a strategic approach in place to support academic continuity in what is now becoming a long-term situation. There are several issues that require deliberate and thoughtful attention, both immediately and over time. This includes working towards: anti-oppressive, equitable and inclusive student research, teaching and practice within our Faculty; decolonizing curriculum; addressing issues and opportunities of internationalization; recognizing the potential for ongoing reduced research capacity and delayed time for graduate student completion; supporting the mental health of faculty, staff and students; rethinking teaching and learning pedagogies, policies, processes in our Faculty and in higher education broadly.

c. Associate Dean, Research

Professor Tremblay reported that some research has been adapted to be done remotely; and any research that was approved prior to the pandemic requires pandemic-related amendments to be assessed for readiness to resume. The KPE working group on research recovery and adaptation has been meeting weekly to process requests for facilities access, with 6 requests approved since March 2020, 5 more in progress of review, another 4-6 expected to be submitted. So far, no research involving in-person monitoring of exercising human research participants has been permitted to resume.

The delegated ethics review committee is currently reviewing protocols for online research only. If a student submits a petition for in person research activities, they must be included on a previously approved research proposal.

The Canada Research Continuity Research Review Committee has launched Stage 3, which has been expanded to issues beyond salaries. This will provide support for supplies that were lost or need to be restocked in order to safely resume and adapt research. This stage will be open until November 15.

d. Executive Director, Athletics & Physical Activity

Beth Ali recognized the outstanding work of the co-curricular staff over the spring and summer and again in the re-opening of our programs, facilities and services. In particular, Luc Simard, Sarah Baker, Adrian Lightowler, Mary Beth Challoner, Sharon Grandison, Dorian D'Angelo, Jim Webster, Robin Waley, Natalie Agro and their respective staffs have played a significant role in presenting calm and professional leadership under difficult circumstances allowing us to manage our business operations and to provide outstanding programs and services to our U of T community – both in-person and online.

We also welcomed back the majority of the staff who were laid off in June and it is wonderful to have the team back together again.

On September 8, in-person sport, physical activity and recreation programs and services restarted. A measured and phased in approach has been taken: we are currently operating Monday to Friday and offering a limited selection of programs and services. Open facilities include the 50M pool, the field house which has been converted to a large fitness facility, the sports gym and back campus for group fitness classes. All programs and services are accessed through an online registration process and participants must complete a U Check assessment each time they enter the facility. We continue to offer a robust online program with a variety of classes from novice to high performance. Intramurals started on 28th Sept. 2020 and featured programs such as the Amazing Race, Bocce, Dodgeball and Badminton. No team sports are being offered.

Intercollegiate student athletes are training online and in person at the Dome and the Goldring Centre. All varsity sport competition for the fall has been cancelled both provincially and nationally and the decision about winter sport will be announced by mid-October. The BVA (BIPOC Varsity Association) was formed over the summer, and is working with Sport and Rec to eliminate systemic racism in varsity sport. A number of initiatives have been identified and some have been put into place for this fall including the creation of a video depicting student athletes experiences of racism in the varsity program. This video is being used in the orientation and training sessions annually held for all Varsity Blues coaches, student athletes and staff.

e. Chief Administrative Officer

Paul Handley reported that academic budget review process had begun, and will be presented to the Provost at the end of October. Capital projects are ongoing: Varsity Field scoreboard, Benson air conditioning and electrical upgrades, and the Robert Street Field project related to the new resident being built at Sussex Avenue and Spadina Avenue. Other ongoing projects are the redesign of the 4th floor of the Goldring Centre for High Performance Sport, the Benson 25m Pool Gallery conversion (to a student space), and the Academic Tower between Goldring and the Munk School. KPE has proposed to occupy two floors in this tower.

7. Student Governments' Reports

a. KPEUA

KPEUA President Natalie Alvares reported that the election for Social Commissioner is now complete, and the election for general council members is ongoing. They have also been working with the KINections program to promote connections among new students.

Dean Jacobs asked if there had been feedback received from students about the roll out of undergraduate courses in the online format this year. Natalie replied that yes, there had been some concerns raised regarding the workload, that with the online discussion posts required weekly it seemed to be a heavier workload than usual

b. KPEGS

Madison Vani, KPEGS representative, reported that they are working to stay connected virtually, and held a first social yesterday (which had 13 students playing online games and having discussions). There is also a plan to have virtual writing hour meetings, and several other projects are in the planning stages. At the September meeting, representatives for the *Bodies of Knowledge Conference* were chosen, and planning has begun. If students want to reach out to KPEGS, they can be contacted at uoft.kpegs@gmail.com

8. Other Business/Announcements

Dean Jacobs reported that each division of the University needs to identify investigating officers in the event the Dean decides that a formal investigation is required to clarify reported violations of the *Code of Student Conduct*. KPE Faculty Council has approved two investigating officers who hold 3-year terms, currently Barb Brophy and Steve Manchur, who can be called upon to investigate if needed. A hearing officer is also required in the event a report of a violation of the Code is referred to a hearing. The hearing officer is also approved by Faculty Council. Our current hearing officer is Professor Peter Donnelly, who is on leave this year prior to his retirement on June 30, 2021. A call for a new officer went out, and Dean Jacobs proposed Faculty Council ratify Professor Marius Locke as the KPE Hearing Officer for a 3 year term, to take effect immediately and to end on June 30, 2023. The motion was carried. (**Motion:** Jacobs/Amara; Carried)

9. Adjournment: Motion to adjourn the meeting was made at 1:40 p.m., and was carried. (**Motion:** Tremblay/Mainwaring; Carried)