



OKANAGAN SENATE SECRETARIAT

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Senate and Curriculum Services

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THE OKANAGAN SENATE  
MINUTES

Wednesday 25 November 2009

3:30 pm to 5:30 pm

LIB 317 | UBC OKANAGAN CAMPUS

**Attendance**

**Present:** Dr. D. Owram (Vice-Chair), Mr. J. Ridge, (Associate Vice-President, Enrolment Services & Registrar), Dr. A. Abd-El-Aziz (Provost), Ms. L. Amantea, Dr. P. Arthur, Dean R. Belton, Ms. M. Burton, Dean R. Campbell, Dr. J. Cheng, Dr. J. Cioe, Ms. C. Cody, Dr. F. de Scally, Ms. L. Driscoll, Dr. M. Duran-Cogan, Dr. C. Hodge, Dr. J. Holzman, Ms. C. Hopkins, Dr. J. Johnson, Mr. S. Joseph, Dr. D. Keyes, Dean M. Krank, Ms. C. Kuhn, Dr. R. Lalonde, Ms. R. L'Orsa, Dr. G. Lovegrove, Acting Dean C. Mathieson, Dr. S. McCoubrey, Dr. B. Nilson, Dr. G. Pandher, Ms. L. Patterson, Dr. M. Rheault, Ms. W. Rotzien, Acting Dean K. Rush, Dr. B. Schulz-Cruz, Mr. D. Vineberg, Ms. J. Walker, Dr. S. Yannacopoulos, Ms. G. Zilm

**Guests:** Ms. L. Castle, Ms. L. Collins, Dr. A. Condon, Mr. C. Eaton, Ms. M. Kruiswyk, Mr. T. Patch, Ms. N. Udzenija, Mr. F. Vogt

**Regrets:** Dean T. Aboulnasr, Mr. G. August, Ms. S. Bertrand, Mr. N. Cadger, Dr. J. Castricano, Mr. A. Hu, Dr. A. Joy, Mr. J. Kent, Ms. S. Morgan-Silvester (Chancellor), Acting Dean D. Muzyka, Dr. H. Najjaran, Dr. B. O'Connor, Dr. C. Robinson, Dr. C. Scarff, Prof. S. Toope (President)

**Recording Secretary:** Ms. N. Hager

## **Call to Order**

In the absence of the President, Vice-Chair Dr. Cioe called to order the third regular meeting of the Senate for the 2009/2010 academic year.

## **Senate Membership**

### *Vice-Chair of Senate*

The Secretary declared that in response to a call for nominations for the election of a Vice-Chair of Senate issued on 26 October 2009, one nomination for Dr. Doug Owram was received and accepted, and Dr. Owram was thus acclaimed as elected.

Dr. Owram assumed the meeting chair as Vice-Chair of Senate.

## **Minutes of the Previous Meeting, 21 October 2009**

*Moved:* Dr. Cioe

*Seconded:* Dr. de Scally

*That the minutes of the Okanagan Senate Meeting of 21 October 2009 be adopted as circulated.*

*The motion was put and carried.*

## **Deputy Vice-Chancellor's Remarks**

### **2010 Budget**

Dr. Owram reported that the senior administration was fully engaged in 2010 budget planning and that budget proposals from faculties and elsewhere were expected by December. While a number of individual positions were being recruited, 2009 marked UBC Okanagan's final year of build-out funding. Beginning in 2010, government grant funding would be based on enrolment up to a maximum of 9,630 full time equivalent students. Dr. Owram reported that capital projects were on time.

### ***Luncheon Series with Students***

Dr. Owram described an on-going series of luncheons hosted by the Deputy Vice-Chancellor for students from different areas. He reported that these discussions were encouraging with students responding positively to the direction of the campus, and noted that two areas had been identified for improvement: the expansion of library and athletics facilities. Dr. Owram thanked Senators and all faculty and staff for their work.

## **Candidates for Degrees**

*Moved: Dean Krank*

*Seconded: Dr. Cioe*

*That the candidates for degrees as recommended by the Faculties be granted the degree for which they were recommended, effective November 2009, and that a committee composed of the Registrar, the appropriate Dean, and the Chair of the Okanagan Senate be empowered to make any necessary adjustments.*

*The motion as put and carried with the required 2/3 majority.*

## **Nominating Committee**

Committee Member Dr. Jan Cioe presented the report.

## **Senate Committee Vacancies**

*Moved: Dr. Cioe*

*Seconded: Dr. Lalonde*

*That Mr. Steven Joseph be elected to serve on the Budget Committee of the Council of Senates as Student Representative until 31 March 2010 and thereafter until replaced;*

*and*

*That Mr. Daniel Vineberg and Mr. Jonathan Kent be elected to serve on the Academic Policy Committee as Student Representatives until 31 March 2010 and thereafter until replaced;*

*and*

*That Ms. Lindsay Amantea be elected to serve on the Appeals of Standing and Discipline Committee as Student Representative until 31 March 2010 and thereafter until replaced;*

*and*

*That Mr. Alex Hu be elected to serve on the Admissions and Awards Committee as Student Representative until 31 March 2010 and thereafter until replaced;*

*And*

*That Dr. Gareth Jones be elected to serve on the Appeals of Standing and Discipline Committee until 31 August 2011 and thereafter until replaced.*

*The motion was put and carried.*

## Joint Report of the Agenda and the Academic Policy Committees

Academic Policy Committee Chair Dr. Jan Cioe presented the report.

### *Policy Template: "O-1: Format, Development & Administration of Senate Policies"*

The two Committees had jointly circulated for approval a proposal to establish Policy O-1: Format, Development & Administration of Senate Policies. The following is an excerpt from the covering memorandum:

The primary goals of this proposal are to:

1. Provide a uniform presentation of the official decisions of Senate;
2. Allow for better record keeping and ease of reference to decisions of Senate;
3. Clarify the position of Senate on matters of academic policy; and
4. Allow for a structured and systematic review and updating of policies affecting academic governance at UBC Okanagan.

*Moved:* Dr. Cioe

*Seconded:* Dr. McCoubrey

*That Senate approve Policy O-1: Format, Development & Administration of Senate Policies.*

### Discussion

The assembly recognized Mr. Eaton who noted that a Vancouver version of the same policy was approved by the Vancouver Senate and that over time all current Senate policies would be migrated over to this new format. On behalf of the Secretariat, Mr. Eaton expressed his hope that the new policy template would facilitate the sharing of information between the two campuses.

Dr. Yannacopoulos thanked Mr. Eaton for his efforts. He raised a question why the Okanagan version of the template was not tailored specifically for the Okanagan campus, and noted as an example that the titles of senior administrators referred to ones that were not specific to the Okanagan. Dr. Yannacopoulos asserted the importance of taking special consideration of the Okanagan's unique structure of a Deputy Vice-Chancellor and a Provost.

Dr. Cioe noted that legal titles were used as per the *University Act*. Mr. Eaton explained that practicing titles that might change over time were deemed problematic, and, in the interest of presenting one policy simplified for cross-campus purposes, titles as defined by the *University Act* were used consistently. Dr. Yannacopoulos raised the issue of administrators having titles that did not relate specifically to their positions. Dr. Owrarn explained that the *University Act*

does not reflect the evolving roles of senior administrators at UBC Okanagan, and offered that the issue of Okanagan titles and roles had been raised with the President.

Dr. de Scally inquired after the purpose of a set review date in two years time, and expressed a concern that efforts to move current policies over to this template might be lost. Mr. Eaton assured the assembly that it was routine practice for all policies to be reviewed within two to five years of their approval date to assess whether they were working in the intention first conceived.

Dr. Duran-Cogan sought clarification on the difference between Senate-approved policies and those approved by the Board of Governors. Dr. Cioe explained that each governing body had its own policies, but that some policies are jointly approved.

*The motion was put and carried.*

### **Agenda Committee**

Committee Member Dr. Jan Cioe presented the report.

### ***Changes to the Rules and Procedures of the Okanagan Senate***

The Committee had circulated a proposal to amend the *Rules and Procedures of the Okanagan Senate* to change the way replacement faculty and student Senators were selected, clarify the calculation of Committee quorums, adjust the order of business at Senate meetings, and to consequentially adjust the numbering scheme.

*Moved: Dr. Cioe*  
*Seconded: Ms. Cody*

*That the Rules and Procedures of the Okanagan Senate be amended as presented.*

### **Discussion**

Mr. L'Orsa proposed an amendment to the rule specifying how students were replaced.

*Moved: Ms. L'Orsa*  
*Seconded: Ms Amantea*

*That the proposed changes to the Rules and Procedures of the Okanagan Senate be amended to add the following to the proposed Section 13 (c) (proposed changes in bold):*

**“In the case of a student senator by the Senate from those persons who received the most number of votes in the most recent election to that office who were not elected, and in the case where no such persons exist, are able, or are willing to serve, by the Senate on the recommendation of the University of British Columbia Students’ Union Okanagan.”**

### Discussion on the Proposed Amendment

On behalf of the UBC Okanagan Students’ Union, Ms. Cody spoke against the motion to amend. Ms. Cody argued that the proposal to allow the Students’ Union Okanagan (SUO) to recommend a candidate to Senate followed that of the Vancouver Alma Mater Society, and questioned why the same process would not be acceptable in the Okanagan. She explained that, in Vancouver, candidate resumes were discussed in advance and the best candidate was recommended to Senate. Speaking in favour of the main motion, she noted that, as the Okanagan *Rules* were currently written, a candidate who received no votes at all in the previous election could be invited to fill a vacant Senate seat.

Ms. L’Orsa pointed out that the Vancouver campus operated substantially differently from the Okanagan campus: slates were not recognized and balloting was conducted electronically. She argued that successful practices at one campus were not necessarily the best choice for the other campus.

Dr. de Scally inquired if the intent of the proposed amendment was to prevent a student with no previous history and no experience from gaining a seat on Senate. Mr. L’Orsa replied in the affirmative, and added that the proposed amendment sought to prevent the SUO from recommending friends or otherwise known students who were part of a slate of candidates affiliated with the SUO.

Ms. Amantea spoke in favour of the motion to amend and expressed her belief that a student Senator vacancy should go to the individual who had previously declared their candidacy. She felt that the proposed amendment would prevent the SUO from recommending a name on short notice and without proper consultation with the student body.

Dr. Rheault suggested a by-election to mirror the proposed practice for faculty elections. Dr. Cioe noted that a by-election would be costly and time-consuming.

Several students spoke in favour of the main motion.

Dr. Duran-Cogan wondered why some students felt the SUO was not representative of all students on campus. Dr. Owsram explained that some distrust could be traced back to the February bi-election where some unsuccessful independent candidates had attributed their loss to unfair voting procedures. Ms. Amantea expressed the opinion that many students were seeking alternative representation other than the options presented by the SUO.

Ms. Driscoll confirmed that student terms were of 12 months' duration, from April 1 to March 31.

*The proposed amendment was defeated: 18 against, 9 in favour.*

### Discussion on the Main Motion

Dr. Johnson proposed an amendment to the rule how faculty were replaced.

*Moved: Dr. Johnson*

*Seconded: Dr. Lalonde*

*That the proposed changes to the Rules and Procedures of the Okanagan Senate be amended to add the following to the proposed Section 13 (b):*

*(proposed changes in bold)*

*"In the case of a faculty senator ~~elected by a specific faculty by that faculty, or by an election of the joint faculties if elected by the joint faculties~~ In the case of a faculty senator **by a by-election conducted by the Registrar at the earliest opportunity; or**"*

### Discussion on the Proposed Amendment

Dr. Cioe noted that this scenario had not been discussed by the Academic Policy Committee; Mr. Eaton confirmed that the proposed process was indeed possible.

Dr. Johnson stressed the importance of timeliness, transparency, and proper and consistent process. Mr. Eaton noted that as per *Rules* the minimum time required to conduct a by-election was seven weeks.

*The proposed amendment was carried.*

### Discussion on the Principal Motion

Dr. Lalonde inquired why, in Section 20 *Order of Business*, committee reports were proposed in alphabetical order. Ms. Collins explained that this was an arbitrary solution, but that it still permitted the Agenda Committee to alter the order of reports as needed.

*The motion was carried with two opposed.*

## **Academic Policy Committee**

Committee Chair Dr. Jan Cioe presented the report.

### ***Intercampus Student Mobility***

*Moved: Dr. Cioe*  
*Seconded: Dr. Abd-El-Aziz*

*That Senate approve in principle the framework as outlined in the Intercampus Student Mobility documents, and direct the Secretary to prepare revisions to the necessary policies for consideration by the appropriate Senate Committees.*

### **Discussion**

Dr. Duran-Cogan inquired if it was accurate that so many students were transferring to the Vancouver campus, and expressed concern about this apparent trend. Dr. Cioe referred to the data cited in the background documents: in 2008W, 115 students transferred from Okanagan to Vancouver and 14 students transferred from Vancouver to Okanagan. Dr. Cioe offered that after the three year 'sunset clause' expired the framework would be revisited.

Dr. Abd-El-Aziz confirmed that the proposed framework applied only to undergraduate students. Ms. Collins noted that many of the principles in the background documents could be applied to graduate students, and that the applicability of any related policies to come before Senate for approval would be made clear.

*The motion was put and carried.*

### ***Policy on Student Safety Abroad***

Dr. Cioe noted that the draft policy had been circulated to Senate for information, and had been also been circulated to the Vancouver Senate. The Board of Governors had also posted the policy for public comment (see [http://www.universitycounsel.ubc.ca/news/Student\\_Safety\\_Abroad\\_Policy\\_Public\\_Consultation\\_Draft\\_Dec3.pdf](http://www.universitycounsel.ubc.ca/news/Student_Safety_Abroad_Policy_Public_Consultation_Draft_Dec3.pdf)). Once the consultation process was completed, a final proposed policy would come before each Senate for approval of the academic sections.

Dr. Owram explained that the goal of the policy was to allow for a clear understanding of the responsibilities of students when planning travel abroad for University purposes.

Dr. Cioe drew Senate's attention to the sections containing explicit academic implications and that required Senate's approval: Article 2 of the Policy - *Definitions* and the following articles in the Procedures - Article 5 *Travel to Level 2 "Exercise High Degree of Caution" Travel Advisory Destinations*; Article 6 *Travel to Level 3 "Avoid non-essential travel or Level 4 "Avoid all travel" Travel Advisory Destinations*; Article 7 *Revocation of Authorization*; and Article 9 *Unauthorized Travel*.

### *Academic Concession*

The Committee had circulated a revised policy on academic concession. The following is an excerpt from the covering memorandum:

The aim of the revised policy entry is to simplify what is becoming a growing and yet incomplete list of circumstances that may lead to requests for academic concession by grouping them into two distinct categories: conflicting responsibilities and unforeseen events. As well, the policy aims to provide one source of information that clarifies the responsibilities of both the University and the student when requests for academic concession are made. Lastly, the policy introduces a reference to the Senate appeals process.

*Moved: Dr. Cioe*  
*Seconded: Mr. Joseph*

*That Senate approve the revisions to the policy on Academic Concession.*

### Discussion

In response to an inquiry from Dr. de Scally on how the revised policy would affect the potential issue of athletes submitting academic concession requests in order to participate in sport, Ms. Collins clarified that the proposed policy created eligibility for students to request concession but did not imply an obligation on the part of instructors to automatically grant it.

Dr. de Scally requested clarification about “working to support one’s family” as grounds for academic concession. Dr. Owram described the revised policy as a continuation of current practice. Dr. Cioe explained that the academic requirements of each course must be met under either the current and proposed policies, and that instructors could choose to deny unreasonable requests.

Dr. Johnson sought clarification on the options for student appeal in cases where academic concession is denied by the dean or director. Ms. Collins clarified that the procedures for the Senate Committee on Appeals of Standing and Discipline anticipate a decision on behalf of a Faculty; students are expected to submit their request for academic concession to instructors directly, and then continue up the administrative ladder to the unit head, director and/or dean if necessary.

*The motion was put and carried.*

### **Curriculum Committee**

Committee Chair Dean Robert Campbell presented the report.

## *Curriculum Proposals from the Faculties of Arts & Sciences and the Faculty of Management*

*See also, 'Appendix A: Curriculum Summary.'*

*Moved: Dean Campbell*

*Seconded: Acting Dean Mathieson*

*That Senate approve the new courses brought forward by the Faculty of Arts & Sciences and the Faculty of Management as set out in the attached proposal.*

### Discussion

On behalf of the Faculty of Creative and Critical Studies (FCCS), Dean Belton raised several objections to *POLI 435: International Politics on Film* as proposed by the Barber School of Arts and Sciences. The following is an extract from the proposal:

POLI 435 (3): Major themes and conflicts of international politics in the modern age through an exploration of key works of political cinema.

The assembly divided POLI 435 from the balance of the curriculum proposals for separate consideration.

### Discussion on POLI 435

Dean Belton noted that on consultation FCCS did not support the proposal, and had expressed their concerns to the Senate Curriculum Committee. He summarized that the course description was written as a film studies course, and was identical to an FCCS course, and that the course was not of sufficient quality. Dr. Cioe responded that the Barber School had considered FCCS's concerns but felt that the fact that the course contained film as a medium did not necessarily make it a film studies course. Dean Belton stressed that the Faculty's most significant objection was that the course did not meet the standard. Dr. Keyes supported Dean Belton's objections.

Ms. Amantea noted that she had previously taken this course and would not describe it as a film studies course. Dr. Cioe clarified for Senators that the course had previously been offered as a special topics course.

Dr. Hodge spoke in favour of the motion to approve the new course, suggesting that FCCS was adopting a hegemonic stance and in effect requesting a veto power. Dr. Hodge rejected FCCS's concerns over quality, and asserted the Barber School's freedom to teach content it feels is appropriate.

Dr. Johnson noted that UBC routinely allows subjects to be taught by faculty in other disciplines and in other faculties. He suggested that if this was the issue before Senate that it be brought before the assembly in a more organized fashion.

Dr. Cioe reminded Senate that POLI 435 was unanimously approved by the Barber School of Arts and Sciences, and by the Curriculum Committee.

*The motion to approve POLI 435 was approved with two objections.*

*The motion to approve the balance of the curriculum proposals was put and carried.*

***Faculty of Commerce and Business Administration: Master of Management (Early Career Masters Program) Offered at UBC Okanagan***

Dean Campbell noted that he had been asked by the Senate Curriculum Committee to bring this item forward for information.

The following is an excerpt from a backgrounder written Dr. Brian Bemmels, Senior Associate Dean, Academic Programs, in the Sauder School of Business:

The Sauder School of Business, R. H. Lee Graduate School of Business, in partnership with the Faculty of Management, UBCO intends to offer the Early Career Masters (ECM) stream of the Master of Management (MM) degree program at the FOM, UBCO.

[...]

Sauder will administer the program delivery at UBCO, but we expect that most of the program will be taught by members of the FOM. Sauder Business Career Centre, in partnership with UBCO Career Services, will provide extensive career assistance to students and graduates. The program delivery will be funded completely from tuition proceeds. No additional resources are required from UBCO. Faculty teaching will be considered overload and faculty will be paid a stipend for teaching (at Sauder, the ECM and several other professional graduate degree programs are staffed by this same method). Any net proceeds from the operation of the program will be retained in FOM to support research, program development or other activities within the FOM.

Dean Campbell asked Senate why the Early Career Masters (ECM) program was not proposed for approval by the Okanagan Senate as a UBC Okanagan program taught on this campus by UBC Okanagan faculty.

Dr. Pandher was asked to comment on behalf of the Faculty of Management. Dr. Pandher acknowledged that the Faculty of Management had expressed their interest in participating in a graduate program, but that the arrangement as summarized in the Sauder memorandum came as a surprise in that the Faculty's assumption was that the ECM would be a UBC Okanagan program. Given Dr. Pandher's surprise, Dr. Johnson noted that it seemed that the Faculty of Management had not been fully consulted.

The assembly considered which Senate committee was best suited to consider a referral from Senate. Dr. Lalonde suggested that the EMC be referred to the Okanagan Senate Academic Policy Committee.

*Moved: Dr. Lalonde*  
*Seconded: Dr. de Scally*

*That Senate refer the matter of the appropriateness of the Faculty of Commerce and Business Administration: Master of Management (Early Career Masters Program) Offered at UBC Okanagan to the Academic Policy Committee to make a recommendation to Senate.*

### Discussion

Dr. Johnson spoke in favour of the motion and described the issue as a serious matter. He expressed his feeling that the Curriculum Committee was ill-suited to consider the arrangement as laid out in the Sauder memorandum and advise Senate on its meaning.

On behalf of the Secretariat, Ms. Collins stated that at the moment UBC Okanagan did not offer a Master of Management. If the Faculty of Management were to propose a program and it was approved by the Okanagan Senate, the Board of Governors, and the Ministry of Advanced Education and Labour Market Development, the Okanagan Senate would have full authority. She drew parallels to the Southern Medical Program in that both programs operated under the authority of Vancouver Faculties and the Vancouver Senate but had students at the Okanagan campus.

Dr. Hodge supported the motion to refer the matter to the Academic Policy Committee.

Dean Krank also spoke in favour of the referral, and disagreed that the arrangement outlined by Sauder was in any way similar to the Southern Medical Program. Unlike Medicine, where there was just one Faculty of Medicine under the authority of the Vancouver Senate, UBC Okanagan had established a Faculty of Management. He observed further that the Sauder memorandum named the Faculty of Management as a partner, and as the Faculty of Management was under the authority of the Okanagan Senate, the Okanagan Senate had certain authority over the outlined arrangement. Dean Krank described the undefined 'partnership' and its presentation to this Senate as problematic. He noted that programs within the dual-campus Faculty of Applied Science's School of Engineering had required approval by the Okanagan Senate.

Mr. Eaton noted that when this item was presented to the Curriculum Committee, it was acknowledged that the Faculty of Management was not yet in the position to offer accredited graduate programs. Dr. Owrain offered his view on the accreditation of professional programs.

Dr. Johnson sought clarification on whether the program would be put on hold until approved by the Okanagan Senate. Ms. Collins clarified that the Okanagan Senate had no authority over a program offered by a Vancouver faculty. Dr.

Owram stated that the program required administrative approval from either the Deputy Vice-Chancellor or the Provost that had not yet been granted.

Dr. Keyes suggested a friendly amendment to the motion to refer the matter to the Council of Senates. This suggestion was not supported by the assembly.

Ms. Kuhn emphasized the positive aspects of the Sauder brand on the Okanagan campus. Dr. Owram stressed that today's discussion was not a comment on the strength of the program or its desirability on this campus but rather the oversight of the Okanagan Senate on a program offered "in partnership with the Faculty of Management" at this campus using Okanagan resources and Okanagan faculty.

*The motion to refer was put and carried with one opposed.*

Dr. Cioe asked the Deputy Vice-Chancellor for his official position on this matter. Dr. Owram noted that the first offering of the program was planned for late August or September 2010, allowing ample time to clarify the arrangement. Dr. Owram assured Senators that Senate's concerns would be relayed to Vancouver.

### **Admissions and Awards Committee**

Committee Chair Dr. McCoubrey presented the report.

#### ***New Award***

*See also, 'Appendix B: New Award.'*

*Moved: Dr. McCoubrey*

*Seconded: Dr. Rheault*

*That Senate accept the award as listed and forward it to the Board of Governors for approval; and that a letter of thanks be sent to the donor.*

*The motion was put and carried.*

#### ***Admission to UBC Okanagan – Changing Degree Programs***

*Moved: Dr. McCoubrey*

*Seconded: Ms. L'Orsa*

*That Senate approve the proposed changes to Admission to UBC Okanagan – Changing Degree Programs.*

*The motion was put and carried.*

## ***Master of Applied Science (M.A.Sc.) and Master of Engineering (M.Eng.) Admission Requirements***

*Moved: Dr. McCoubrey*

*Seconded: Dr. Rheault*

*That Senate approve the proposed changes to the Master of Applied Science (M. A. Sc.) and Master of Engineering (M. Eng.).*

### **Discussion**

One editorial change had been received by the Secretariat.

Both Dean Krank and Ms. Collins clarified for Dr. Yannacopoulos that the Master of Engineering program was an Okanagan program approved by the Okanagan Senate.

*The motion was put and carried.*

### **Report from the Dean of Graduate Studies**

#### ***Oral Status Report on Graduate Studies at UBC Okanagan***

Dean Krank reported that with regards to the areas of responsibilities table referred for further development to the Faculty of Graduate Studies by the Academic Policy Committee, consultation continued with various bodies including program coordinators in Graduate Studies and the Academic Council. One issue that had been raised was the level of decision making at the program level versus the faculty level, particularly around Interdisciplinary Graduate Studies (IGS). One key addition had been the process around the approval of external graduate supervisors in IGS. Dean Krank noted that in coordination with the Acting Director of Interdisciplinary Graduate Studies, proposals to modify the IGS curriculum as well as the IGS program were expected by February 2010.

Dr. Rheault urged Graduate Studies to consider the issue of graduate supervisors from the perspective of support for the student, and pointed out that an offer of supervision did not necessarily imply financial support. He asked that clarification be offered on the qualifications for graduate supervisors, both internal and external.

### **Focus on People: Workplace Practices at UBC**

Dr. Owram introduced Ms. Lisa Castle, Associate Vice-President, Human Resources, and Mr. Nicole Udzenija, Organizational Development & Learning Consultant. Ms. Castle gave a presentation on Focus on People: Workplace Practices at UBC, an organizational human resource strategy that applied to

faculty and staff who were already at the University, as well as those who were yet to be recruited.

Ms. Castle summarized three goals for UBC: 1) provide faculty and staff with an outstanding work environment; 2) link an outstanding work environment with a positive experience for students; and 3) position UBC as a top employer in British Columbia and Canada.

Ms. Castle's presentation focused on a framework of five strategies:

1. Develop a sustainable, healthy workplace;
2. Retain faculty and staff through positive incentives;
3. Cultivate sound core leadership and management practices;
4. Attract outstanding faculty and staff; and
5. Identify and share institution-wide goals.

Ms. Castle noted that more information was available at [www.focusonpeople.ubc.ca](http://www.focusonpeople.ubc.ca), and that copies of the 2008/2009 annual report were available from the Secretariat.

### **UBC Equity and Diversity Strategic Plan**

The Deputy Vice-Chancellor had circulated the draft UBC Equity and Diversity Strategic Plan, and introduced Mr. Tom Patch, Associate Vice-President, Equity, and Dr. Anne Condon, Associate Dean in the Faculty of Science, Co-Chairs of the Equity and Diversity Strategic Plan Development Working Group.

Presentation highlights included:

- Excellent initiatives at both campuses; at UBC Okanagan: Faculty of Education Inclusive Education Certificate, Aboriginal Access, and breastfeeding-friendly spaces;
- Statistics on minorities: an increase in the numbers of faculty who self-identify as a visible minority, but a decline in the numbers of women as percentage of tenure-track positions;
- Challenges included: lack of openness, perceptions by students that their curricula don't provide significant options to learn about diverse perspectives and cultures, and students who care for dependents;
- Overarching goals: participation, action, inclusion, and communication;
- Recommended actions would intersect in many ways with *Place and Promise: The UBC Plan* and implementation of the Equity and Diversity Strategic Plan should be an integrated part of that larger strategy.

### **Motion to Extend the Meeting**

*Moved:* Dr. Cioe  
*Seconded:* Dean Campbell

*That Senate extend the meeting by thirty minutes.*

*The motion was put and carried*

### **Place and Promise: The UBC Plan**

On behalf of the President, the Deputy Vice-Chancellor summarized the extensive consultative process around *Place and Promise: The UBC Plan*. He noted that the final document would be presented for approval to the Board of Governors and would replace Trek 2010. Dr. Owram described UBC's strategic plan as high-level and extremely meaningful, and that it that fully incorporated UBC Okanagan for the first time.

*Moved: Ms. Zilm*

*Seconded: Ms. Kuhn*

*That Senate endorse Place and Promise: The UBC Plan.*

### Discussion

One editorial suggestion was received by the Secretariat.

Mr. Eaton clarified that Senate was being asked to 'endorse' *Place and Promise* as neither Senate, nor the Board of Governors, had authority under the *University Act* to approve a UBC strategic plan. Dr. Owram explained for Senators how *Place and Promise* will link with UBC Okanagan's Academic Strategic Plan.

*The motion was put and carried.*

### **In Camera: Report from the Admissions and Awards Committee**

This portion of the meeting was held in closed session and is therefore not recorded in this version of the Minutes.

### **In Camera: Report from the Learning and Research Committee on Candidates for 2010 Honorary Degrees**

In closed session, the assembly considered recommendations from the Learning and Research Committee with respect to candidates for honorary degrees.

### **Adjournment**

There being no further business, the meeting was adjourned. The following regular meeting of the Senate was scheduled for Thursday 17 December 2009 at 3:30pm to 5:30pm in Library 317.

## Appendix A: Curriculum Summary

### Faculty of Arts and Sciences

1. The following new program:
  - a. Honours Program with a Specialization in Forensic Psychology
2. The following new courses:
  - b. POLI 391 (3) Special Topics in Political Science
  - c. POLI 435 (3) International Politics on Film

### Faculty of Management

3. The following new courses:
  - a. MGMT 400 (3) Intermediate Financial Accounting
  - b. MGMT 401 (3) Intermediate Managerial Accounting
  - c. MGMT 402 (3) Introduction to Income Taxes in Canada
  - d. MGMT 403 (3) Auditing and Assurance Services
  - e. MGMT 404 (3) Advanced Financial Accounting
  - f. MGMT 405 (3) Advanced Managerial Accounting

## Appendix B: New Award

**Judy GURNEY Memorial Bursary in Nursing:** Bursaries totalling \$1,000 have been endowed by Peter Peto in memory of his wife Judy Gurney to assist undergraduate and/or graduate students in the School of Nursing at The University of British Columbia Okanagan. Judy Gurney (nee: Meynell) born 11/14/1942 in Duncan, B.C. died 10/6/2008 in Vernon, B.C. She graduated with a diploma in Nursing from Royal Jubilee Hospital in Victoria circa 1963 and obtained a Bachelor of Nursing at UBC circa 1975. She loved to practice her nursing profession, with great care, sensitivity and competence to those she attended to at hospitals in Vancouver, Squamish and Summerland.

It is hoped that this perpetual endowment established in her loving memory, will help nursing students attain the educational certification to pursue dedicated lives in the nursing profession as was exemplified by the late Judy Gurney. (First award available for the 2009/10 Winter Session)