

FACULTY TRADES & TECHNOLOGY

Faculty Council

Approved Minutes

Thursday, May 21, 2009

1:30 p.m. Room TTC2041

Chair: Harv McCullough

Guest: Dianne Common

Present:	Nick Penner	Tom Baumann	Tim Lynch
	Kent Smith	Al Behmer	Shannon Draney
	Mike Rumpeltes	Sheldon Frank	Karen Massier
	Paul Gumprich	Jim Carson	John Todrick
	Bruce Corbeil	Wally Gallinger	Betty Neetz
	Barry Penner	Rose Morrison	Rolf Arnold
	Tricia Thomson	Shelley Hayes	Rodney Smith

Regrets:	Rod McLeod	Nancy Barker	Randy Kelley
	Larry Gritzmaker	Mark Ryan	Myles Andrew
	David Riel	Brent Bailey	Dean Key
	Denise Fisher	Joe Kovacs	Keith Newport
	Amy Nijjar	Pat McGurk	Pierce Stoeckly
	Judy Hill	Roger Moren	Vern Wright

Recorder: Karen Power

1. Introductions and Welcome

Harv thanked all for attending. Round table introductions.

Harv introduced Dianne Common, VP of Academic & Provost. Dianne will review Rank & Tenure and the Program Review Process.

2. Items for Adoption

2.1 MOTION: That the agenda for May 21, 2009 be adopted as presented.

CARRIED

2.2 MOTION: That the minutes of January 22, 2009 be adopted as presented.

Moved by Paul Gumprich, seconded by Tom Baumann

CARRIED

3. Further Discussion

3.1 Convocation

Each instructor will call-out student names. Our convocation ceremony is Friday, June 12, 2009 at 2:30 p.m.

3.2 Student Speaker

Representing the Faculty of Trades & Technology is Trish Neufeld, Hospitality Event Planning graduate.

3.3 Terms of Reference

The Trades & Technology Faculty Council must adopt their own terms or reference. The attached handout was a framework of reference of which our own election process for membership needs to be defined.

The minutes of January 22, 2009 outlined the election process for the Faculty of Trades & Technology, Terms of Reference.

John Todrick would like the apprentices to have a voice on this council.

Harv will take this under advisement to review the Act to see how students who are here for less than 10-weeks fall under representation.

Action: Harv McCullough

Action Results

A student representative must be a registered student at and during the times of a council meeting. This means it would be difficult for an apprentice to represent the entire trades & technology student body for the entire year, as they are normally a registered student for only 6 -10 weeks within the academic year.

Tom Baumann suggested that in the Act, the student(s) could be invited.

MOTION: to accept the Terms of Reference as our operating procedures with the confirmation as indicated above:

Moved by Tom Baumann, seconded by Paul Gumprich.

CARRIED

4. Rank and Tenure

Dianne Common explained that UFV has had 6 months of discussions of what it means to move forward with Rank and Tenure. Health & Science and Trades & Technology areas usually have the most difficulty fitting into academic ranking.

Dianne joined the committee to answer any questions that might arise with reference to rank and tenure.

4.1 Ranking

John Todrick asked, "After watching Thompson River's paradigm, how do you see the Faculty of Trades & Technology fitting into the university model?"

Dianne Common stated she was not particularly comfortable with the model that Thomson Rivers has used, as it seems to be problematic with branding two different kinds of faculty and two different streams of development.

Dianne Common's review:

- The faculty of trades is no different from other faculties at UFV although the different faculties do very different research and development.
- Different stages one goes through as a teacher in a university:
 - The first level would be someone who has met the entry criteria of whatever the nature of the appointment is. This may be referred to as Assistant Professor.
 - The mid-career level would be when someone is making major contribution to the programs; is bringing leadership to the programs, and is perhaps mentoring new faculty members. This may be referred to as Associate Professor.
 - The Full Professor level is the career level where someone is making major contribution, nationally and/or internationally, clearly providing leadership beyond his/her own institution.
- Trades should look at the different stages one might go through in their fields of expertise and work together to set criteria and define the entry-level, mid-level and top-level.
- It is up to trades to define very precise criteria that will govern when an individual is promotable to the different levels of ranks. Conceptualize what the three stages will be and translate them into criteria that will be used to make decisions as a committee for people to use, to apply for promotion, to move forward.
- Across Canada, the average lengths of stages are 5-10 years of service for the first stage and 8 -10 years of service for the second stage.

- The challenges are many decisions that universities make, for promotion are made around questions of research. The three roles an individual must excel in are:
 - Effectiveness of Teaching
 - Community Engagement or Service
 - Research
- What research really means is adding to the knowledge base of your field of expertise. You will need to develop some judges for people who are clearly advancing, and moving their occupation forward.
- Research means rethinking and moving beyond, pushing the envelope forward from what we took for granted.
- The challenge is for us as a community to figure out how we will put all these ideas into practice, to create a set of criteria, to then hire people, and then enable them to move through the ranks.

4.2 Tenure

Dianne Common's review:

Tenure is a word used in universities for about 40 years. It was originally the decision to give someone permanent employment. It is protection for faculty members from institutional policies that are unfair or unjust.

- The idea of tenure is job security but the big idea behind it is you are able to speak freely to management without being fired. Tenure is to protect your academic freedom of speak. It is designed for you to be able to think ideas, think thoughts, advocate radical new ideas that might challenge the conventional wisdom that might challenge the conventional powers that be. The Provost's job is to stand shoulder to shoulder with you to protect your right to advance knowledge. Universities are all about advancing knowledge.
- Tenure is the one of the most important decisions you make and one of the most protections you have. When Tenure is awarded, it is usually done after 5-6 years.
- When a person applies for tenure, they are most likely moving out of the novice-beginning stage and onto the more mature-mid development stage.
- Most people who are applying for tenure will be also applying for promotion to Associate Professor.

- Because Trades works within a very restricted framework governed by provincial curriculum, you will have to look at what you could do outside of provincial guidelines.
- Your criteria has to be transparent to the public, so that people applying for employment are clear what it is going to take for them to get tenure.
- Sheldon Frank asked, “Once we have a criteria set – how will the existing faculty who have been here for years be slotted into the new system?”

Dianne Common hopes that we would be able to look at the criteria and discuss how this would fall-out. One of the discussions right now for those who feel they would meet the criteria for Associate Professor would be to apply to the Promotion and Tenure Committee. This is something that you will have to think about when you make your proposals to the Senate.

- Harv McCullough noted that one advantage UFV has is we have one collective agreement. TRU has two bargaining units. Harv believes that whatever system we come up with will be easier to pull together because of this.
- Harv McCullough also reminded everyone that there is a lot of external work done by instructors that would fall into the ranking stages. The Welding and Electrical instructors for example have been very involved externally working as experts within your fields.
- Sheldon Frank asked, “Where is this process at now within the university?”

Dianne Common stated that there is more consensus than we thought there would be. If we were able by the end next year to take this to Senate – we would feel we have really accomplished something. We would have moved a very complicated agenda forward.

- John Todrick asked, “After faculty completed the IPEC process they are put on an on-going contract, does that translate to tenure?”

Dianne Common stated that it would reflect tenure, although a tenure process is much longer than the IPEC process. Tenure is usually between 5-6 years.

- John Todrick noted that there is a concern with release time to participate provincially in research or advancement – we often have a hard time getting out of our classrooms.

Dianne Common noted that this would be something you will have to bring forward, which will be different from other areas, as you are forming your rank and tenure proposal.

- Rod McLeod and Nancy Barker are encouraged to share the vision proposal with all, as a draft, to ensure it is the best it can be.

4.3 Peer Review

Dianne Common reviewed the Peer Review process used at other universities for those seeking promotion and tenure.

As a faculty, you need to seek those at the forefront of your field – celebrated internationally – because if they found good in your work – that would be the best peer review one could receive.

You will need to think about who these people are in your field – so that you can identify your peer review. Seek out internal and external peers for your review.

4.4 IPEC Survey

Dianne noted that the IPEC process has had its problems. We tried to mix informative mentoring with a summative judgmental evaluation and found it difficult. There is a survey out right now that we encourage you to participate in to help us move forward.

5. Program Review Process

Dianne Common reviewed Policy 210.15 Academic Program and Unit Reviews

- This is a process targeted at bachelor degrees for the first step – of which trades has a vested interest in with the BBA Trades degree and BBA Agriculture degree.
- For bachelor degrees, we have to apply to the provincial government in order to offer a degree. There are many approvals with site visits.
- Another process is exempt status – a process where we can apply for exempt status. Dianne believes we are clearly eligible – but we may not be because we have not engaged in formal program reviews.

Hand Out

- At present UFV is reviewing Continuing Education programs across our institution. The review will look at what kind of programs we offer, the way in which we manage: the budgets, funds, the programs and more.
- Continuing Education is a very important service and a revenue-generating source for universities. UFV will look at this review university-wide with a self-study.
- The Continuing Education Review will be sent externally for review and recommendations will be made for us, to move forward with, in the future.

6. Other

6.1 Department/Faculty Structure

Sheldon Frank asked, “How department heads are appointed and how does a department qualify for a department head?”

Dianne Common stated that every faculty governs itself very differently. If your present structure does not work your faculty council's role is make a business and academic case to put forward these issues. You need to think about what would enable you to move forward – and enables you to do the work you need to - so that the organization or structure does work.

- Harv McCullough commented that our Welding department has grown from two to five programs of the past few years. The Electrical department has also experienced growth.
- Sheldon Frank stated that the growth has created allot of mentoring of new faculty and the main issue is workload.
- Harv McCullough noted that we are growing and are aware of these issues. We have reviewed what other institutions are doing and as a result have divided the program areas into clusters in preparation for growth.

6.2 Election Nomination Process

The election nomination forms for Vice Chair, Student's and Sessional/Relief Instructor's will be presented at the next meeting for approval.

Upon acceptance of the nomination process, we will conduct the elections.

6.3 Student Enrollment for September 2009

Harv noted that more than 90% of all programs were already full for the September 2009 intake.

6.4 Photocopiers

John Todrick commented that he heard we would no longer be allowed to have office printers.

Harv explained that Xerox is the new company supplying copiers to our institution. The Director of Purchasing, Audrey Baker will be conducting a review of the inventory of printers at all campus locations. Until this review has been conducted, we cannot comment but we will keep everyone up-to-date.

Meeting Adjourned, 3:00 p.m.

Next Meeting

September 17, 2009