

Kaffeeklatsch Discussions

January 21st, 2021

Deans from the Five Faculties – "What will the five faculties look like in April?
Meet the new Dean elects and hear their thoughts."

Attendees: 127

The UNBC Senate and Board of Governors approved the establishment of the following five Faculties, the unit affiliations and the Division of Medical Sciences:

Faculty of Business and Economics – Dean: Dr. Ronald Camp

- School of Business
- Department of Economics

Faculty of Human and Health Sciences - Dean: Dr. Shannon Wagner

- School of Education
- School of Health Sciences
- School of Nursing
- Department of Psychology
- School of Social Work

Faculty of Indigenous Studies, Social Sciences and Humanities – Dean: Dr. Kriston Rennie

- Anthropology
- Department of English
- Department of First Nations Studies
- History
- Department of Global and International Studies
- Political Science
- Women and Gender Studies
- Northern Studies
- Philosophy

Faculty of Environment – Interim Dean: Dr. Peter Jackson

- Ecosystem Science and Management
 - Biology
 - Forestry
 - Outdoor Recreation and Tourism Management
 - Environmental and Sustainability Studies
- School of Environmental Planning

- Geography
- Environmental Science

Faculty of Science and Engineering – Dean: Dr. Deborah Roberts

- Chemistry and Biochemistry
- Computer Science
- School of Engineering
- Math
- Physics

Division of Medical Sciences- Dr. Paul Winwood

The Division of Medical Sciences has been established as a separate and distinct academic administrative unit and includes the following:

- UBC MD Undergraduate Program (Northern Medical Program)
- UBC Health Professions Degree Programs offered through UNBC
- future UBC/UNBC joint Health Professions Degree Programs

** The Division of Medical Sciences is connected to the Faculty of Human and Health Sciences only for the purposes of professional academic association and collaboration.*

From: <https://www.unbc.ca/integrated-university-planning/news/academic-restructuring>

History

- **Guiding Goals and Principles for Five Faculties**
- Developed in consultation with the Provost’s Advisory Council on the Academic Action Plan for the implementation of the five Faculties:
 - Academic Excellence (students: centrality and outcomes)
 - Disciplines and Scholarship (disciplinary identity, cross disciplinary dialogue; overcome disciplinary barriers, scholarship and research intensity)
 - Efficiency (decision-making and resource use)
 - Innovation (flexibility, creative, responsive, adaptive)
 - Leadership (mentoring, culture of internal cooperation)

Alignment and Recruitment (2019 – December 2020)

- **Complete:**

- Academic units self align to new 5 Faculties
- Finalize naming of new 5 Faculties
- Hiring of Campus Operations and Liaison Managers in Terrace and Quesnel
- Finalize recruitment firm for Deans searches
- Draft postings prepared for Deans positions
- Selection committees populated
- Positions advertised
- Deans arrive on campus January 4, 2021
 - Dr. Ronald Camp II, Dean, Faculty of Business and Economics
 - Dr. Peter Jackson, Interim Dean, Faculty of Environment
 - Dr. Kriston Rennie, Dean, Faculty of Indigenous Studies, Social Sciences and Humanities
 - Dr. Deborah Roberts, Dean, Faculty of Science and Engineering
 - Dr. Shannon Wagner, Dean, Faculty of Human and Health Sciences

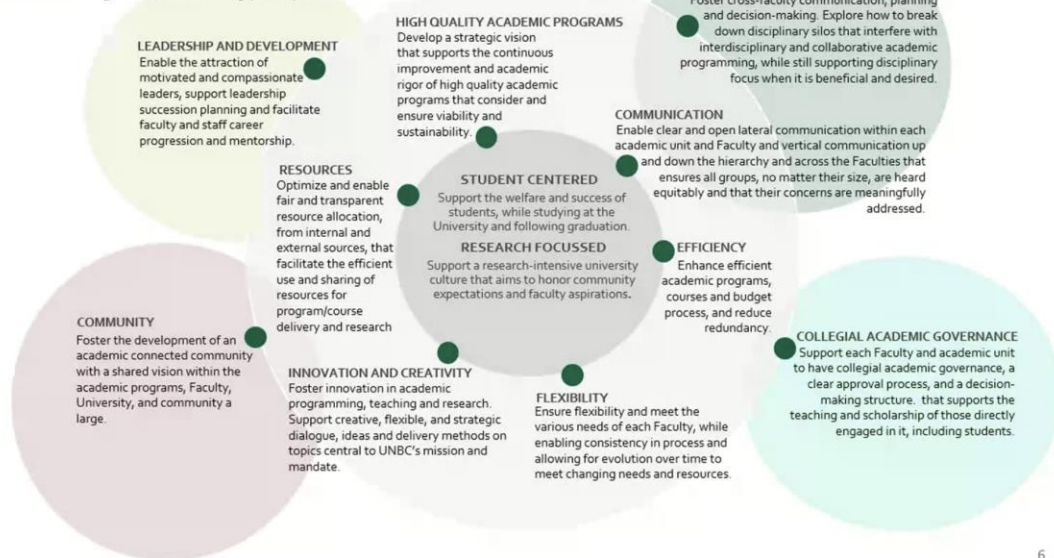
Alignment & Recruitment (January – March 2021)

- **In Progress:**

- Space planning and relocations support the integration of the Dean within or near their new Faculty
- Deans participate in Academic Leadership Development and Orientation program (January – March)
- Work Force Planning initiative aligns ~40 – 44 non-academic positions to the 5 Faculties
- All units assess and implement priority process and policy changes to transition to the new structure (e.g. academic calendar, websites, banner)
- Terms of Reference developed for new Council of Deans
- Deans collaborate within their new Faculties to identify their internal governance and unit structures, using guiding principles developed in consultation with the Provost's Advisory Council
- Deans develop annual Action Plans with desired outcomes for new Faculties and Council of Deans

Principles - Internal Structures of the Five Faculties

During the development of the internal structures of the five faculties, the Deans and Faculties should integrate the following principles:



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Implementation (April-Oct 2021)

- March 31 College structure concludes and Interim Deans transition roles and accountabilities to new Deans
- April 1st, 2021 Implementation of new 5 Faculties, workforce plan and new internal structures
- May 2021 Convocation based on two College model; May 2022 Convocation transitions to two ceremonies in one day:
 - Ceremony 1:
 - Human and Health Sciences
 - Indigenous, Social Sciences, and Humanities
 - Ceremony 2:
 - Business and Economics
 - Environment
 - Science and Engineering

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Transformation (Nov 2021-April 2022)

- Develop new Budget Accountabilities in collaboration with Deans, President's Executive Council and President's Executive Resource Council
- Begin Academic program planning (innovation, renewal, consider COVID opportunities)
- Identify Spotlight Programs for each Faculty (enrolment goals, marketing strategies)
- Review and redesign priority University processes and policies with a goal to streamline
- April 2022 - Implement new Budget Accountabilities
- Assess five faculties implementation and consider continuous improvement

Faculty of Environment

- Interim (through June 2021) Dean – Peter Jackson, PhD, FCMOS
 - Faculty member in Environmental Science Program (atmospheric science)
- Major goals - to facilitate:
 - Establishing the internal structure and operations of the Faculty
 - Starting to develop / enhance innovative and interdisciplinary academic programs both within the FE and across UNBC

Faculty of Science and Engineering

- Dean – Deborah Roberts PhD, L. Eng
 - Faculty member in environmental engineering 28 years
- Major Goals
 - Ensure the FSE delivers excellent and relevant undergraduate and graduate programs to students in the north
 - Ensure the diversity of the students and faculty is similar to the community

Faculty of Business and Economics

- Dean – Ronald D. Camp II, Ph.D., ICD.D
 - PhD in Organizational Behaviour (social psychology applied to leading people)
 - Teaching: Leadership and Organizational Change
 - Certified Trainer: Road to Mental Readiness
 - Current Research: Leadership and Employee Mental Health
- Major Goals
 - Support faculty members in creating Faculty of Business and Economics (FBE)
 - Help FBE develop strategic identity aligned with “Canada’s Green University™”

Faculty of Indigenous Studies, Social Sciences and Humanities

- Dean – Kriston Rennie, PhD, LMS, FRHistS
- Major Goals:
 - Define and shape the Faculty's structure, coherence, vision, and direction – carve out its distinctive role and identity within and outside the University
 - Strengthen and enrich learning pathways, student experience, and graduate outcomes
 - Capitalize on structural change, and the reorganization of knowledge, in order to mobilize a full spectrum of ideas, talent, opportunities, and experiences

Faculty of Human and Health Sciences

- Dean – Shannon Wagner (Professor School of Health Sciences)
- Looking forward:
 - Internal Structure review and relationship with DMS
 - Budget review
 - Indigenization
 - Enrollment/Student Recruitment
 - Cross-disciplinary understanding and collaboration
 - Streamlined processes
 - Regional Programming

Priority: Make sure we are reaching the regions that we were originally mandated for.

Questions:

- Can you describe how the 6th entity the Division of Medical Sciences fits into the new academic structure with respect to governance. (for question time)?

A: The division of Medical Sciences is an affiliate member of Human & Health Sciences Faculty. The NMP is growing – physical therapy, etc. Info meeting coming soon. It is on the radar and discussions are happening.

Q: I would like to hear from each Dean about how they will advocate and actively participate in equity and justice, for all members of our community, specifically for equity-seeking groups

Q: Will the Academic Leadership Development and Orientation Program include training in EDI?

A: Shannon- EDI has been a priority – have to look at it from all perspectives – make processes and practices more amenable to diverse populations.

Deb- Purposeful recruiting of students and Faculty. Even down to elementary schools to encourage education.

Ron: UNBC is a resource that is intended to promote opportunities to all groups. It is a core value for all of the Dean's. Seeking out community partnerships. EDI is not an add-on program – it is integrated.

Kriston: Equity of access – think broadly.

Peter: Supports everything that colleagues have said.

Q: When will we be hearing more about when and how the consultative processes around internal faculty structures will be conducted?

A: Kriston- Will be a bottom-up and top-down process

Shannon- There are accredited requirements for professional programs. If there is room to work within those guidelines, we can.

Ron- Peter has been developing some structural templates – starting the conversation between Faculty. Also mentioned accreditation issues. Create a Faculty identity owned by the Faculty and in consult with Provost. Intended to be a bottom-up creation process.

Deb- Will be asking the Faculty to say how they want to relate and be organized. That trust is just starting.

Kriston- Exploratory phase – started on Jan 4th. Meeting people, hope to do this as soon as possible.

Q: Is outreach a core value for the promotion and tenure process?

Q: How do the Deans plan to reconcile past problems that have occurred regarding recruitment of indigenous staff and students? How do you plan to re-create trust?

Q: Understanding there are still many conversations to occur with stakeholders before concrete goals are in place, what do you see as some of the biggest opportunities for UNBC to attract and increase enrolment in regards to your faculty?

A: Shannon – Need to look at what we've done in the Indigenous communities previously – work with Dr. Henry Harder and Bev Best. Making sure that anything we say we will do - we actually follow through. Enrollment- bringing students in from traditionally underserved communities. Make sure we bring them in a way that best serves the communities and students.

Kriston- Build on existing processes. Regional ops- revitalization & growth opportunities. Capitalize on the uniqueness of what is being offered. Reach out to students who are becoming increasingly non-traditional.

Deb- Student recruitment- we are now looking at student success – not just enough to recruit students. Goes towards recreating trust. We want successful students – happy alumni. Focus on experience at the university and prepare them for a successful career.

Q: Recruitment of students has been mentioned many times, but no one has really mentioned retention and how we will address this along with supports for these students to ensure our students feel apart of the community and want to stay with us

A: Ron- We don't have any info on the history yet – but over the next 4 weeks we will be learning the EDI issues have been. Also learning through conversations with the departments we will be working with. Consultation & relationship building. Re-establishing healthy relationships with community stakeholders. For Business – incorporate regular interactions to ensure we are aligned with the needs of the community.

Peter – Strengthening what we already have that is excellent, eliminating overlaps, creating efficiencies, innovative programs that meet the community needs, new program growth.