

June 21, 1976

Forty-First Meeting

**Inter-Departmental Correspondence**

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DATE June 14, 1976

TO MEMBERS OF THE SCIENCE EXECUTIVE COMMITTEE

FROM G. Richardson, Secretary

*GR*

SUBJECT:

The forty-first meeting of the Executive Committee of Faculty Council has been called for Monday, June 21, 1976 at 2:00 p.m. in the Dean's Conference Room, 231 Machray Hall.

A G E N D A

1. Approval of the minutes of the fortieth meeting.
2. Matters arising therefrom.
3. Communications
4. Further discussion on Service Courses (material attached to agenda of fortieth meeting).
5. Further discussion on guidelines and criteria for academic promotion.
6. Further discussion on the proposed expansion of the Computer Science Co-operative Program.
7. Other business.

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June 25, 1976

The Minutes of the Forty-First meeting of the Executive Committee of Faculty Council held on Monday, June 21, 1976 at 2:00 p.m. in the Faculty Conference Room.

Members Present: Dr. R.D. Connor, Chairman; Professors P.K. Isaac, N.E.R. Campbell, N. Davison, H. Duckworth, C.R. Platt, K. Subrahmaniam, A. Olchowecki, G.G.C. Robinson, D.N. Burton and Mr. G. Richardson.

1. Approval of the minutes of the Fortieth Meeting.

The minutes of the Fortieth meeting were approved Campbell (Platt).

2. Matters Arising Therefrom:

(i) ~~The Chairman reported that he had written to the Senior Administration about this committee's ideas regarding the announcement of academic staff vacancies in the Bulletin. He has received no reply as yet.~~

(ii) The Chairman requested the committee members' guidance with regard to the disposition of the extra half course in one of the Botany department's major programs. It was suggested by Dean Campbell ~~that this would be looked at by the Biology Curriculum Review Committee.~~ This was agreed to by the members.

3. Communications

There were no communications.

4. Service Courses

An explanation was given and several changes were made to the material received for the Fortieth meeting regarding service courses. In particular, course 7.225 'Geology for Engineers' should not have been put in column 2 and was deleted, course 2.335 was now taken by Science students and to the list of service courses given by the B.T.U. 71.131 and 71.132 were added.

In the discussion that took place the Chairman indicated that the U.G.C. was concerned about the proliferation of courses and of "fixed" programs and had in fact already formally enquired into

such concerns in the Mathematics area. This has led to the formation of the Coish committee. The Chairman said that he and Dr. Coish had already met with the Chairman of the U.G.C. committee once regarding the Mathematics area and that he was likely to be meeting with them again in the Fall. Such being the case he wanted to be 'armed' with as much information as possible about many things, such as service courses. He concluded by saying that just recently the Senate Committee on Staffing Policy had been asked by Senate for a report on service courses. Depending on the outcome of this report he warned the committee on this faculty's vulnerability because of the large amount of service courses generated staff entitlements.

The members agreed with the Chairman's concerns. It was pointed out by Dr. Duckworth that such vulnerability enhanced this faculty's reasons for having a stipulated first year program. Other members noting that Statistics had no service courses wondered why more departments couldn't do the same, that is, have outside students take the regular departmental offered courses rather than specially prepared courses. It was pointed out by the Chairman that this usually originated by a direct request to a department for a specific course, the reasons being that the regularly offered courses were not appropriate. Dr. Subrahmaniam stated that Statistics courses were given by many other faculties which contributed to the situation of Statistics not having any service courses.

This discussion concluded by agreement that the information gathered on the departments of Botany, Microbiology, Zoology and the B.T.U. would be forwarded to Dean Campbell as Chairman of the Biology Curriculum Review Committee; Applied Mathematics, Computer Science, Mathematics and Physics forwarded to Dr. H. Coish as Chairman of the Committee to Survey the Mathematics Area, with the request that this information be considered in conjunction with their discussions. It was quite likely that consideration of the remaining departments would be taken up in the near future.

5. Academic Promotion Guidelines

The Chairman said that the unofficial guidelines for academic

promotion are what the faculty has followed for some years now. It had been assumed that the union contract would eventually spell out promotion criteria and these guidelines would then be discarded. However, when one considers how broad and general the union's guidelines would have to be in order to be used by the entire university, faculties are likely to retain their individual detailed criteria and use them together with any general university statement. Such being the case the Chairman wished to know whether or not the members thought that the guidelines should be widely distributed throughout the faculty for approval and acceptance at this time. He pointed out that there was much to be gained by having all the departments in the faculty operating under the same criteria and that if no statement was used each area's decision would be open to challenge.

Dr. Davison said that current U.M.F.A. thinking implied that academic promotion could be gained through 'length of service' and that after an individual has spent seven years in a particular rank he should be promoted. This he felt was not a desirable criteria.

~~Dr. Duckworth felt that financial gain and promotion should be separated.~~ As is the case now that academic floors and salaries are increasing at about the same rate consequently it is difficult for an individual member to move upward within his range. When it does come time for his promotion quite often a large sum of money is required to bring him up to the floor of the next rank. Several members foresaw a situation whereby faculties would be granted 'promotion pools' of funds from which they would have to pay for the costs of their promotions. The Chairman pointed out that as far as he could recall, no one has ever been denied a promotion because of lack of funds.

There was general acceptance of the current guidelines and agreement that these should be endorsed by the Executive and recommended to Faculty Council for distribution to the departments. However several members wished to have certain words within the guidelines changed; especially in the wording for promotion to full professor.

It was felt that promotion to this rank meant more than "competence" in one's field, it meant "excellence" or "outstanding achievement". It was generally felt that there should be fewer full professors but more outstanding ones. Dean Campbell pointed out that if this was to be then there would inevitably be many more associate professors, many of whom would have salaries well above their ranges. He wondered what would be the fate of these members if there ever was a scarcity of funds in the academic communities.

In concluding the discussions, the Chairman said that now that individual members could initiate their own promotion procedures, this meant that there was an even greater need for some sort of faculty criteria by which these staff could be judged. Rather than attempt to gain a consensus on the present wording of the guidelines, they would be sent to each member for his study and revision and returned to the Secretary prior to the next meeting.

6. Computer Science Co-operative Program

Following from the last meeting the information on the Computer Science Co-operative Program was passed on to Dr. Coish's Mathematics committee for comment. Dr. Coish's reply to Dean Campbell was read to the members. Following this Dr. Campbell moved. (Duckworth)

"that the proposed program be accepted and forwarded to the Senate Committee on Curriculum and Course Change"

During the subsequent discussion, it became evident that there were still several questions about the program to be answered, e.g. the program requires an additional year to the honours program (from 4 to 5 years to complete), is this acceptable to the faculty?; will the department offer two honours streams, one for the special program and one for all other honours students not wanting this special course? In the light of these questions and the non-acceptance of these ideas by certain members, Dean Campbell agreed to withdraw his motion and make it a notice of motion for the next meeting.

Because of the length of this meeting it was proposed and agreed that another Executive meeting would be called within 10 days to continue the discussions. The meeting adjourned at 4:50 p.m.