

**Approved Minutes**  
**ACADEMIC PLANNING AND PRIORITIES COMMITTEE**

January 23, 2019  
3:00 pm | Room B121

Present: E. Davis (Chair), M. Walter (Vice-Chair), G. Palmer, R. Kelley, M. Manley, M. Wideman, S. Hardman, P. Wilson, A. Wiseman, G. Fehr, A. Bakos, F. MacDonald, B. Kirkley, L. Mackenzie, S. Murray, P. Geller, S. Smith, D. McGuire, B. Poettcker, V. Dvoracek

Regrets: C. Beshara, B. Seo, E. Landolfi, P. Pandey, A. Hodges, T. Malik, N. Mooney

Recorder: M. Saretzky

**1. CALL to ORDER**

**2. ITEMS for ADOPTION**

2.1. Agenda

**MOTION:**

That APPC approve the Jan. 23, 2019 agenda as presented.

All in favour. Carried.

2.2. Minutes

**MOTION:**

That APPC approve the Nov. 14, 2018 and Dec. 12, 2018 minutes as presented.

Note: Nov. 14 – re: Program Assessment Grid – A rubric for concept papers was created and will ensure that it is circulated when concept papers go through.

All in favour. Carried.

**3. BUSINESS**

3.1. Provost's Report

- Jan. 24, 5pm- Strang Burton – with Elizabeth Phillips (Gathering Place)
- Feb. 27 – Peter Looker – time and place TBA - Singapore teaching and learning. Space and classroom design. There will be open meeting times arranged for various discussions.
- Feb. 22 – 10:30 am - How to Indigenize Math Curriculum conference being organized by Stan Manu – with School District Teachers being invited - Dr. Joanne Archibald, key note speaker
- New Director of Research Engagement – Jerri-Lynn Cameron
- Ed Plan update – Deans will be asking how each of our units are meeting education plan goals. Identify gaps and indicate where we need to go.

### 3.2. Diversity and Academic Priorities

Documents distributed.

- 3.2.1. The Equity Myth
- 3.2.2. BCCAT Underrepresented groups of students
- 3.2.3. Diversity Gap 2018-UofAAWA
- 3.2.4. EAB, Instilling Equity and Inclusion in Dept. Practices
- 3.2.5. Forero: Increase faculty diversity
- 3.2.6. UBC Senior Advisor on Racialized Faculty

#### DISCUSSION:

- This topic is receiving a lot of attention at universities everywhere
- Question is complex and multi-dimensional and it is suggested that we be very thorough in planning strategies
- The study notes that cultural changes that are needed to make changes are not being met
- There are underrepresented groups in faculty and administrative positions
- Student diversity changes regularly with the new cohorts, whereas the diversity of regular faculty does not change as rapidly. Sessional instructors seem to represent a more diverse group.
- Consensus among the committee seems to be that this should be an academic priority
- Could Invite speakers - Malinda Smith, Co-author of The Equity Myth or Sarah Jane Findlay for Unconscious Bias Workshop
- Visible minorities currently on campus are being affected as they experience thoughts of potential racialization because of the lack of diversity on campus
- Question on whether diversity on hiring committees has an effect on hiring outcomes
- Need to hire in cohorts and across the disciplines to ensure success
- Other barriers may be at play such as physical disabilities

Suggested ways to ensure that we move forward:

- Create a sub-committee
- Start conversations in small groups all around the university
- Gather UFV stats and data
- Conduct surveys
- Appoint a diversity point person at UFV
- Involve RAN in conversations and planning
- Hire cohorts of diverse faculty
- Invite speakers to UFV
- Provide Unconscious bias training
- Use ThoughtExchange to gather ideas
- Promote guided discussions
- Look at hiring committee compositions
- Review Faculty Standards
- Look at budgets and potential financial barriers to hiring
- APPC committee members to start conversations.

#### 4. **ADJOURNMENT and NEXT MEETING**

Next Meeting: February 20, 2019, 2:30 – 4:30pm, Room A269

Adjourn: 4:25pm

**5. INFORMATION ITEMS**

- 5.1. Program Discontinuance – Family Child Care certificate  
Email discussion and vote conducted from Dec. 14-Jan. 4, 2019

**MOTION:**

That APPC recommend to Senate the discontinuance of the Family Child Care certificate program in the Faculty of Access and Continuing Education effective immediately.

E. Spalding/2nd E. Landolfi. 13 voting ballots received. Motion carried. No abstentions.

- 5.2. Programs in Expedited Review process
- 5.2.1. Digital Manufacturing diploma
  - 5.2.2. Associate Certificate in Coding Skills
- 5.3. APPC Terms Ending and Vacant Positions, July 31, 2019
- 5.4. APPC In-Camera Minutes - 2018 09 19
- 5.5. APPC website: <http://www.ufv.ca/senate/standing-committees/appc/>