



ACADEMIC COUNCIL
MINUTES OF MEETING
NOVEMBER 20, 2024

The meeting was held at 2:35 p.m. in South Annex, Room 060.

COUNCILORS:

Laura Béres	Peter Ibbott	Jane Sanders
Nonie Brennan	Jen Jeffrey	Steve Shajimon
Graham Broad	Liam Kennedy	Jennifer Silcox
Claudia Clausius	Allyson Larkin	Ridley Smith
Adrienne Co-Dyre	Miriam Love	Ricardo Soto
Tracy Cunningham	Kristin Lozanski	Natalie Spruce
John Dool	Donna Maynard	Thomas Tieku
Russell Duvernoy	Alison Meek	Carrie Traher
Jeannette Eberhard	Laura Melnyk Gribble	Joseph Turnbull
Jordan Fairbairn	Jacque Newman *	Robert Ventresca
Josephine Gemson	Brian Patton	Corinne Walsh
Chaya Halberstam	Marcie Penner	Paul Wilton
Erin Hannah	Jeff Preston *	Mark Yenson
Joe Henry	Pat Ryan	

OBSERVERS: Rodney Parker, Leroy Innanen

MINUTE TAKER: Ann Hoffer

R. Ventresca, Chair, called the meeting to order

1.0 Land Acknowledgment

R. Smith offered a land acknowledgement

2.0 Opening Prayer

C. Traher opened with a prayer.

3.0 Committee Reports

With consent, the Chair advanced agenda item 3.2 to allow our invited guest to participate in the discussion and continue with their day.

3.2 Planning and Priorities Committee

R. Ventresca, Interim President, introduced L. Innanen, Fractional CFO, expressing gratitude for his guidance during the transition and his presence at the meeting to address financial questions. In addition to the Planning and Priorities Report (*circulated with the agenda*), Rob was informed of an additional \$2.8 M shortfall this week, bringing

the total structural deficit to approximately \$6.5 M, including the reported shortfall and the pension payment reprieve. M. Yenson, Interim Vice-President Academic Dean, provided anecdotal information on the decline in tuition revenue projections from April 2023 to April 2025. A 16-minute discussion ensued.

- The Board Chair clarified that the costs associated with the recent leadership changes are not in the budget, as negotiations are ongoing.
- The Board has received advice to use our reserves to cover the deficit, with further clarification needed on the liquidity versus restriction of those funds.
- Unfortunately, there is no record of the assumptions used in forecasting, so the Administration is unable to provide details based on the projections.
- Responding to a question about savings from international commission agents amid enrollment challenges, M. Yenson explained cuts were carefully considered, and new contracts with 25 agents removed retention fees. T. Cunningham, Director of Enrollment Services, added that their report was submitted before the government's announcement.
- Members agreed that a more detailed written report is necessary for an informed vote. While the Board of Directors has fiduciary duty in a bicameral system, the Academic Council requires sound information to provide effective advice.

A revised motion was proposed, referring the item back to the committee for follow-up.

P. Ryan moved, L. Melnyk Gribble seconded

MOTION: Academic Council refer “the revisions to the 2024-25 budget as presented that result in an expected \$2,468,713 deficit” back to the Planning and Priorities Committee with the following requests:

- 1. A document specifying the sources of structural deficits and differentiating them from one-time sources of loss.**
- 2. An Executive Summary outlining recommendations to the Board regarding finance debt or a plan forward to address the debt.**

CARRIED

3.1. Governance and Nominations Committee

Recommend Revisions to the President’s Appointment, Review & Reappointment

Faculty were thanked for their contributions to the consultation. Concerns were raised about the report referring to King’s as a college at a university, rather than a university college, potentially impacting recruitment. M. Yenson highlighted that this language, which is now on a public website, may be misinterpreted by prospective students, but no consensus was reached by the Committee on an amendment. Mark clarified that the discussion focused on search and appointment policies, not the institution's name.

Members agreed to revise the consultation information, ensuring any reference to the incorrect usage of the institution’s name is removed.

In response to the question about why some items in the report have motions while others do not, M. Yenson explained that Academic Council only provides advice and does not have authority over those policies. P. Ryan clarified that the consultation was

organized into sections, with motions of advice and accompanying rationales that can be addressed either as a group or individually.

This item comes moved and seconded by the Governance and Nominations Committee

MOTION: Academic Council to request a friendly amendment to the Governance and Nominations Committee report, striking item #5 of “General Recommendations for the Board to Consider” and ensuring King’s University College or King’s is referenced throughout.

CARRIED (one abstention)

3.3. Educational Policy Committee

M. Yenson presented the Vice-President Academic Dean’s Hiring Plan. A 10-minute discussion ensued, following a question from the floor “Does the Hiring Plan go through the Planning and Priorities Committee to assess budget alignment before being recommended to the Board for approval?”

- M. Yenson thanked a member for their advice on program integrity and criteria, noting that while he had considered reverting to last year’s hiring plan, the current circumstances made it unfeasible.
- A member emphasized the need for a new academic plan, as we are competing without clear metrics. M. Yenson agreed, noting that deeper discussions are necessary.
- Due to our current deficit, M. Yenson has requested Finance to analyze the numbers. Factoring in retirements and LTA conversions results in a net amount of \$472,236, which serves as the starting point. The Planning and Priorities Committee will need to consider other areas of the institution in making decisions.
- A Member inquired why the Academic Council does not approve the Hiring Plan, given that the Vice-President Academic Dean proposing it also chairs EPC, adding that approval of the plan has historically been through College Council. M. Yenson clarified he recommends the hiring plan in consultation with EPC, endorsed here through a motion. Academic Council can also bring forward a motion to endorse the plan, which does not alter the process of review and feedback.
- In response to whether next year’s Hiring Plan reflects the new financial information, M. Yenson confirmed that he stands by the plan in principle as it addresses urgent needs. Mark noted that any revisions could be problematic, though there may be discussions on the periphery.
- A Member inquired how new hiring requests beyond academics are being assessed, to which M. Yenson responded that efforts are being made to align these requests carefully with strategic priorities.

G. Broad moved, C. Clausius seconded

MOTION: That Academic Council endorse the Hiring Plan as presented by the Vice-President and Academic Dean.

CARRIED (18 in favor, 6 opposed, 6 abstentions)

M. Yenson noted that the course proposals in the EPC report are included under the Consent Agenda. Except for the SOC proposals for Psychology 3891F/G, 3892F/G, and

3893F/G, which L. Melnyk Gribble requested be pulled for correction and resubmission to EPC, all others are proceeding for endorsement to the Vice-Provost (Academic Programs).

- 4.1 CYS 2232A/B Course Revision
- 4.2 CYS Module-Program Revision Certificate in Childhood and the Legal System
- 4.3 CYS Module-Program Revision Certificate in Childhood and Advocacy
- 4.4 French Course Revisions
- 4.5 History 2150F/G
- 4.6 History Pre-requisite Additions
- 4.7 History Modular Revisions
- 4.8 Economics 2169F/G, 2170A/B, 2182A/B, 2183F/G, 3351F/G
- 4.9 Economics 3328A/B, 3344A/B, 3345A/B, 3352A/B, 3370A/B
- 4.10 Philosophy 3560F/G
- 4.11 PIR Module Program Revision Certificate
- 4.12 PIR Module Program Revision Major and Honours
- 4.13 PIR 3403F/G
- 4.14 PIR Prerequisite Revisions 3000-4000 Level Courses
- 4.15 PSYCH 3320F/G & 3310F/G
- 4.16 PSYCH 3000 Level Prerequisite Revisions (**Revision: Remove 3891F/G, 3892F/G, and 3893F/G from the proposal**)
- 4.17 Major in English for Teachers
- 4.18 Religious and Cultural Diversity Certificate
- 4.19 Sociology 2296 (Special Topics)
- 4.20 SOCI 2211F/G
- 4.21 SOCI 2248A/B
- 4.22 SOCI 2257A/B
- 4.23 SOCI 2283A/B
- 4.24 SOCI 2284A/B
- 4.25 SOCI 2285A/B
- 4.26 SOCI 2289A/B
- 4.27 SOCI 4437F/G
- 4.28 SOCI Module Changes

This comes moved and seconded by the Educational Policy Committee.

MOTION: That Academic Council approve the Department of Sociology's revised Constitution and Operating Procedures.

L. Kennedy shared that the most substantive change is that we are looking to spend less time on committees. R. Smith noted that the KUCSC Terms of Reference does not specify that students must be in a certain year. R. Soto offered to share the KUCSC Executive Committee list.

ACTION: L. Kennedy to review the constitution to ensure that it is in sync with the KUCSC Terms of Reference.

3.4. Scholarships and Bursaries Committee

M. Yenson presented the report as Outgoing Committee Chair, noting these motions come moved and seconded by the Scholarship and Bursaries Committee.

The Perseverance Award (revised)

M. Yenson pointed out that, with the consent of the donor, the award criteria has been revised to remove the phrase “speaking about life circumstances.” Mark shared that the Scholarships and Bursaries Committee is sensitive to the information that students are being asked to provide, noting there is a confidentiality agreement that reviewers must sign who are adjudicating awards which is in compliance with FIPPA.

This item comes moved and seconded by the Scholarships and Bursaries Committee
MOTION: That Academic Council approve the description and terms of reference for the creation of The Perseverance Award.

CARRIED

Continuing Scholarship Rounding Policy

This aligns with Western’s policy and supports the Deans Honours List and Scholarships. Changes would have financial implications (e.g., an additional 34 students in 2023 resulting in a \$51,000 increase, and 45 students in 2024 leading to an additional \$67,500 in funding requirements). For transparency, Mark noted that we have exceeded our scholarship budget for this year.

This item comes moved and seconded by the Scholarships and Bursaries Committee
MOTION: That Academic Council approve a policy for continuing scholarships, which allows for rounding a term average of 79.45% up to 80% for eligibility, consistent with the Dean’s Honour List (DHL) practice.

CARRIED

KUC Student Scholarship and Awards Policy

M. Yenson shared that this policy is modelled from one at Western. A 2-minute discussion ensued.

This item comes moved and seconded by the Scholarships and Bursaries Committee
MOTION: That Academic Council approve the King’s University College Student Scholarship and Awards Policy as presented.

CARRIED

4.0 Reports

With limited time and remaining agenda items, members were asked if they had questions regarding the reports from the Interim President and the Interim Vice-President Academic Dean. No questions were raised.

4.4. President (Interim) Information

4.5. Interim Vice-President and Academic Dean

5.0 THE UNANIMOUS CONSENT AGENDA

5.1 Sabbatical Leave Committee

5.3 King’s University College Students’ Council Report

5.5 Minutes of the Meeting of October 23, 2024

L. Melnyk Gribble moved, A. Larkin seconded

MOTION: That Academic Council receive the Sabbatical Leave Committee Information

and King's University College Students' Council Report on the Consent Agenda and approve the Minutes of Meeting of October 23, 2024.

CARRIED

6.0 ITEMS REMOVED FROM THE CONSENT AGENDA

6.1. Appointments Promotion and Tenure Committee

M. Yenson noted a correction in the report, stating that Stephanie Baird, not Laura Beres, should be listed. Mark congratulated faculty on their renewals and promotions to associate professor with tenure, which was met with applause.

This item comes moved and seconded by the Appointments, Promotion and Tenure committee.

MOTION: That effective December 1, 2024, Academic Council approve the Adjunct Faculty Policy as submitted by the Appointments, Promotion, and Tenure Committee. CARRIED (1 abstention)

6.2. Strategic Enrolment Management Committee

M. Yenson presented the 2023-2024 Admissions and Enrolment Report to the Academic Council for informational purposes, as reviewed and discussed by the Committee. A member suggested that, given the report's 50 pages of data, an executive summary would have been helpful to facilitate easier interpretation. Members supported the proposal to provide an Executive Summary for such large documents in the future. A 10-minute discussion ensued.

- Clarification was sought about the data reported on page seven of the report, in tables 2 and 3, as they show an 85% increase when the actual increase on campus is around 20%.
- T. Cunningham spoke to recruitment challenges at Western, despite there being fewer recruitment specialists there were more applicants. Tracy added that in 2022, there was a major dip in domestic numbers.
- The recruitment team has been out this fall and plan to be out again in the spring (from May to July). We are waiting to see what our PAL allotment will be.
- A member inquired about the team's recruitment strategy to prevent a TOEFL issue. T. Cunningham explained that students who missed the September TOEFL target were allowed to defer to January, which affects the PAL since it cannot be reissued. Moving forward, we need to carefully consider pathways and make informed decisions.

M. Yenson invited T. Cunningham, Director of Enrolment Services, to provide a verbal update on the International Students and Provincial Attestation Letters.

- Since January 2022, new government policies have added 25 processes to our office. By September 2025, all international graduate students, including those transferring campuses or studying in Canada, must have a PAL, affecting current and future students.
- Due to Western SGPS's large international graduate population, we are uncertain about the number of PALS Western will receive or allocate to King's.

M. Yenson brought forward information from the committee on strategic enrolment planning and external consultation.

- R. Ventresca shared that this is a wide-ranging issue and that the Council of Universities reports that 10 universities are in dire straits due to their reliance on international student enrolments.
- Rob added that we need to implement several steps moving forward. While we were reviewing projections for next year, there are uncertainties, such as the number of letters of attestation we will receive and the tuition levels, which will be determined in January. We are preparing best- and worst-case scenarios to present to the Board. This will require time and careful planning, as assumptions, including those for domestic targets, are shifting. While we anticipate a decline in international students, we will adapt and plan accordingly.

7.0 New Business

M. Yenson invited members to attend the Celebrating Excellence in Teaching event scheduled for 5:00 pm today.

A Member inquired about the President's Task Force on Planning and Budget. R. Ventresca explained that we are adopting a multi-year approach, with 5-year projections, and that the Board will establish parameters for our next steps. He emphasized that budget planning will take time to develop.

R. Soto, President KUCSC, reported that KUCSC has created a transit survey to gather data on student transportation. This information will help to inform the proposal request for a city bus-stop on King's campus.

J. Henry, Dean of Students, shared 351 responses have been received for the Food Services survey, which will close soon. Joe also mentioned that a Request for Proposals has been issued, with bids due by the end of December and the Committee set to shortlist in January.

8.0 Adjournment

L. Melnyk Gribble moved, and C. Clausius seconded, to adjourn the meeting at 4:37 p.m.



Robert Ventresca,
Chair



Paul Wilton,
University Secretary