



OISE COUNCIL

MINUTES OF THE MEETING OF OISE COUNCIL, held on February 24, 2021 at 3:00 p.m. via Zoom

Present:

Prof. Glen Jones, Dean
Prof. Katharine Janzen, Chair
Prof. Kathy Broad, Vice-Chair

Ms. Rushain Abbasi
Ms. Vesna Bajic
Prof. Abigail Bakan
Ms. Diana Barrero
Prof. Nina Bascia
Ms. Asmita Bhutani Vij
Prof. Clare Brett
Prof. Elizabeth Buckner
Prof. Carol Campbell
Ms. Lara Cartmale
Prof. Charles Chen
Mr. Alfredo Chow
Prof. Anne Marie Chudleigh
Dr. Valerie Damasco
Prof. Diane Farmer
Ms. Monique Flaccavento

Ms. Hoda Gharib
Dr. Sheldon Grabke
Ms. Emily Hector
Mr. Justin Holloway
Ms. Helen Huang
Dr. Hilary Inwood
Ms. Nadiia Kachynska
Prof. Normand Labrie
Prof. Emmanuelle Le Pichon-Vorstman
Mr. Varun Malik
Dr. Carly Manion
Prof. Rhonda Martinussen
Ms. Henrjeta Mece
Prof. David Montemurro
Prof. Roy Moodley
Mr. Leping Mou
Prof. Michele Peterson-Badali
Prof. Angela Pyle
Ms. Jeananne Robertson
Prof. Creso Sá

Mr. Ryan Shoot
Mr. Said Sidani
Dr. Jesse Sims
Ms. Janice Spencer
Prof. Lana Stermac
Mr. Matt Stodolak
Ms. Athena Tassis
Mr. Ian Liuqia Tian
Prof. Njoki Wane
Ms. Heather Watts
Ms. Hanna Wickstrom
Dr. Lesley Wilton
Prof. Earl Woodruff

Ms. Biljana Cuckovic, Secretary
of OISE Council

Secretariat:

Ms. Lisa Smith
Ms. Jennifer Tucker
Mr. Doug Ullrich

Guests:

Ms. Lynne Alexandrova
Prof. Kathy Bickmore

Ms. Efrat Gold
Ms. Phoebe Kang

Ms. Denise Makovac
Ms. Trish (Mazzotta) Shaheen

Regrets:

Ms. Maha Babeker
Prof. Joshua Barker
Prof. Megan Boler
Prof. Jennifer Brant
Prof. Cassie Brownell
Ms. Samantha Burns
Dr. Andrew Campbell
Prof. Anna Katyn Chmielewski
Prof. Yiola Cleovoulou
Ms. Julia Duncan

Prof. Rubén Gaztambide-Fernández
Prof. Meric Gertler
Dr. Kenneth McNeilly
Prof. Shahrzad Mojab
Prof. Kang Lee
Prof. Ann Lopez
Ms. Elisabeth Rees-Johnstone
Prof. Cheryl Regehr
Prof. Shelley Stagg Peterson

Prof. Vannina Sztainbok
Ms. Norin Taj
Prof. Miglena Todorova
Prof. Terezia Zoric

1. Acknowledgement of Traditional Land

In the opening statement, the Chair of Council, Professor Katharine Janzen acknowledged the traditional land on which the University of Toronto operates.

2. Opening Remarks

Prior to proceeding with the agenda, the Chair welcomed members and guests to the third meeting of OISE Council in 2020-2021, and provided an overview of the Participation Guidelines for virtual meetings.

3. Review and Approval of Agenda

The Agenda for the meeting was approved.

4. Review and Approval of the Minutes of the Previous Meeting

Minutes of the December 9, 2020 meeting of OISE Council were approved.

5. Dean's Report

The Dean began his report by reminding members that, in 2020-2021, an external review of OISE was commissioned by the Provost. The draft Self-study was developed over the course of the Fall term and shared with the community in mid-December 2020. Early in the winter term of 2021, a number of community members and colleagues from the Office of the Vice-Provost, Academic Programs (VPAP) provided feedback and suggestions based on which the Self-study was finalized and submitted to the Provost's Office on February 22, 2021. The Dean's Office is working with the VPAP Office on the schedule for the virtual site visit, which will take place from March 22-26, 2021.

It was reported that OISE received the review report for the external review of the Department of Leadership, Higher and Adult Education (LHAE) and its programs. This review was postponed due to the pandemic and the site visit was completed virtually in early November 2020. The LHAE review report was broadly distributed within the department and was submitted to the Provost's Office in early February 2021. The administrative response to the review will be developed in collaboration with the department by the end of the winter term of 2021. The review report and administrative response for the LHAE review will go through university governance in the fall term of 2021.

Turning to faculty renewal, the Dean informed members that eight approved searches were underway and that he met with a number of excellent candidates. Due to the limited applicant pool, one search will be postponed for the following year.

The Ontario College of Teachers and the Ministry of Education announced temporary certificates—a limited one-time, emergency measure designed to address teacher shortages in Ontario's public schools caused by the COVID-19 pandemic. This allows teacher candidates who are nearing the completion of their programs to obtain temporary licensure in order to provide additional capacity to the schools.

Regarding plans for the fall term of 2021, and whether classes will be held in person or online, the Dean explained that the situation is evolving, OISE and other faculties and departments are waiting for guidance from the University.

Related to awards and honours, the Dean reported that a number of strong nominations were received for OISE's Teaching Awards. The Teaching Awards Selection Committee is reviewing the nominations and is expected to select and announce the winners in early March of 2020. The nominations submission deadline for OISE's Staff Excellence Awards is March 5, 2021. The new Cultivating Community Award recognizes the achievements of staff, student and faculty members who have undertaken positive actions to influence and improve a sense of belonging, inclusivity and community. The virtual awards celebration is scheduled to take place on Wednesday, April 7, 2021 beginning at 2:00 p.m. Given that last year's celebration was cancelled due to the pandemic, both this year's and last year's winners and honourees will be acknowledged at the upcoming virtual celebration.

Following the Dean's report and related to the temporary teaching certificate, Professor Normand Labrie, Associate Dean, Programs, noted that the Master of Teaching (MT) and the Master of Arts in Child Study and Education (MA-CSE) program faculty and the Office of the Registrar and Student Services have done tremendous work to comply with the expectations from the Ontario College of Teachers. He added that more than 200 MT and MA-CSE teacher candidates have applied for the certificate and will be able to get paid as teachers during their practice teaching.

A question was raised regarding the status of the Muriel Fung Award that has been awarded each year during the Graduate Students Research Conference. The award has been administered by the OISE Graduate Students Association (GSA). The Dean responded that, given that OISE GSA was inactive, he will look into the status of that award.

6. Reports from Standing Committees

- A. Academic Programs** – Professor Carol Campbell, Chair of the Academic Programs Committee, reported on the Committee's proposals approved at the meeting held on January 22, 2021, which included six minor modifications to existing programs, and thirteen new courses.

For Information: Minor Modifications Proposals: Changes to Existing Programs

- Counselling & Clinical Psychology, Clinical & Counselling Psychology Field – MA
- Curriculum & Pedagogy, Field in Online Teaching – MEd
- Developmental Psychology and Education, Program Evaluation Emphasis – MEd
- Educational Leadership and Policy – MA
- Educational Leadership and Policy (MRP) – MEd
- Educational Leadership and Policy – MEd

For Information: Minor Modifications Proposals: New Courses

- APD1212H Basics to Program Evaluation in Social Sciences
- CTL1225H Mathematics Education: Linking Research and Practice
- CTL1615H Introduction to AI in Education
- CTL1616H Blended Learning: Issues and Applications
- CTL1617H Social Media & Education
- CTL1620H Foundations of Online Teaching and Learning
- CTL1621H Design and Development of Online Content, Media, and Artifacts
- CTL1622H Data Gathering and Assessment in Online Courses
- CTL1623H Immersive Technology in Education
- CTL1624H Instructional Design: Beyond the Lecture
- CTL1625H Digital Media and Practices for a Knowledge Society
- CTL3038H Play, Language and Literacy in Primary Classrooms
- CTL3039H Academic English Research & Acquisition

- B. Equity** – Professor Emmanuelle Le Pichon-Vorstman, Chair of the Equity Committee reported on the Committee’s discussions at the meeting held on February 9, 2021.

Professor Le Pichon-Vorstman reported that the Committee met on February 9, 2021 and discussed events including the Black Faculty in Conversation held on February 10, 2021, and the Anti-Racism and Cultural Diversity Office seminar that will take place on March 9, 2021. It was further noted that planning for the brown bag session on creating equitable classrooms in collaboration with the Centre for Teaching Support and Innovation was underway. The Black Faculty in Conversation event was a huge success with well over 200 participants. The recording of the event was made available to the community.

- C. Research** – There was no report from the Research Committee.

7. OISE Sustainability and Climate Action Plan

The Dean reminded members that the climate action initiative, including plans for OISE’s first Climate Action Summit, were discussed at an OISE Council meeting well over a year ago. Following the Climate Action Summit held in January 2020, there was a number of planning, research and development activities including the establishment of the Climate Action Advisory Committee (CAAC). The CAAC developed a vision statement on sustainability and climate action for OISE, as well as the Institute’s first Sustainability and Climate Action Plan.

Dr. Hilary Inwood highlighted that the Plan will be launched at a community event on February 25, 2021 and that it is available for download. Well over a hundred community members registered to attend the event. Dr. Inwood noted that the CAAC and OISE leadership see the plan as a way to engage the whole OISE community in this work. She highlighted OISE CAO Helen Huang’s work on greening the OISE spaces as part of the lobby renovation project, specifically the Dish With One Spoon Wampum Belt covenant, and the living wall feature that have strong links to land-based education and sustainability.

8. OISE Student Collective Survey on Covid-19 Supports Offered During the Fall

Student representatives on OISE Council Diana Barrero, Asmita Bhutani Vij, and Ian Liujia Tian presented findings from the student-led survey on Covid-19 supports offered at OISE during the fall term of 2020. The goal of the survey was to gauge the impact of the pandemic on OISE students, identify service gaps and convey student views and needs to the administration. Participation in the survey was voluntary and anonymous, and the findings were based on 82 responses. The survey findings were supplemented by the former OISE GSA’s Survey on Accessibility, the Toronto Science Policy Network’s Survey on the Early Impact of Covid-19 on Graduate Students across Canada, and by the OISE Review 2020-2021 Self-study Draft. The survey revealed the need for accessible supports in the form of bursaries, extensions and increased academic employment. Given the current situation, both students and faculty are trying their best to meet the needs and respond to the issues; however, the scarcity of available resources creates additional difficulties.

Regarding financial supports (e.g., tuition waivers, emergency grants, OISE bursary program), while the majority of students did not apply for it, those who did were dissatisfied with both the process and support that they received. Students also noted the lack of information on how to access financial support such as emergency bursaries, and that the eligibility criteria at OISE appeared to be more stringent than at other faculties. Additionally, students who were eligible for Graduate Assistantships reported that the income they were receiving from these opportunities was not sufficient to cover living expenses. For PhD students, research and academic employment opportunities are important both in terms of financial support and professional experience. As per the OISE Review 2020-21 draft Self-study, Graduate Assistantships and Teaching Assistantships have been decreasing over the past five years. The degree

progress and time to completion, is hindered for students with caregiver responsibilities, and clear and accessible information regarding degree/program extensions is lacking. Additionally, some students experienced delays in getting responses from staff, which increased stress and anxiety. Regarding experiences with online learning, students have not received any financial/infrastructure support, and accessibility supports are scarce. Regarding communications, most student found the institutional updates about remote learning helpful, and appreciated meetings with their department Chairs and Associate Dean to navigate remote learning and supports during the pandemic. However, many students also expressed frustration because of delayed responses from faculty and staff, which is understandable because faculty and staff are overworked and do not have the sufficient time to respond to the many inquiries. OISE's international students experienced issues with visa and immigration status, as well as with the lack of funding and employment opportunities. Regarding the departmental student associations, forty percent of students found that there had been limited communication from their student associations, which did not play any role in helping students to navigate the available institutional supports.

Prior to the pandemic, OISE students were already experiencing challenges related to financial security and mental health. The pandemic has worsened the financial situation for students, and the student-led survey indicated that institutional supports do not address student needs and concerns. The declining faculty numbers at OISE also add to the complexity regarding finding a supervisor and negatively impact students' time to completion.

Following the presentation, there was a discussion regarding the survey findings. Several members thanked the students for their time and commitment to developing the survey, collecting and analyzing data, which brings to light important issues. It was noted that some programs, for example the Master of Teaching, have conducted internal surveys that uncovered similar issues such as the burdensome process for applying and accessing financial supports. A question was raised regarding the status of the review of the process for applying for bursaries. It was explained that outcomes of this review have been presented to the Deans and Chairs Committee. It was also noted that OISE is following guidelines from central University services concerning information that is required for applying for bursaries—all of which is necessary to enable full understanding of student financial needs. Related to the OISE budget surplus, a member commented that funds ebb and flow between two major projects over the last few years including the major renovation of the OISE Registrar's Office and Student Services, and the OISE lobby renovation, and suggested that funds could be directed to support students. The Dean explained that, during the pandemic, in addition to the normal eighteen percent of OISE's operating budget that is directed towards student financial support, OISE allocated close to additional twenty percent of its operating budget in new money towards student financial assistance. The two hundred thousand dollars surplus over the year is very modest in the context of the OISE budget; it is essentially the same as breaking even. While OISE added nearly five hundred thousand dollars in new money for student financial support during the pandemic, there is no doubt that this is not enough to address student financial needs. The stable funding from the government on a per-student basis has not increased for almost a decade and the level of tuition decreased last year; therefore, the two major revenue sources for OISE (per-student government funding and tuition fees) have been decreasing and not adjusting for inflation. However, it was acknowledged that OISE must continue to move forward and prioritize student financial assistance while also dealing with other issues such as faculty renewal.

A student member raised a question whether university resources, such as gym, that were not accessible due to the pandemic, will be available to students after graduating or will there be some way of reimbursement for these unused resources. The Dean explained that, to his knowledge, there have not been any discussions regarding this in part because it is not certain how long the pandemic will last.

A faculty member expressed appreciation for the student stated solidarity with contract and continuing faculty during this time, and proposed that OISE should pressure the government to extend employment funding intended for students, invest in online learning infrastructure, and reduce barriers to bursaries.

Students noted that they have been engaged in these discussions since the beginning of the pandemic. They noted that they will continue to advocate for improvements including, for example, the review of the process and criteria for tuition fee waivers that appear to be more stringent at OISE and are excluding many students. The Dean explained that this program has been administered in different ways across the University in part because the requirements are discipline-specific, and students in some programs have not been able to benefit from it in the initial four-month phase of the pandemic. Additionally, the program is not funded by the School of Graduate Studies, and the divisions have been asked to fund it and develop their own policies. Each term OISE makes additional students eligible for this arrangement, and while the program is not perfect, it will continue to be reviewed and improved.

A recommendation was made by a student in attendance to follow the example of the 2016 OISE GSA Student Experience Survey, results of which presented at two community wide meetings. The development and rollout of this survey was supported by the Office of Associate Dean, Programs.

A question was raised regarding how the administration will respond to the issues raised by the students. The Dean explained that, in addition to the Student Collective survey, the data from other surveys such as the SGS Pulse survey are indicating similar issues. The academic leadership is listening and will continue to engage in resolving these issues through, for example, OISE's Professional Master's Financial Aid fund that is addressing unmet student needs uncovered during the OSAP applications process. This needs-based funding was increased over the last year. The Dean thanked the students for engaging in this important initiative and acknowledged that student feedback is always helpful; however, some of the initiatives to support OISE students are ongoing and will take time to resolve.

9. Adjournment

Before adjourning the meeting, Professor Janzen thanked members and guests for their attendance and contributions at the meeting, and reminded them that the next meeting of Council is scheduled for April 28, 2021 at 3:00 p.m.

The meeting was adjourned at 4:10 p.m.