

## FACULTY COUNCIL

### FACULTY OF ADMINISTRATIVE STUDIES

A meeting of **Faculty Council** for the 1992/93 Academic Year will be held on **Friday, April 2, 1993 at 9:30 a.m. in Room 037 ASB.**

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#### AGENDA

Item	Time	Page	Description	Action
1.	10 min.		Chairperson's Remarks	I
2.	15 min.		Dean's Remarks	I
3.		1	Minutes of Previous Meeting	
3.	2 min.		Business Arising from Minutes of Previous Meeting	D
4.	2 min.		Enquiries & Communications:	
		6	Senate Committees Review Memo	I
5.	5 min.		<u>MBA Committee - New Course Proposal</u>	
		15	MGMT 6960 The Management of Nonprofit and Voluntary Sector Organizations	A
6.	15 min.		<u>BBA Committee - New Course Proposals</u>	
		30	ACTG 2010 Financial Accounting for Decision Making I	A
		42	ACTG 2011 Financial Accounting for Decision Making II	A
		59	MKTG 2030 Marketing Management	A
		69	MKTG 4400 International Marketing Management	A
		80	FINE 4050 Personal Finance	A
		89	Motion regarding reporting of final grades	A
7.	10 min.		<u>Nominating Committee - Motion</u>	
		91	Voting Membership of Faculty Council	A
8.	15 min.	92	<u>T &amp; P Committee - Motions</u>	A
9.	5 min.		GBC/UBC Initiatives	I
10.	? min.		Other Business	
11.			Adjournment	

\* A = Action      D = Discussion      I = Information

Coffee and Donuts compliments of the UBC  
will be available from 9:00 - 9:30 a.m.  
outside Room 037

**NOTE: FACULTY COUNCIL MEMBERS WHO  
CANNOT ATTEND ARE ASKED TO SEND REGRETS  
TO CAROLE TRUSSLER AT AS000236 OR PHONE 55097**

## Faculty of Administrative Studies

### Minutes of Faculty Council

A regular meeting of the Faculty Council of the 1992/93 academic year was held on Friday, April 2, 1993 at 9:30 a.m. in Room 038 ASB.

**In Attendance:** Ric Irving                      Chair  
C. Trussler                                      Recording Secretary

#### **Voting Members of Faculty Council:**

E.Auster	T.Beechy	P.Bradshaw	D.Brewer
W.Cook	W.Cragg	R.Cuff	E.Fischer
D.Fowler	J.Friedlan	B.Gainer	R.Heeler
I.Henriques	D.Horvath	R.Karambayya	R.Lucas
C.Mayer	J.McKellar	V.Murray	D.Nath
S.Newell	T.Peridis	E.Prisman	M.Rice
L.S.Rosen	S.P.Roy	G.Shaw	D.N.Thompson
S.Weiss	B.Wolf	B.Zimmerman	C.Courtis
B.Moffat	D.Varma	D.Beutel	L.Greenspoon
R.Huss	P.Scodeller	G.Hollis	M.Cocuzza
P.Iaboni	O.Levi	H.Bartel	

#### **Voting Members Absent:**

G.Bell	S.A.Bhannich	R.Burke	A.Campbell
K-C Chee	E.Cousineau	J.Darroch	J.Dermer
J.Dewhurst	D.Dimick	I.Fenwick	J.Gillies
J.Green	K.Hebner	F.Lazar	E.Maynes
R.McClean	G.McKechnie	C.McMillan	G.Morgan
M.Moyer	C.Oliver	R.Peterson	P.Phan
H.Rosin	J.Smithin	D.Thomassin	P.Tryfos
K.Weiermair	H.T.Wilson	U.Zohar	P.Campbell
S.Kates	V.Soubryv	L.Medeiros	N.Shankman

#### **Non-Voting Members of Faculty Council:**

D.Ferguson	C.Lam	C.Pattenden	S.Robertson
M.Szaki	E.Watson	C.Russell	A.Poirier

#### **Non-Voting Members Absent:**

J.Wleugel	G.Bonnycastle	D.Butcher	K.Feiler
S.Firth	N.Harris	A.Hazan	D.Johnstone
J.Ketner	G.Wilby	P.Schneider	B.Stupp
P.Zarry	P.Bartha	A.Chung	D.Hurst
A.Fong			

#### **Regrets:**

J.Buzacott	D.Daly	D.Johnston	I.A.Litvak
J.Londerville	I.Macdonald	C.Robinson	S.Verma
A.Friedman			

**Item #1            Chair's Remarks**

Professor R. Irving called the meeting to order. He congratulated three FAS PhD students who received SSHRC Doctoral Fellowship grants. Both the UBC and GBC presidents introduced their incoming 1993-94 executive. Professor R. Irving congratulated the GBC on a very successful Canadian Graduate Business Conference. He also noted that only 6 or 8 faculty attended this event. As Chair of Faculty Council he requested suggestions as to how to improve faculty attendance at alumni and students events. Professor R. Heeler mentioned the uncertainty as to the number of events taking place in a year. He suggested a calendar of events be put in place in September to assist faculty in planning. Professor B. Gainer agreed with a calendar and suggested a sign up sheet so faculty attendance could be evenly distributed. It was noted that this was not seen by the faculty as token representation. Professor R. Irving suggested that the faculty has been very successful in creating interest and enthusiasm among students and alumni in the number and quality of yearly events.

**Item #2            Dean's Remarks**

Dean D. Horvath commented on the dramatic increase in both UBC and GBC student activities over this past year. He congratulated both the UBC and the GBC Executives for their very progressive year.

The first Advisory Council meeting for the Erivan K. Haub Program in Business and the Environment was held March 18th and was chaired by Maurice Strong. Dr. Nigel Roome, the newly appointed Director, attended and outlined some of his ideas for the development of the Program. The official launch of the Program has tentatively been scheduled for November, 1993.

The Dean congratulated both Professor T. Peridis for a very successful reception for MGMT 6010 and Charmaine Courtis for a well organized reception for scholarship winners.

The Dean advised that the Task Force on Core Curriculum Revision is in its information gathering stage and is seeking input from Areas and individual faculty members. The committee has completed a student survey and is in the process of doing an alumni survey. Committee members are in the process of dialoguing with the business community and looking at changes in other schools' curricula. Dean Horvath encouraged everyone to dialogue with the Committee and provide feedback regarding any concerns and/or suggestions. This dialogue will help the Task Force develop a suitable model.

MBA application numbers are down, possibly due to the baby boom decline and the economy. This decline will be monitored and a strategy developed to deal with this concern. Undergrad applications have not changed.

The Dean reported that three new faculty have been hired: Dr. Nigel Roome, Business and the Environment; Ajay Sirsi, MKTG, and Steve Barnett, Intl. MBA. Also, Dr. Scott Yeomans in MGTS, and Dr. Perry Sadorsky in ECON have accepted verbal offers. Both PLCY and FINE areas have tentative hires.

Over the past four years, 50% of our faculty candidates have been female, but this has not been the case this year. Possibly, this is due to the fact that every school is recruiting to attract female faculty. The Affirmative Action Committee has expressed concern over the number of men being presented for

faculty hires. The Dean strongly urged the Areas to do everything they can to find female candidates. When hiring new faculty, the Areas should look for an emphasis on integration and broad-based teaching, rather than primarily research. We need to create a more balanced perspective, and should look for interdisciplinary-oriented candidates. We should have a complementary hiring policy for next year.

The Dean commented that Canadian Business Magazine has just published the results of a survey based on three components (perspectives of CEOs, Human Resources V.P.'s, and Consultants) in which York ranked 3rd among the Placement Consultants, and 6th among the CEO's and Human Resource Executives. The Dean has been working with the Financial Post to feature a survey of business schools in its November 1993 issue. The feature will deal with factual information and present objective information to the reader.

The Dean reminded Faculty Council of the following upcoming events and encouraged participation:

April 3 - MBA Formal

April 14 - Inaugural Lecture of the George R. Gardiner Program in Business Ethics

April 24 - UBC Formal

**Item #3 Minutes of Previous Meeting**

Professor B. Wolf MOVED the acceptance of the minutes of the previous meeting. Professor E. Fischer SECONDED this motion. MOTION CARRIED.

**Item #4 Business Arising from Minutes of Previous Meeting**

There was none.

**Item #5 Enquiries & Communications**

Professor R. Irving advised the Agenda package contained a memo from Senate Committee regarding a Blue Ribbon Panel which has been created to propose changes to the organization of Senate Committees. Senate is requesting feedback regarding faculty representation on all Senate Committees. If any one has any suggestions, or concerns, please speak to Professor R. Irving, who will draft a response to Senate.

**Item #6 MBA/MPA Program Committee - New Course Proposals**

Professor L. Rosen, on behalf of the MBA/MPA Program Committee MOVED

that Faculty Council approve the course proposal for MGMT 6960,  
The Management of Nonprofit and Voluntary Sector Organizations.

SECONDED by C. Courtis.

A vote was taken and the MOTION CARRIED.

**Item #7**

**BBA Program Committee**

Professor R. Lucas, on behalf of the BBA Program Committee MOVED

that Faculty Council approve the new course proposals for ACTG 2010, Financial Accounting for Decision Making I and ACTG 2011, Financial Accounting for Decision Making II.

SECONDED by Glenn Hollis.

Professor R. Lucas advised that these are new second year Accounting courses for the Direct-Entry BBA program.

A vote was taken and the MOTION CARRIED.

Professor R. Lucas, on behalf of the BBA Program Committee MOVED

that Faculty Council approve the new course proposal for MKTG 2030, Marketing Management.

SECONDED by Professor M. Rice.

Professor R. Lucas advised that this is a new second year Marketing courses for the Direct-Entry BBA program.

A vote was taken and the MOTION CARRIED.

Professor R. Lucas, on behalf of the BBA Program Committee MOVED

that Faculty Council approve the new course proposal for MKTG 4400, International Marketing Management.

SECONDED by Professor B.Wolf.

A vote was taken and the MOTION CARRIED.

Professor R. Lucas, on behalf of the BBA Program Committee MOVED

that Faculty Council approve the new course proposal for FINE 4050, Personal Finance.

SECONDED by Professor T.Beechy.

Professor W. Cook suggested that at some point there should be discussion as to how these additional new courses fit into the overall program. Professor T. Beechy advised that the BBA program is expanding into a four year program and new courses are necessary for the Direct-Entry BBA program.

A vote was taken and the MOTION CARRIED.

Professor R. Lucas, on behalf of the BBA Program Committee MOVED

that Faculty Council reaffirms the policy of the Faculty of Administrative Studies that grades for all courses must be reported to the Division of Student Affairs no later than the second Monday following the final day of examinations, except that Fall Term grades will be due on the first day of classes of the Winter Term (following the Yuletide break).

SECONDED by Professor D.Fowler.

Professor R. Lucas advised that this motion reaffirms a long-standing Faculty policy. When grades come in late, students have difficulty in choosing their next term courses.

Professor W. Cook MOVED an amendment as follows:

that Faculty Council reaffirms the policy of the Faculty of Administrative Studies that grades for all courses must be reported to the Division of Student Affairs no later than the second Monday following the final day of examinations, except that Fall Term grades will be due on the first day of classes of the Winter Term (following the Yuletide break). **If grades are handed in later than the due date, it cannot be a failing grade.**

Professor R. Lucas accepted this amendment.

After some discussion, Professor W. Cook withdrew this amendment.

**Item #8          Nominating Committee - Motion**

Professor E. Fischer, on behalf of the Nominating Committee MOVED:

that only faculty members who are in one or more of the following categories have a vote in faculty council:

- full-time tenure track faculty on full or partial load
- faculty on sabbatical
- faculty at the age of retirement but who have taught at least two courses within the last three academic terms, been an active member of at least one faculty or senate committee in the last academic year, and continue to publish research
- faculty on short-term (less than 1 year) leaves of absence
- contractually limited appointments

Faculty who are not in one of these categories would be welcome at faculty council meetings and would normally be recognized by the chair should they wish to speak.

SECONDED by B. Moffat.

Professor E. Fischer mentioned that as our faculty matures measures regarding voting privileges need to be put in place. She also mentioned that this motion dealt with faculty members only.

Discussion followed and Professor T. Beechy suggested the following amendment:

**that with respect to the faculty component of faculty council, only faculty members who are in one or more of the following categories have a vote in faculty council:**

Professor E. Fischer accepted this amendment.

After further discussion, Professor D. Thompson MOVED the following amendment which deletes all the words beginning with "been,... until the end of,..." "publish research".

- **faculty at the age of retirement but who have taught at least two courses within the last three academic terms, been an active member of at least one faculty or senate committee in the last academic year, and continue to publish research**

SECONDED by Professor V. Murray.

A vote was taken and the amendment PASSED with a clear majority.

After discussion, the following amendment emerged:

- **faculty who have retired, but who have taught at least two courses within the last three academic terms,**

Professor E. Fischer accepted this amendment.

A vote on this amendment was taken. In favour - 24; Opposed - 4; Abstained - 2. AMENDMENT PASSED.

After discussion, the motion was amended to read:

**that with respect to the faculty component of faculty council, only faculty members who are in one or more of the following categories have a vote in faculty council:**

- full-time tenure track faculty on full or partial load
- faculty on sabbatical
- faculty **who have retired**, but who have taught at least two courses within the last three academic terms,
- faculty on short-term (less than 1 year) leaves of absence
- contractually limited appointments

Faculty who are not in one of these categories would be welcome at faculty council meetings and would normally be recognized by the chair should they wish to speak.

A vote was taken on the amended motion. In favour - 22; Opposed - 4; Abstained - 3. MOTION PASSED.

**Item #9            Tenure and Promotions Committee - Motions**

Professor W. Cook, on behalf of the Tenure and Promotions Committee MOVED all the following Motions:

1.     Motion

The faculty will provide an annual orientation on the tenure and promotion process for new faculty members in the fall semester, under the leadership of the Faculty Tenure and Promotions Committee Chair.

2.     Motion

The Faculty Tenure and Promotions Committee will provide documentation to all areas on the content and procedures of file preparation, and work with the areas during the file preparation stage.

3.     Motion

The Faculty Tenure and Promotions Committee will take responsibility for monitoring processes and procedures across all Areas and seek additional information from the Areas during the process as necessary.

4.     Motion

The Faculty Tenure and Promotions Committee will meet annually with Area Coordinators to discuss and review the tenure process and file preparation procedures.

5. Motion

Each Area will designate a liaison person from within that Area to arrange an annual review for interested candidates and pre-candidates to be held with a minimum of two faculty from within the Area, and, at the request of the candidate, additional faculty from outside the Area, the Affirmative Action Representative, and/or a member of the Faculty Tenure and Promotions Committee.

6. Motion

Within six months of a faculty member's initial appointment, the Area's liaison person will arrange a meeting between the candidate and Area members to communicate the Area's general standards and expectations for candidacy, tenure and promotion.

7. Motion

Areas will undertake to revisit periodically their criteria and standards for candidacy, tenure and promotion with specific attention to:

- (1) the amount of service expected of junior faculty,
- (2) the expectations for teaching performance relative to faculty averages,
- (3) definitions of, and importance assigned to, teaching innovations and curriculum development, and
- (4) weighting of multiple indications of research activity and professional contribution, including number and type of publications, coauthorship, conference proceedings, presentations, and citations.

8. Motion

Areas will undertake to clarify what constitutes tangible evidence of research promise at the candidacy stage. Normally, tangible evidence would take the form of one or more articles published or accepted for publication in refereed journals. In lieu of this, other reasonable substitutes might include some combination of

- (1) articles submitted for publication, with strong positive indications from reviewers as to publishability,
- (2) participation in conferences,
- (3) book chapters,
- (4) conference proceedings articles,
- (5) research funding obtained, and
- (6) acceptance of research by the business and professional community.

9. Motion

Letters sent to external referees for tenure decisions will

- (1) ask the referee to evaluate research and professional contribution,
- (2) invite the referee's comments on teaching and service only if s/he feels s/he has knowledge of these aspects of the candidate's performance,
- (3) specify that the letter is not seen by the candidate, and
- (4) indicate for candidates in Candidacy 2 that a candidate at York University must be considered for tenure at the beginning of their fifth year.

10. Motion

The Faculty Tenure and Promotions Committee will review the potential for Areas to move toward a more uniform policy, across Areas and over time, on voting procedures (e.g. who votes, how votes are recorded, open versus closed ballots).

SECONDED by Professor C. Mayer.

Professor P. Bradshaw requested two additional Motions be added as follows:

11. Motion

Where appropriate those individuals whose research and/or teaching interests cross more than one area's disciplinary domains can ask for a redefinition of "area" to mean a

specially created committee of representatives of two or more existing areas.

This amendment was accepted by Professor W. Cook.

12. Motion

The Tenure and Promotion Committee establish and communicate a formal appeal mechanism for pre-candidates who are denied or delayed candidacy on the basis of procedural and/or substantive issues.

SECONDED by Professor W. Cragg.

A discussion followed regarding the existing appeals mechanism. Professor W. Cook advised that the Senate procedure on appeals is available.

Professor P. Bradshaw withdrew Motion 12 and will re-submit with appropriate documentation.

Professor V. Murray MOVED the Motion be amended as follows:

8. Motion

Areas will undertake to clarify what constitutes tangible evidence of research promise at the candidacy stage. Normally, tangible evidence would take the form of **some combination** of

- (1) **articles published or accepted for publication in refereed journals,**
- (2) **articles submitted for publication, with strong positive indications from reviewers as to publishability,**
- (3) **participation in conferences,**
- (4) **book chapters,**
- (5) **conference proceedings articles,**
- (6) **research funding obtained, and**
- (7) **acceptance of research by the business and professional community.**

SECONDED by Professor D. Thompson.

A vote was taken. In Favour - 2; Opposed - 18; Abstained - 3.

Professor R. Heeler MOVED Motion 8 should be revised as follows:

8. Motion

(3) books and book chapters,

Professor W. Cook accepted this revision.

Professor W. Cragg MOVED to TABLE Motion 12 and to reconsider at our next meeting.

SECONDED by Professor D. Thompson.

A vote was taken. In Favour - 5; Opposed - 9; Abstained - 4. Motion to TABLE DEFEATED.

Professor P. Bradshaw MOVED to TABLE all motions to allow everyone time to reconsider.

Professor R. Heeler SECONDED this Motion.

A vote was taken on TABLING all Motions. In Favour - 4; Opposed - 17; Abstained - 2. MOTION to TABLE DEFEATED.

A vote was taken on passing the 11 MOTIONS. In Favour - 30; Opposed - 0; Abstained - 1.

Professor W. Cook was asked to work with the Tenure and Promotion Committee to clarify the word "AREA" in all the above Motions.

**Item 8 GBC/UBC Initiatives**

David Beutel, outgoing GBC President, thanked faculty and staff for a very successful year. He announced that the GBC now has a mentoring program in place and the kick-off will happen this summer. The Dean's Discussion Series was a very successful event which provided interaction between faculty and students. The York/U of T Charity Challenge raised \$1,000 for the Rose Foundation. The GBC has produced a Class Student Directory and the class gift target is \$30,000. The MBA Formal will take place on April 3 at the Hilton.

The incoming GBC Executive is as follows:

James Milligan	Chairperson
David Struthers	President
Janine Calb	Vice President
Tim Quinlan	Treasurer
Bruno Jauernig	Sports Director
Dave Elias	Senator
Elaine Moscoe	Communications Director
Paul House	Social Director

Glenn Hollis, outgoing UBC President, thanked everyone for a great year. The UBC Semi-Formal will be held on April 24, 1993.

The incoming UBC Executive is as follows:

Anthony Salvati	President
Nancy Pannia	Vice-President
Steve Breen	Treasurer
Jim Anderson	Student Affairs
Gino Amodio	Senator
Vito Trentadue	Social Director
Terry Rountes	Sports Director

**Item 9            Other Business**

Professor T. Beechy, on behalf of Faculty Council, thanked the UBC for providing the donuts, muffins, juice and coffee for Faculty Council meetings throughout the past year.

**Item 10            Adjournment**

C. Mayer MOVED the adjournment of Faculty Council. SECONDED by B. Moffat. MOTION CARRIED.

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**HAVE A SAFE AND HAPPY SUMMER - SEE YOU ALL IN OCTOBER**