

York University  
Faculty of Administrative Studies

Minutes of Faculty Council

A regular meeting of the Faculty Council of the 1988/89 academic year was held on Friday, May 26, 1989 at 9:30 a.m. in the McCaskill Centre.

In attendance:

D. Dimick, Vice-Chair  
M. Scheepers, Recording Secretary

Members of Faculty Council:

P. Alley	M. Anselm	P. Bradshaw-Camball	D. Brewer
W. Cook	J. Darroch	J. Dermer	S. Friedland
J. Green	D. Horvath	R. Irving	D. Johnston
W. Jordan	A. Mawani	C. Mayer	R. McClean
M. Moyer	C. Oliver	M. Rice	H. Rosin
P. Roy	G. Shaw	D. Thompson	D. Varma
S. Warner	T. Wilson	U. Zohar	

Others:

T. Carter	C. Courtis	D. Johnstone	L. MacDonald
B. Moffat	C. Pattenden	L. Sgarbossa	C. Shook
P. Zarry	V. Clarke	S. Lewis	

Item 1 - Chairman's Remarks

There were none.

Item 2 - Dean's Remarks

At this last meeting of Faculty Council for the 1988-89 academic year, Dean Horvath reviewed the Faculty's accomplishments over the past year.

At the start of this academic year, Dean Horvath was committed to hiring and establishing attractive conditions and infrastructure for new hires. The result has been eight new faculty members joining the Faculty, in the areas of Accounting, Economics, Finance, OBIR and Policy. A CLA has also been hired in the Management Science Area to relieve Professor McClean, who will be busy with extra activities in research and computer systems development.

The second area Dean Horvath addressed was the computerization of the Faculty. Last summer was spent upgrading computing facilities for students, and in the fall attention was turned to increasing computing facilities for faculty members. He promised that very exciting programs are under way for the future and dialogue will be going on with several computer companies.

Dean Horvath reported that financing and program development for our Ph.D. program is progressing well but recruitment of Ph.D. students needs further

emphasis.

Dean Horvath is committed to creating a more professionally managed Faculty and improving external relations (business, community, government and alumni). Some of this has been realized by the creation of the new FAS Advisory Council, the restructuring of FAS's administrative organization and increased activity in Alumni and Fund Raising activities.

In addition to the above initiatives, Dean Horvath inherited some major responsibilities. The International M.B.A. has been well received. Professor Mayer, Director of the Programme has been contacted by interested qualified students from around the world.

The Faculty has improved its international linkages through involvement with the International Management Centre-Hungary which has a strong advisory council with contacts in the Soviet Union and Eastern Europe. Recent visits to Japan have resulted in the establishment of exchange programs with the 2 best schools in that country. The Thai Small Business Project and Nankai program continue to be successful.

The Task Force on Curriculum Review will finish its report by June. The Undergraduate and Masters Program Committees will continue the work started by the Task Force and will develop specific recommendations for a new curriculum design. A Faculty retreat is planned for mid-Fall to discuss ideas put forward by the Program Committees. It is hoped that a new curriculum will be in place by September 1991.

Dean Horvath acknowledged that the faculty did well in the areas of teaching and research but stressed that there is still room for improvement.

Looking into the future, Dean Horvath saw challenges in the areas of (1) further emphasis on Research and Teaching; (2) improving the infrastructure for research (working through the Research Committee); (3) curriculum Development; (4) launching the International M.B.A.; (5) periodic review of our graduate program; (6) balancing the budget.

Dean Horvath stated the accomplishments of this year were due to the participation of all faculty and staff and is thankful to Management Committee and the Associate Deans.

### Item 3 Minutes of Previous Meeting

It was moved by Professor Irving, seconded by Professor Green and carried:

"That the minutes of the meeting of April 28, 1989 be approved."

Communication was received from Dean S. W. Pyke, Faculty of Graduates Studies, requesting an amendment to the minutes of the meeting of March 31, 1989 to reflect that the "proposal for the International M.B.A. was moving along and would be forwarded to FGS in the near future" and not that it had "been approved by FGS and forwarded on to Senate and OCGS" as was stated.

Item 4 Business Arising from Minutes of Previous Meeting

There were none.

Item 5 Enquiries & Communications

There were no enquiries.

Item 6 Delegation of Faculty Council Powers

It was moved by Professor Jordan, seconded by Professor Mayer and carried:

"That until the first monthly meeting of Council in September, the Executive Committee of Council shall possess and may exercise any or all the powers, authorities and discretions vested in or exercisable by the Council; and the Executive Committee shall report to the Council at its first regular monthly meeting in September, what action has been taken under this motion."

Item 7 Approval of Spring 1989 Graduands

It was moved by Associate Dean Moyer, seconded by Professor Irving and carried:

"that the list of 1989 Spring Graduands be approved."

Item 8 T & P Committee

It was moved by Professor Cook, seconded by Professor Mayer:

"that Faculty Council approve the addition of the following formal peer evaluation of teaching to the other information considered by the area and the F.A.S. Tenure and Promotion Committee when recommendations for promotion and/or tenure are being formulated.

Procedure:

1. Each tenure stream faculty member being considered for candidacy, tenure, and/or promotion will be evaluated by a three member committee during the year prior to his/her application being submitted.
2. The committee will consist of three F.A.S. colleagues, nominated by the chair of the T and P committee, in consultation with the area coordinator of the applicant's area and any program(s) in which the applicant teaches.
3. This committee of three will observe a minimum of one class session in each of two courses. Normally, no more than one committee member will attend a particular session.

4. The teaching evaluation committee will prepare a written report, which will be submitted to the area prior to its discussion of the applicant. This report then becomes part of the applicant's file."

Discussion ensued on the merits of a peer evaluation system. It was pointed out that students are best able to evaluate total course performance. Weakness in peer evaluation include: questionable measurement reliability - research indicates multi-observations by multiple observers are best but expensive; peer evaluations are subject to rater bias; negative consequences outweigh positive outcomes, better in theory than in practice. It was agreed that the Faculty's current student evaluation system is a good one.

Professor Jordan stated that peer evaluations may provide another positive element to the evaluation process and suggested that peer evaluations be implemented on a trail basis.

Professor Green stated that peer evaluations should be used to evaluate teaching and should not be linked to the tenure and promotion process. All faculty should be exposed to improving their teaching. Dean Horvath stated improving teaching has been an ongoing theme in the Faculty. Young faculty need assistance in their early years to improve teaching quality. He agree with Professor Green that it should not be linked to tenure and promotion.

On a vote, the motion was DEFEATED (in favour 1, opposed 21).

Professor Thompson asked that the minutes record that the faculty voted overwhelmingly in strong support of the Faculty's current student evaluation system.

#### Item 9 Masters Program Committee

It was moved by Professor Jordan, seconded by Professor Irving and carried:

" that an originator of a new MBA/MPA course be required to submit his/her course proposal to the relevant area, and any relevant program director, prior to forwarding the proposal to the Masters Program Committee and hence to Faculty Council. The support of the new course by the area and relevant program is to be indicated by an endorsation on the New Course Proposal Form by the area coordinator or program director. The lack of an endorsation, however, will not prevent the originator from submitting the proposal to the Masters Program Committee after it has been reviewed by the area and relevant program director."

Professor Jordan drew the faculty's attention to "Procedures for Adding New Courses to the MPA/MBA Curriculum" for their information.

Item 10 Nominating Committee

It was moved by Professor Green, seconded by Professor Wilson, and carried:

"that the Masters Program Committee be expanded from its mandated number of faculty members to seven (7) with one member from each Faculty of Administrative Studies teaching area for the coming academic year (1989/90), renewable for a further year with the consent of Council."

It was moved by Professor Green, seconded by Professor Irving and carried:

"that Faculty Council approve the list of nominees for vacancies on committees of the Faculty of Administrative Studies for 1989/90."

Professor Roy pointed out that on the Student Affairs Committee a second BBA representative should be listed. Professor Green agreed to add a second BBA position.

Professor Brewer pointed out the absence of the Faculty of Graduate Studies Appeals Committee, on which he is the representative.

Professor Green stated that the ballot for election of faculty representative on FAS management committee will be forwarded to faculty members next week. He also stated that the Faculty representative to SCARSA will be discussed by Nominating Committee.

Item 11 Annual Reports of Faculty Committees

It was moved by Professor Mayer, seconded by Professor Shaw and carried:

"that Faculty Council accept the reports from the Faculty of Administrative Studies Committees."

Associate Dean Moyer applauded the proactive mandate of the Research Committee and looked forward to collaborating with the new Chair of the Research Committee next year.

Dean Horvath indicated that a full report from the Ph.D. Committee will be presented at the September 1989 meeting of Faculty Council.

Professor Jordan reported that the Masters Program Committee recommended that Charles Brusaw's The Business Writer's Handbook, be adopted as the Faculty's basic style manual.

Item 12 Report on Alumni and Fund Raising Activities in FAS

Associate Dean Moyer reviewed the report circulated to Faculty Council.

Professor Thompson noted that the Faculty's greatest resource was our alumni mailing list and enquired whether it could be made easily available to faculty

members. Associate Dean Moyer agreed by saying that fund raising activities will only be as good as the mailing list. The President's office has made a commitment to improving our list, tracking lost alumni and providing an on-line data base.

Discussion ensued on improving alumni relations and fund raising activities. Issues raised and discussed included the alumni's perception regarding teaching, facilities, parking and meeting facilities/lounge. Concerns were expressed by Professor Shaw on the Faculty's use of part-time faculty and by Professor Morgan on the quality of our facilities with respect to cleanliness of classrooms etc.

#### Item 14 Other Business

Dean Horvath invited faculty members to a breakfast honouring Mr. David Culver, this year's honorary degree recipient, on June 16, 1989 at 8:00 a.m. He hoped as many as possible will be able to attend both the breakfast and convocation.

Faculty Council was adjourned at 11:45 a.m.