

CCUBC	Canadian Council of University Biology Chairs
CUDBC	Conseil Universitaire des Directeurs de Biologie du Canada

**45th Annual Business Meeting
19 November 2016
Room: Thornton
Courtyard Marriott Edmonton Downtown
Edmonton, AB**

Open Mic topics: (potential sessions for next year)

Underperforming Faculty
Pre-med programs
Separating labs – differentiation of credit values
greenhouses
course-based MSc or other resource generation
direct entry PhD
graduate curriculum
Preparedness of entering students, academic and mental health
Gender Equity
Professional Accreditation

Round Table:

Mark Bernards, Western.

36 reg faculty, all tenured apart from 3 (2). 10 teaching faculty (contract – long term), can become continuing after 14yrs.

>12,000 reg at ug level, 2000 1st year cohort. Pre-med 80%. Attrition after 1-2 yrs.

Grad Bio class 160 per year. Others split between pre-health and other health-related.

Western Integrated Sci curriculum. 45 student up to 60.

Counteract pre-med?

Grad students – few international due to fee structure.

MMASD Masters of Mgmt of Applied Science. Hub and spoke pgm. 27 st in Biol Sci spoke, 3 other spokes. 17 in global health, data analytics 10, comp sci 1. Total 55 students – generates good funding for Faculty. Good students with difft career paths in mind. Internship (unpaid) opportunity often lead to employment. Unreg tuition.

Challenges: unionized staff. Hard to get the right people in the right jobs.

HR system. Complicates hiring (eg proctors).

Sr admin: pillars of excellence as focus of resources, CRCs, etc.

Ken Wilson: U Sask

Sr leadership changover after scandal. More positive vibes now.

Research – pillars of excellence.

Small Dept in huge A&S Faculty. Lots of professional schools.
Driven demand for 1st year Bio. Limits overall intake into other programs.
30-40 Bio grads per year – many others get sucked off into prof pgms
80 grad students. 7/7 DG renewals last year.
Food Security (CERC)–Water Security (CFREF) 2 of the pillars of excellence
Compet. With med school for students. Planning possible undergrad pgm
Moving towards act-based budget
New rooftop greenhouse, animal care.

Suzie Curry – Mt Allison.

Small u/g 2100 students total. 20-25 MSc students in Bio and Chem.
Almost all res active, NSERC supported.
Dept 9.5 FTEs but sign renewal upcoming with retirements.
'Maple League' answer to U15.
CIF funding – renovations. \$12m
Indigenous programs being pushed. Ind 'knowing'
Curriculum mapping overhaul. Phase 2 – changing credit balance towards labs. Splitting off labs.
Preparedness of 1st year cohort. Academic and mental health.

Doug Storey, Calgary

New as of July 1.
1400 ug in Biol Sci. 300 in 1st year cohort, 200 grad students
60 faculty. Aging getting close to tsunami of retirements.
Biol Sci program needs attention as opposed to more specialized.
Competing ug program in med faculty – takes some of the top pre-meds but still good general Biology students coming to core.
CIF renov funding. Mostly being used by Chemistry. Greenhouse is in bad shape.
Facilities – NMR, funding starting to dry up.
Strategic Planning in context of university
Faculty has seconded faculty into admin roles, sometimes without compensation

Judy Anderson – Manitoba

Current strike – 38 faculty 1.5 vacant
100 grad students (more MSc than PhD).
7 teaching faculty positions.
Supplementing budget of poorer depts..
Pgm review exercise. Visit postponed bc of strike.
Act based budget coming.
Need greenhouse initiative on best practices – need external design experts.
(Contact from Lynn)
New Fall term break. Messed up labs – 2 consecutive weeks without labs.
Not renewing service contracts – eg. TEM. Having a tech try to cover as part of job.
New field courses.
Dean pushing to separate labs and lectures.

Mazen Saleh, Laurentian

10,000 total enrolment. 1st yr Bio 385 students.
MSc 50-ish. PhD 8-10 students, 2nd pgm PhD in biomedical area.
Renovations \$45m several buildings. New Eng and Res bldg.. Mining and geology.

International students

4th year internship course, along with thesis project course.

New VP Acad. Expecting new 5 yr plan incl staffing. Retirements upcoming.

Mike Deyholos, UBC Okanagan

Campus 10 yrs old. Legacy effects of previous college.

Biology is only Dept acting at level of research univ Dept. Same evaluation standards as main UBC campus.

60 grad stud, 600 ug majors. Only 2 staff to handle. 2 labmanagers.

Fac Arts&Sci, Deans all from humanities, don't understand nuances. Research importance unclear.

Gathering funding for greenhouse. Designer from Abbotsford.

Space issues on campus.

_25% faculty due to retirement but on college scale so takes 2 to replace.

Andrew Mason, UTS

General Bio Dept. Manage indep ug programs but grad pgm unified across UT.

Diverse interests within Biology.

Threshold of funding to get bldg. started hard to meet. Still in original bldg.

Greenhouse (roof),. No central responsibility. Herbarium core of campus. Needs renovation.

29 faculty of which 4 teaching faculty. Steady growth doubled over 10 years. 2 searches underway. Not kept up with growth in ug enrolment. 5 pre-tenure, most are mid-career.

UG enrolment – continuing pressure. Remove math and physics to increase recruitment?

Bottleneck 1st year labs. 24 per lab. Alternate weeks to increase capacity.

Other strategies – pgms targeting pre-med. Students who want health career but without the hard sciences – health sciences pgm, not in Bio Dept. (Anthro). Now largest pgm in campus. Still take Bio courses but not in pgm.

Full fall reading week. Start before Labour Day.

Double major. Not really full double major – pathway to complete a science degree without some of the rigour.

Prof MSc in Biodiversity (though not grad dept). Grad pgms administered through other Depts. For politics, introduce a new stream of existing program to start. 30 students in 2nd year. Now backfiring as the other pgm is taking possession.

Dean transition. VPR different style. (hostile).

Managing underperforming faculty. (~10%).

Vince Tropepe, Uof T CSB

2nd year of 5-year term.

33 faculty, incl 2 teaching stream.

3-campus grad pgm, >100

targeted pgms in 3 areas, ~1000 students. Also contributes to other Bio-based pgms. Bio and Human Bio programs, 3500 students.

Clusters: genomics (evol and functional), dev bio, neurobiol.

2 bldgs. CIF funding – but not enough for consolidation.

Curriculum – soft skills, pathway to career. Within A&S Fac.

Promotions to Full Prof – top heavy. Few Asst Prof.

Facilities sustainability

Gregor Fussmann– Biology, McGill

40 faculty, 1/3 female, 2 searches underway

3 clusters: Cell Mol Dev, Evol& conserve, neurobio.

Other Biol activities – Redpath museum (assoc members), Mac campus (ag), Biodiversity Sci . 30 postdocs, 180 grads

420 in Biol pgms, 150 graduating class. Some courses with >800 (sections)

Problems: Building. Asbestos remediation throughout whenever renov is tried.

CIF funding not officially announced yet.

Fish lab renovation? Level 3? Quarantine.

Scott Ramsay – WLU

5th year as Chair.

15.5 faculty, 200 students/year.

MSc, PhD programs 2 yrs old, 12 students.

Grad courses

Water Science pgm – new and needs to grow.

New revamped Environ Sci program.

Plans for new science bldg. sitting on hold shovel ready. Taking over vacated space from Math/ Health Sci

CFREF with USask

Starting cyclic review process.

Activity based budget – probably close to neutral effect.

Encourages service teaching. Equipment renewal for teaching labs depends on Dean

Milton campus – waiting for new opportunities

STEAM based (STEM plus Arts)

Roger Jacobs Mac

30 faculty, activity-based budgeting

Faculty in debt to 6m and current deficit of 600K per year.

3 faculty over 65, 40% >60, one Asst Prof.

Building issues.

Morale issues – formerly used PeopleSoft - disaster.

Admin – loves metrics, difficulty with understanding Dept specific differences

19 staff to 11.

Bleeding personnel to other programs. Reducing admin jobs.

Life Science program – had to be restructured – new School (interdis sci) – teaching Profs.

Greenhouse – trying to find benefactors.

Failed to host CFREF – CIF in pillars of research

Labs – increase #s of courses – change units per course to reflect

Ruth Seltner – Mt. Royal

5th year of term – Melanie taking over.

Transition from college to University 5-years. 1st cyclical review.

New degrees being reorganized into single Biol degree with different streams.

Govt requires new degrees to be no additional cost.

Undergrad univ. research at that level – ug have to perform at grad student level.

Teaching load higher.

New Library – will free up some space in old bldgs..

Greenhouse – good shape but need better oversight on use for research.

Risk management and safety – poor oversight in the past and current holder has no experience. Practically has pushed responsibility down to Dept level.

New bldg. 5 years ago. New equip but no service contracts.
Fall reading week plus remembrance days – have to start before Labour day.
First NSERC DG this year.
Indigenous program established.

Barbara Hopkins – Uvic

18months in. 21,000 students total. Grad 200 per year in Biol.
1st year courses – reorganized but retained labs.
28 res faculty, 4 teaching fac. Unionized last year.
New teaching Prof category. Continuing appts.
Grad students – numbers dropping – down to 60 from 120 10y ago.
No provincial funding for grad students.
45% PhD students.
3 clusters – marine, neuro, forest.
New greenhouse. EMs old can't be upgraded.
Aquatics facility needs attention
Budget – currently stable after previous cutbacks.
60% faculty over 55.
Indigenous activities.
Academic Prgm review – 1st in 8 years.

David Law, Lakehead

14 faculty members 2 campuses
technicians – retirements and renewal – positive for courses.
Animal sciences – pre-vet school
More activities related to recruitment / outreach
International students.
Challenges of managing 2 campuses. Video conferencing.
Challenges getting established faculty to do online – hoping for renewal.
New coll agreement – teaching faculty possibility
Act based budgeting
Coordinated pension plan across Ontario.
Aboriginal content – at least 1 course with 50% aboriginal content – issues with being taught by non-aboriginal – some resistance. Ethnobotany.
Adjunct faculty – about ½ grad students – NO Sch of Med. Some issues of quality of contribution (courses etc).

Warren Wakarchuk, Ryerson.

Chair since July 2016
Combined Chemistry and Biology, 35 faculty, 7 Chem.
Some teaching faculty but that stream has now disappeared. Union does not support.
Split research space – MaRS and old building on campus
Univ recognition – security, Univ facilities, shipping, etc.
CIF funding – renov of teaching labs – logistics of >4month project. Not available for Fall term. Looking for alternatives.
Admin – turnover. New Pres, New VPR, New Provost. (all Scientists)
30,000 students but only small fraction in Science.
Dept – lots of service teaching. 60 Biol, 25 Chem, new pgm Biomed Sci program. 110 students per year.
BSc requires chemistry, etc. Many not interested in medicine.

Career paths discussion. 2 growth positions related to BMS program.
Interdept. Centre for urban water.

David Rose, Waterloo

40 faculty – 6 Lecturers
new tier 2 CRC – 2 Tier 1
Hired appr 10 in past 8 yrs.
At least 5 more retirements in next 5 yrs
New teaching bldg., u/g labs, large lecture hall, classrooms –opened January
Plans for new research building but not yet funded.
Fish aquatic lab renov
Co-op pgm – jobs/unpaid
Entrepreneurship – Velocity Sci and iGEM
New Dean – centralizing/micromanaging
Financial – WBM, sort of activity based (ie teaching)
Implemented to Faculty level but not to Department
Life Sci enrolment up 5-10% per year – supports other sciences
No med school so only minor (growing) competition from AHS, BME
Biggest headache carry-forward and research account deficits.
Lab and lectures separate.
Dept augmented review next month Dec 15-16
New Chair Hugh Broders Jan 1.

Michael Caldwell, Alberta

62 academic staff, 3 new Asst Prof. possibly 3 more in Spring
Retirement opportunity – 3 year 120K research budget to phase out.
Dean's discretion. Replace by junior hire.
Space is available for retirees. Might have to be shared.
Condensing 10 ug programs into 3 specializations.
BIOL 299/399/499 sequence completed – get research 'certificate'.
Fac of Med moving to create competing UG program.
Service revenue generating programs. Funding to Department budget to subsidize other programs such as N99 programs.
Dean renewal underway.

NSERC Session – Celine Berube, Irene Mikowz

Celine
Team Leader, Genes, Cells & Molecules
Discovery Research - + 30m per year for 5 years.
NSERC 2020 Strat Plan,
Goals & Activities: Science Odyssey
New Generations: EC researchers – extra \$5K, opportunities to extend term for 1 year.
Diverse & competitive research base: gender equity, CHRP, colleges, small Univs
Going Global
Discovery update – subject matter eligibility, updated tri-council guidelines
Caregiver policy – if decline parental leave can still get 1-year extension of DG
DG program – DND supplement for security target areas.
RTI – quota increased 700 to 800. Research Portal/CCV
RTI Operations and Maintenance pgm.

CREATE – quota minimum of 1 per Univ.

DG results: %ages up.

Irene

Regional offices – good resources as guide to Ottawa personnel

Focused on program delivery

Connect/Engage/

Connect – travel (companies), networking partnerships – collaborate or companies. Some matching (in kind).

Connect level 3, groups meet with companies.

Engage – company-specific projects.

Mostly small companies (<100 employees).

Experience Awards: Hire UG in industry for 16-week period (parallel to USRA).

Can be used for Co-op terms.

Some discussions concerning companies outside Canada as partners.

Nov 19, 2016

Kelsey Dokis-Jansen, TRC

Indigenous Initiatives Manager,

Collaborative with indigenous communities – building relationships.

Combined degree – BSc plus BA in Native Studies

Conservation Biology often studied in absence of consideration that there are people there.

Need to establish trust on personal level. Connections to communities.

TRC – residential school victims and survivors. Emotional engagement.

(Still going on in foster child system).

Basis of report – why it is here.

UN Decl of the Rights of Indigenous Persons, UNDRIP

Bear structure and inscription on UA campus – visual reminder. Treaty 6 lands.

Indigenous faculty targeted, attracts students

Research and Ethics Policies, Indigenous research vs research ON indigenous people

Restructuring admin policies, eg. Smudging common for meetings, compensate elders for consultations – prompt processing.

Indigenous content in curriculum

Acknowledging traditional territory

Building Reconciliation Forums – bringing together leaders of institutions and community elders.

Consultation with communities at initial stages, rather than partway through

Work at the pace of the indigenous communities

Humility and Respect

Within communities – who are you supposed to talk to, to get discussion on behalf of community.

Indigenous post-secondary institutions.

Sensitivities to dates/seasons – participation of community for decisions.

Biology Curriculum / ideas

Ethnobotany, biodiversity – material on internet

Traditional knowledge.

Long-term – indigenous people teaching their own knowledge.

Risk of tensions – inaccuracies in courses/information, relevance for some students.

Stereotypes in classroom

High attrition rate of indigenous students –

Knowledge of the land – relationships between living things.

Integrating traditional knowledge into science

8th Fire series (CBC)

Some indigenous traditional knowledge don't fit well into science curriculum – eg. Spiritual aspects, earning privilege of knowledge.

Research Portal developed over time to get communities to come to us.

Communities can get overloaded with the best of intentions.

Thomas King – The inconvenient Indian

Online learning – video modules: Indigenous Canada, U Alberta – more accepted in some communities / elders than others.

Royalty mechanism for compensation. ?

TRC call to action post-2ary specifically education, law, medicine. Not specifically every student in every plan. Also, support public education/knowledge.

Can cause online comments/bullying.

Public Servants – should have some education in ind history. Better use of resources.

Course on ind content should be developed with/by indigenous people.

Open Mic session:

Discussion of separate lecture / lab courses.

Greenhouses: alternatives to glass, fundraising/sources, Prins

CCUBC undergrad prize – clarify text that they don't still need to be undergrad. (Strike first sentence). Edit 4 copies to single pdf containing...

Pre-med programs: in med schools could put in danger Faculties of Science – Biology often subsidizes other smaller units.

Direct entry PhD

Open Mic topics:

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Pre-med programs

Separating labs – differentiation of credit values

greenhouses

course-based MSc or other resource generation

direct entry PhD

graduate curriculum

Preparedness of entering students, academic and mental health

Gender Equity

Professional Accreditation

Business Meeting:

Approval of agenda: Judy, Mark – unanimous

President Report:

Secretariat Report has summary for membership

Need to update membership list.

Recommendations in Secretariat. Report.

Recommendation – alert member list when a new posting is made to the website.

New Initiatives: Offer break on registration if they renew membership

Executive could come up with ideas for stimulating membership and circulate.

Every time a new Chair is appointed, give them a free meeting? Suggestion.

One-time “Chair’s conference”?

Indigenous TRC session was very valuable – plan followup for next meeting.

NSERC – get rep for 1503, CIHR

Elections:

Nominate: VP Suzie Curry (elected)

Treasurer: David Law continues at least until July 1.

At-large: Andrew Mason, Scott Ramsay continue, Warren Wakarchuk nominated, Melanie nominated

Advocacy: remain in CCR, investigate whether PAGSE is worth re-joining.

Priority for organization: membership drive should take priority for now.

Treasurer report – attached.

\$3000 deficit this year due to 1-time expense on website Suzie/Scott – unanimous

Approval for organization investment strategy Andrew/Mark unanimous

Approval of signing authority to Wafaa and Dave L – Mark/Suzie – unanimous

Renewal of Wafaa contract – Mark/Scott – unanimous

Future meetings – 2017, central, somewhere near Pearson (Toronto, Hamilton, Niagara)

2018 – hopefully Maritimes.

Other business:

Make posters to advertise CCUBC at Canadian professional meetings – highlights award winners, Mike Caldwell will organize/design.

Thanks to Mike Caldwell and Wafaa for organizing a great meeting.

Adjournment – Ruth, Ken unanimous 1:22pm.