

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

**CCUBC Annual Meeting Notes  
Staybridge Suite Hamilton-Downtown  
Hamilton, ON  
Friday, November 17, 2017**

**Opening Comments**

Roger Jacobs introduced himself, the Meeting Program, and discussed the wine tour.

**8:30am Roundtable**

**Mark Bernards – UWO**

36 regular faculty, 10 limited term faculty (teaching), teach 80 sections of courses, though most are single section, with 20 sessional lecturers in addition to a limited term; 4 searches, 2 CRC open searches; staffing is reasonable, working to acquire base funded research support staff; regime change at Western, new Dean, new VPR, Provost leaving, modular degree system, makes it hard to track students in departments.

**Scott Ramsay-Wilfred Laurier Waterloo**

Busy year, move of departments to new building, Science backfilled into open spaces; numerous delays on renovations and moves; Presidential installation, shifting values, new provost search, Dean of Science search; new admin positions created and installed in the Department; major career challenge has been supervising staff.

**Ken Wilson – University of Saskatchewan**

Half way through 5 year term; new president and provost with new on campus granting model; added two new people, 3<sup>rd</sup> on a term position; two open searches; major budget reduction; pressure on staff retirements, loss of two senior non-academic staff, but positions retained; new building online, July move in; two new Global Institutes putting hiring pressure on departments and open appointments.

**Selvadurai Daya Dayanandan - Concordia University**

6 CRC's and 4 internal university Chair positions; 9 new faculty members, 10 staff members, non-thesis based MSc program, undergrad programs; alumni event that connects current students and staff to alumni; hr issues confounding staff duties and management.

### **Vince Tropepe – University of Toronto**

3 undergrad programs, genomes, cells, physiology; current issues are TA and grad student salaries; new UT approach to grad student support with money coming to Department; plant microbial systems biology search ; lack of success in funding for new building, but money to renovate; humans pathogens and toxins legislation is making it difficult to keep research going, renovations cause real problems; 31 faculty, 30 staff.

### **Andrew Mason – UT Scarborough**

Beginning of second term as Chair, 30 faculty; 2 searches in plant biology and a C150 Chair application; teaching stream hires...perhaps. Still very reliant on sessional contracts. 6 undergrad programs, with great degree of overlap; enrollment increases have overwhelmed upper level course capacities – 4<sup>th</sup> year students limited to a single 4<sup>th</sup> year course in their major; need a large lecture hall 1000 seats; disabilities access legislation is problematic as number of students requiring accessibility is limiting; infrastructure remains an issue, e.g., vivarium.

### **Bob Shadwick – UBC Zoology**

Function closely with Botany, 40 profs, 160 gs' 40 pdf's, very few retirements; FoS death more common than retirement; 1/3 of Zoology on edge of retirement; 5 junior faculty have left, retention is a major issue and escalating; major issue is housing and costs associated with

### **Hugh Broders – Waterloo**

39 Faculty, 33 of which are research stream, 6 teaching only; very few sessional lecturers, 1 person/yr, to 2/yr; 5 PDF's 90 gs's, 25 staff; Research Financial Officer is a key role; hiring two faculty appointments, cell and molecular biology, plant biology; new building is a possibility; Waterloo is rolling out "Activity Based Budget Modelling" – total disaster; no financial software; curriculum review is ongoing – 50 year tweaking model of curriculum (what works and does not and what should we change); have instructors positions, are staff members who run and manage labs and teach lectures, with reps at department meetings and make decisions independent of normal procedure (uncertain future of this group).

### **Gregor Fussman – McGill**

40 faculty – 35% female, 3 CRC 1, 4 Tier 2; 30 PDF's 160 GS's, close association with Redpath Museum, 5 profs; 3 major research areas, Ecol Evol, Cells, Neurobiology; not an island, other units teach/research biology on Campus; new building and renovations; working on vision for department; JELF is a problem, fund is expended, and start ups are problematic; teaching loads are a problem.

### **Francis Pick, U of Ottawa**

40 full time staff, retirement packages saw departures of 5 people; 160 gs's (3 specializations, more than a quarter are in one program); CRC and University Research Chairs are important retention tools; biomedical sciences program transferred to department; marriage of undergrad programs and making them their own is the challenge; large number of students in programs; 25% budget challenge.

**Mazen Saleh – Laurentian University**

20 full time staff, 3 CRC's, 2 faculty are lecturers, 3 retirements (exit sabbatical); recent strike around decadal assessment of performance.

**Steve Harris – University of Manitoba**

New chair, 38 research faculty, new searches, 2 ongoing, 2 possible new positions in plant biology; revisions to first year programs; exploring new approaches to labs; curriculum mapping exercise about to begin; problem is waitlists for courses and how to solve this problem (separate labs from lectures...but resistance to this idea); activity based budget now in second year – seems to be providing a surplus and will be used for TA teaching fellowships; space and renovation issues, no new buildings; 3 year undergrad program under review, 2600 students in the program, many of which are bio, used as a premed program.

**Suzie Currie – Mt Allison**

1<sup>st</sup> year of second three-year term; small department 9.5 faculty, 5 staff instructors, research active, most have NSERC's, MSc program, small, but good, several PDF's, no PhD. program; hired a new plant ecologist, spousal; curriculum mapping exercise, economy of scale made it easier – what would a Mt. Alison 4<sup>th</sup> undergraduate look like? Skills, content, matrix – features on one axis, courses on the other. Largest courses are first year – 160 students. What are attributes and are courses matching those attributes. Enrollments are down across campus, but Science has remained steady. SIF grant – infrastructure, center for science; students, lack of resilience.

**Michael Caldwell – U of Alberta**

49 professors, 7 new hires, 2 upcoming advertisement, 4 FSO's, +55 non-academic support staff (15 administrative support staff), 240 grad students (129 TA appointments/term); 1 CRC Tier 1, 1 CRC Tier 2; recent successes, complete overhaul of undergrad programs (10->3), course overhaul (over 12,000 registrations in DBS courses; 145 courses currently on the books, reduction of numbers underway) (curriculum concept mapping project Provincially mandated); grad program to follow; strategic planning process and visioning underway right now; major challenge , pedagogically, MOOC's; major challenge coming up, activity based budget model, and major changes in upper administration.

**Roger Jacobs – McMaster**

31 faculty, staff numbers down (11), causing some research and teaching bottlenecks; new Dean, with improvements in the recognition Biology previously suffered; likely an external search to replace Roger as Chair; space is a major issue during renovations, and are looking at swing space (mobile lab spaces); TA support remains a major issue around activity based budget model;

**Moira Galway – St. Francis Xavier**

When she is done, no prospect of anyone taking on the Chairship; department undergoing a great deal of change; 10 faculty members, 10 lab instructors, animal care belongs to Dean of Science; filled new tenure track position to fill a retirement (3 retirements); new microscopes, but has caused nightmares with purchasing process; building has caused issues for management around renovations and upgrades; math expectations in Science degrees are stressors for students and thus administrators; new combined BA/BSc programs are being criticized due to academic rigor.

**Sean Graham – Botany, UBC**

Last plant focused department in Canada, half-ecol/evo and half cells, etc. 40 faculty, half research, half teaching only, and number of sessionals; 4 CRC 1, 4 2's; 2 retirement replacements and spouses; plant molecular biology opportunity, a second joint appointment; spread across 5 buildings, 2 under renovation; major drama around moves and swing space; 50% in biodiversity research center, in Beatty Museum; have greenhouse, bioimaging, herbarium, etc.; cost of living is a real problem for hiring and retention and students; young faculty and NSERC support; research facility upkeep; activity budgeting and other faculties teaching biology; genomics funding.

**Melanie Rathburn – Mount Royal- Calgary**

Honeymoon phase, undergraduate focused institution – 15 faculty, 13 research, 2 teaching; Alberta Learning Act defines research as linked to teaching and thus limits research outcomes; hiring into 2 positions; 3 and 3 if in research stream, 4 and 4 if teaching stream; high service load; complete admin turnover; large CSL workload, which increases service demand; major space issues; one lab space for all researchers in department; upcoming 3% budget reduction; asking questions about how things are being done; instructional budget is zero.

**Marva Sweeney-Nixon – UPEI**

33 grad students, and department is moving to get more. 11 faculty members, and are being coerced to assume enviro studies program, which will increase faculty members to 14; do need more tech support for 3<sup>rd</sup> and 4<sup>th</sup> year labs; we are middle aged; retirement necessary; lab fees go to departments, bought a truck with the lab fee money; challenges, lost all CIHR funding, senior admin; VP Finance and Facilities is a problem, ordering anything, posting positions; Registrars Office is causing problems with High School prerequisites.

**John Fryxell – Guelph**

2 years on job, priorities have been supporting research and collaborative work to deal with funding shortfalls; staff utilization, 10 teaching staff, but faculty do not recognize staff roles very well; curriculum mapping exercise, overlap between goals and what is being taught; hiring priorities have been problematic as directives are not necessarily departmental; trying to integrate teaching staff into daily life of department; communications strategy has been a focus; team teaching has not worked and has been unpopular.

**Saturday November 18<sup>th</sup>, 2017**

**830am – NSERC Presentation** – Eniko Megyeri-Lawless, Laurence Clennett-Sirois

Introductions, discussion, Eniko is Director of Life Sciences and Engineering, Laurence is PO for 1502

### **Discovery Grants**

**New:**

- One year extension for ECR's (new definition for ECR)- 80% uptake!!
- Primary Caregiver Policy – not linked to mat/pat leave, only for DG's, but grant extensions given automatically.
- HQP – quantity versus quality
- funds from other sources
- CCV updates and changes to CCV

RTI's – 1053 total to 1601-1603

**NSERC Overview** – 1.1 billion; \$702M – DG's; \$324M for Innovation

Discussion focused on statistics generated by NSERC regarding grant monies

**New:** Discover Development Grants Pilot – 10K/2 years, for small schools.

### **Presentation Laurence Clennett-Sirois**

- Equity, Diversity and Inclusion – Why? Diversity leads to innovation
- request to remove gender from CCV, review text and grant discussion.

### **Open discussion**

Coffee Break

**1030 am – Harold Atwood** and discussion of Professors Emeriti, reviewed structure of Senior College at U of T.

### **1130 am – OPEN MIC Session**

- 1 – MEGA Course Sections – discussion of delivery techniques,
- 2 – Performance Metrics
- 3 – Curriculum Mapping Exercises
- 4 – Motivating professoriate around declining performance