

Members:

Aisha Haque – CTL Δ
Akis Psygkas – Law
Alyson Watson – Education
Andrew Hawkes – SGPS/Social Science
Arthur Brown – Schulich
Arzie Chant – Engineering
Ayman El Ansary – Engineering
Busra Copuroglu – SGPS/Arts
Carrie Marshall – Health Sciences
Cindi Ryde – Health Sciences
Danica Facca – SOGS
Dianne Bryant – Health Sciences
* **Doug Woolford** – Science
Emily Ansari – Music
Genevieve De Viveiros – French Studies
Hubert Pun – Ivey
Immaculate Namukasa – Education
Jamie Baxter – Social Science

Joanna Blom – Engineering
Joseph Gilroy – Science
Kamran Siddiqui – Engineering
Karine Dufresne – PAW
Kevin Mooney – Music
Laura Murray – Health Sciences
* **Lina Dagnino** – Schulich
Linda Miller – SGPS (Chair)
Lisa Hodgetts – Social Science
Lisa Latif – Registrar’s Office Δ
Liz Webb – Science
Lorraine Davies – SGPS
* **Lyn Purdy** – Ivey
Marguerite Lengyell – Education
* **Melissa Adler** – Information & Media Studies
* **Michael Milde** – POLICY Chair
Nandi Bhatia – Arts & Humanities
Pam McKenzie – Information & Media Studies

* **Peter Donahue** – Kings
Robert Glushko – University Librarian
Ruth Martin – SGPS (Co-Chair)
Shawn Whitehead – Schulich
* **Stephen McClatchie** – Huron
* **Tobias Nagl** – Arts
Tom Drysdale – Schulich
Tony Adebero – SGPS/Health Sciences
* **Vasudeva Bhat** – PAW
Victor Chu – SGPS/Schulich
* **Zoe Sinel** – Law

Δ Non-voting *Regrets

Guest(s):

* **Candace Loosely** – SGPS
Matt Dumouchel – SGPS
Mihaela Harnos – SGPS
Nafisa Gillani – SGPS
* **Paula Menzies** – SGPS
Roger Chabot – SGPS

Items/Discussion (Host)		Motion(s)/Action Item(s)
1.	Welcome and Introductions The chair welcomed new and returning members to the first Council meeting of the academic year.	
2.	Land Acknowledgement Lisa Hodgetts offered a Land Acknowledgement.	
3.	Approval of Minutes Motion: <i>(moved by T. Drysdale, second by K. Siddiqui)</i> GEC to approve the minutes of meeting held March 16, 2022 as circulated.	CARRIED
4.	New Business	
4.1	SGPS Regulations L. Miller provided the background and rationale for Senate’s recent review of the SGPS Regulations. Linda noted that, over the past several months, our office has worked with the Secretariat’s Office and the Operations Agenda Committee on the SGPS Constitution which defines GEC. On September 16, 2022, Senate ratified the SGPS Regulations identified as falling under Senate’s purview. GEC will reference the table approved by Senate to confirm the levels of authority in the approval workflow.	GEC to reference the table approved by Senate to confirm the levels of authority in the approval workflow.
4.2	EDIAD Reflection Exercise Stemming from a recommendation from GEC Policy’s EDIAD Working Group, the Associate Deans Graduate, in consultation with SGPS, led this initiative within their respective Faculty and participated in multiple Retreats. L. Miller noted this to be a first step in a long process; one that will likely take several years to move into full actualization. Linda added that throughout this process, SGPS has engaged with the Office of Indigenous Initiatives and our new Associate Vice-President Equity, Diversity, and Inclusion.	

Items/Discussion (Host)	Motion(s)/Action Item(s)
<p>4.2.1. Biases and Barriers - Retreat Summary The Associate Deans Graduate gathered the information from all graduate programs and provided high-level reports at two Retreats. This summary document reveals the biases and barriers identified by programs that exist in our current processes. Some of the recommendations that came out of the retreat, are things that will take several years to implement.</p>	
<p>4.2.2. Grad Admission Reflection Exercise Led by the Associate Deans Graduate, each faculty undertook this exercise. During their most recent admission cycle, Program Chairs/Admission Committees reflected on: aspects of the admissions process and the application form which contribute to EDIAD or that may present barriers or challenges; and, ways in which our current processes may be biased against certain equity deserving groups.</p>	
<p>4.2.3. Grad Applicant Review Guide – Unconscious Biases Graduate Programs also received this document as it provided a lot more detail and breadth of potential biases than was evident in the brief guide that was shared in advance of the reflection exercise. Programs were asked to give some thought to how these particular biases might be relevant in the context of review of graduate applicants.</p>	
<p>4.2.4. Grad Application Self-Report Questions If we are to move towards a more holistic approach to graduate admissions, we need to know more about our applicants (i.e., their status in terms of membership with an equity deserving group). This fall, we will introduce a set of self-report voluntary questions to the application along with background information on why we are asking the questions, emphasizing the fact that we want to do better in terms of diversity and inclusion in our graduate population, and that the data are protected by our privacy regulations and policies. To ensure that we are exercising good data management and privacy practice, Graduate Programs will be asked to review everyone who has access to the graduate application files; members who have access to graduate application files will be required to complete a confidentiality agreement.</p>	
<p>4.2.5. Alternative Reference Letter Through the Reflection Exercise, concerns were raised about the Standard Reference Template and how the questions posed to referees may reflect privilege rather than capacity, aptitude, and ability. We believe the updated version will help referees to comment on applicants' characteristics or attributes which will differentiate those students who are most likely to thrive in graduate studies. Programs have the option of using this reference format (in whole or in part) or the existing one. Linda noted that this programming is underway but still a work in progress.</p>	
<p>L. Miller thanked the Associate Deans Graduate for leading this exercise in their Faculties and invited them to comment on this initiative. Stemming from their comments, a brief discussion ensued about structural barriers: the lack of funding or funding cuts that have been imposed on international Master's students. Linda noted that SGPS is certainly in a position of advocacy around increased funding (e.g., recruitment scholarship for equity deserving individuals) but funding for graduate students sits at the Faculty level.</p> <p>Linda shared that we were absolutely delighted with the level of engagement and how enthusiastically people rolled up their sleeves to engage in this process. There is tremendous commitment to move towards a more equitable, holistic approach to graduate admissions. Linda added that we are going to need a very deliberate, concerted and engaged effort across the campus. Anyone who would like to join the conversation or has ideas/ feedback, we would be more than welcome to hear from you.</p>	

	Items/Discussion (Host)	Motion(s)/Action Item(s)
5.	Annual Reports	
5.1	GEC Annual Review	
	R. Martin provided an overview of the Graduate Education Council approvals for the period June 1, 2021 to May 31, 2022.	
5.2	<i>Own Your Future</i>	
	N. Gillani, Doctoral Professional Development Coordinator, presented the student engagement report; highlighting the data in two tables (i.e., Self-Assessments, Workshops). Noting the pandemic effect in 2020-21, Nafisa reported that things have returned to normal. L. Davies added that the biggest predictor of a student participation in OYF is supervisor recommendation. Lorraine stated that we have growth expectations that we will be working on in the next four years. Nafisa shared that we have expanded the newsletter subscribership beyond doctoral students and a new website will be launched this term. A discussion ensued about interdigitation of curricular core course material with OYF. Nafisa invited Councilors to contact her via email (ngillani@uwo.ca) with any questions that come up.	
5.3	Advisory Committee on Postdoctoral Affairs	
	R. Martin presented on the evolution of the Postdoctoral Advisory Committee (PAC) and highlighted many of its achievements: <ul style="list-style-type: none"> – the average length of a postdoc at Western has been reduced from several years to 2.5 years – Western postdocs are moving into academic positions, including tenure-track positions, at a higher rate than what other universities are reporting Ruth also acknowledged the enthusiastic and earnest support of the Postdoctoral Association at Western and highlighted ways in which units could involve PAW in their various associations. Ruth reported on a pilot project, in collaboration with PAW and Schulich, which formalizes a teaching program providing an opportunity to teach a course as part of the postdoctoral experience.	
5.4	Scholarship Report	
	Tabled	
6.	For Information	
6.1	MAPP 7.6 Postdoc Policy Revisions	
	R. Martin highlighted on the substantive changes to Section B “Definition”: <ul style="list-style-type: none"> • 1. “the individual has received their doctoral degree within three five years“ • Adding content to the last paragraph (i.e., examples of extenuating circumstances plus cases where the individual is awarded external postdoctoral funding) 	
6.2	Election Results	
	We are sharing the GEC election/appointment results with you to keep you informed. A. Hoffer noted that SOGS continues to consult with Faculties (Music, Education, FIMS, Law, Ivey, Engineering and Science) to fill the remaining graduate student seats on Council. Congratulations to all!	

6.2	Reports Submitted to Senate	
	6.3.1. Appeals/Scholastic Offense Report Tabled	
	6.3.2. Western's Institutional Quality Assurance Report Tabled	
7.	Other Business	
	Tabled	
8.	Adjourn	
	The meeting adjourned at 1:30pm	Date of next meeting: December 1, 2022

Recorded by Ann Hoffer