

## Faculty of Science Coordinating Council Minutes

Thursday, November 5, 2020

Meet via Microsoft Teams

### Attendance:

Dean's Office	P	Chris Houser	P	Philip Dutton	P	Dan Mennill
Biomedical Sciences	P	Andrew Hubberstey	P	Martin Crozier	P	Hamza Serdah
Chemistry & Biochemistry	P	James Gauld	P	Drew Marquardt	P	Michael Ocheje
Computer Science	P	Ziad Kobti	P	Pooya Moradian Zadeh	P	Anish Sharma
Economics	P	Nurlan Turdaliev	A	Dingding Li	P	Xueting Li
Environment	R	Joel Gagnon	P	Cameron Proctor	P	Libby George
Forensic Science	P	Maria Cioppa		N/A	A	Deanna Fisher
Institute Directors	P	Lisa Porter	P	Mike McKay	P	Roman Maev
Integrative Biology	P	Isabelle Barrette-Ng	P	Barbara Zielinski	P	Niya Vanganur
Math & Stats	P	Richard Caron	P	Adrian Zahariuc	P	Penny Cardelli
Physics	P	Steven Rehse	P	Jeffrey Rau	P	Dimitri Shinas
Non-voting	A	Luke Strong	P	Laura McLean	P	Sharon Rasul
Non-voting	P	Sara Elliott	R	Dora Cavallo-Medved	P	Bob Hodge
Non-voting	P	Margaret Garabon	P	Laura Chittle	P	Tricia Carmichael
Non-voting	P	Michael Godfrey	P	Judy Bornais		

R=Regrets, S=Substitute, G=Guest

### 1. Welcome and approval of Agenda

**MOTION: To approve the agenda.**

**Kobti/Maev**

**CARRIED**

### 2. Approval of Minute from May 7, 2020

**MOTION: To approve the amended minutes of October 1, 2020.**

**Proctor/Mennill**

**CARRIED**

### 3. Faculty of Science EDI Initiatives

- Over the past year, we have been completing a critical assessment of programs & initiatives in Science with a social science lens.
- We are striking a Faculty of Science EDI Taskforce chaired by Dr. Tricia Carmichael from Chemistry & Biochemistry.
- The taskforce will have diverse representation from across Science that involves faculty, staff, and students.
- The charge of the Taskforce is to develop evidence-based recommendations and strategies to ensure that Science is a diverse and inclusive environment in support of an improved workplace.
- Dr. Michael Godfrey has been hired as an EDI post-doc and will be researching EDI issues in Science.
- Michael is examining the academic climate for LGBTQ2S+ students in Science and its influence on their experiences and outcomes.
- Looking for faculty, staff, and students to participate in the study.
- A 2<sup>nd</sup> study will be conducted to understand how diversity influences group dynamics (i.e. Lab cohesion) and individual experiences (i.e. satisfaction, persistence) within research labs.

- If anyone is interested and passionate about this and would like to participate, reach out to Tricia Carmichael.
- There are also EDI working groups within WE-SPARK & GLIER. This is not meant to be the only initiative in Science

#### 4. Introduction of PDC Writer

- Dr. Laura Chittle has been hired as a Post-Doc doing research on barriers to and opportunities in academic program development within the Faculty of Science and across UWindsor.
- Laura can help with program development within all departments. If you have questions about program development or need support completing PDC forms, reach out to Laura for help.
- Surveys for all initiatives will be circulated for input. Your contribution is appreciated. Heads were asked to encourage their faculty to participate in these surveys.

#### 5. Mental Health Discussion

- Dr. Dana Menard (now Assistant Prof in Psychology) was doing research on mental health issues in Science among faculty, staff, and students. She is continuing this research.
- The outcomes support the Sci of Relief program within the USci Network.
- Dr. Judy Bornais from Experiential Learning & Nursing gave a presentation on student mental health issues:
  - Please use kindness & compassion. Recognize that everyone is trying their best.
  - Students are struggling with content, different ways of learning, overwhelming amount of time online, social isolation, and multiple forms of assessments.
  - 2/3 of students surveyed were struggling to stay motivated for multiple reasons. We have higher first-generation rates at UWindsor, and they are some of the hardest hit groups.
  - Students are less comfortable asking for help and attending office hours because there is less 1 on 1 support.
  - A Student's determination to work harder can lead to more isolation.
  - Isolation and loneliness impact mental well being
  - Demands beyond class have an impact on mental health and well-being.
  - There are unique challenges for international and graduate students.
- Discussion of mental health issues across Science
  - Students expressed that they are feeling very overwhelmed with workload. The smaller weekly assignments are time consuming and difficult to keep on top of when enrolled in 5 courses.
  - Some labs are done online and students are having trouble connecting or joining and feel neglected. Students report not having sufficient time to finish lab report. Smaller assessments are adding up and become overwhelming.
  - Discussed if students would rather traditional 2 midterm and a final or smaller weekly assignments. Student report that it depends on the course. If there is no lab, it would be fair to have more smaller assessments, but if it is a course with a lab, midterms and finals would be better. Students suggested that it would be helpful to add these questions to student evaluations at end of semester.

- Project collaborations are difficult as students can be in different countries and time zones. Forming groups is difficult when you haven't met people in person.
- Students are having issues with group activities because hard to find a time for them to meet and not all students are participating equally. (group lab assignments).
- Staff technicians are putting in more hours than before to get the work done at a level that they are proud of. There is an issue with the number of hours technicians can be on campus. They have 5 days' worth of work and can only be there 3 days a week.
- Students are encouraged to reach out to their GA or Instructor if they need extra time to complete assignments. GA's and Instructors are trying to be accommodating, but students must reach out.
- The optional lab tutorial hours were helpful for completing group work in the past.
- Please record lectures so students can go back and re-visit.
- Heads were encouraged to have these discussions at AAU Council so we can make improvements for the winter semester.

## 6. PASS Program Evaluation

- The Preparation for Academic Success in Science (PASS) program started in Fall 2017.
- This is a Welcome Week bridge program for new undergraduate students. It is a 2-day program. Day 1 covers engagement and day 2 covers strategies for class.
- There has been a statistically significant increase (>3%) in cumulative and major averages with exception of students with incoming high-school averages >95%.
- There has been a statistically significant increase in engagement in extra-curricular and high impact activities (31% for PASS students, 6% for students who did not participate).
- Participation in extracurricular and high-impact activities result in a significant increase in cumulative and major averages for both PASS and those who did not participate (~5-8%).
- We have seen significant improvement in retention for PASS students versus those who did not participate (~5%).
- The program has had a positive impact on grades, engagement, and retention in Science.

## 7. Undergraduate Update

- November 18<sup>th</sup> is the last day for students to VW from courses. After that date, students will need permission to withdraw. If instructors are getting requests, they need to refer the request to the Associate Dean, Undergraduate Affairs office. Please forward to [scienceundergrad@uwindsor.ca](mailto:scienceundergrad@uwindsor.ca). We are flexible for a few days after this date. Friday, November 20<sup>th</sup> will be the strict deadline when extenuating circumstances must be proven.
- Getting concerns from students about workload, mental health, and communication. Students are exasperated by financial stress, isolation, mental health, etc. All are encouraged to try to communicate with empathy and understanding. Please be aware of the tone of your response.
- There have been some issues with ADB (formerly degree audit) reports. Recent Senate approved changes haven't been changed on UWinsite. This is causing some courses not to count properly in the reports (i.e. BIOM courses). This has been a result of staffing issues and changes within Registrars.

Registrars is hiring someone to update the ADB reports this should happen within the next couple weeks.

- Medical notes are not required. Students should also be communicating with professors rather than just completing UWinsite form.
- If student misses a major assessment, you can give an INC grade that they can appeal and later give a pass/fail Aegrotat grade.
- For students who have not completed a majority of the course, you can get a grade of NP that won't count in their averages.

## **8. Graduate Update**

- A message recently went out to grad students and was copied to all faculty. We must be accommodating to our grad students who are experiencing disruptions to their research timelines. Let's help them find new ways to move through their programs to stay within the schedule.
- There were issues the payment of GA's. This affected approximately 40 Science graduate students. Grad Studies is developing a new system to track GA payment forms so that we don't have this issue in the future.
- Discussed graduate recruiting for September 2021. Faculty are encouraged to continue to recruit students. If you have the capacity to train students, please don't close doors to recruiting new students.
- Dan Mennill will be holding regular open office hours for grad students.

## **9. Research Update**

- Thank you to all NSERC Peer Reviewers: Isabelle Barrette-Ng, Boubakeur Boufama, Curtis Bright, Hossein Fani, Aaron Fisk, Joel Gagnon, Alice Grgicak-Mannion, TJ Hammond, Zhiguo Hu, Arunita Jaekel, Oliver Love, Hugh MacIsaac, Mike McKay, Kenneth Ng, Trevor Pitcher, Lisa Porter, Chitra Rangan, Steve Rehse, Saeed Samet, & Otis Vacratsis.
- Thanks to Michelle Nevett in ORIS who worked hard to maximize success of our applicants.
- 11 applications were received for the Research Stimulus Fund (RSF) program, 8 for RTI eligible projects. All were funded.
- We use RSF support to provide matching support to RTI applications.
- We are launching a new RSF program called Xcelerate. This program will support new cross-disciplinary research projects. We hope to fund 2 projects at \$25-30K each to help bring together people who haven't collaborated in the past, hopefully from different departments. There will be a 2-page application. More details to come.
- The deadline for nominations for the ORIS awards for research, scholarship and creative activity is November 15<sup>th</sup>. Please consider nominating students, colleagues, staff, and industry partners

## **10. Report from Heads**

### **Biomedical Sciences**

- Initiating the process for developing their own graduate program. Created a sub-committee including members of faculty, grad students and Laura Chittle to start working with Grad Studies to develop the proposal.

### Physics

- Physics is actively recruiting grad students for next year. Sending rep to Canadian Undergrad Physics Conference to recruit.
- Starting an undergrad research seminar on Friday afternoons. Will advertise this nation-wide
- A Physics Adjunct faculty member applied for a Discovery Grant. Her intent is to pay for HQP students who would be UWindsor students and do some of the work in BC at Triumph.

### Computer Science

- Looking into developing a Data Science program (Master's). Want to get it Vector accredited as well. Students in other departments could stream. If anyone is interested in being included in the initial proposal contact Ziad Kobti.

### WE-SPARK

- The quarter 2 report is coming out soon.
- Members are growing.
- It has been more difficult to reach out to newer faculty since the move to working remotely. AAU Heads/Directors are encouraged to remind their faculty to connect with WE-SPARK if they have a connection to health.
- Recently funded 9 grants to members of the Faculty of Science.
- Think Tank event on December 4<sup>th</sup>.

### 11. Chemistry & Biochemistry RTP Criteria of AAS-LS & Faculty Members

**\*CARRIED\***

### 12. Physics RTP Criteria

**\*CARRIED\***

### 13. Other Business

- Margaret Garabon and Bob Hodge are the staff representatives on Faculty Council.

### 14. Adjournment

**MOTION: To adjourn the meeting.**

**Barrette-Ng/Marquardt  
CARRIED**