

COLLÈGE UNIVERSITAIRE GLENDON COLLEGE

CONSEIL DE LA FACULTÉ / FACULTY COUNCIL

Minutes of the Special Faculty Council meeting held on Friday, June 17, 2020 at 1:30 p.m. via ZOOM and held as a Committee of the Whole. This meeting of Council was attended by the following members:

Procès-verbal de la séance spéciale du Conseil de la faculté, tenue le vendredi 17 juin 2020 à 13 h 30 via ZOOM et tenue en format de Comité plénier. Les membres suivants étaient présents :

M. Audette	M.-H. Larochelle	B. Price
A. Avolonto	E. Laxer	A. Pyée
M. Barutciski	M.-E. Lebel	E. Raventós-Pons
D. Berbecel	G. Levine	A. Ricci
M. Bloom	E. Light	J. Rivest
C. Campbell	W. Maas	I. Roberge
S. Challal	M. Macaulay	S. Rosiensi-Pellerin
C. Coates	S. Marion	M. Roy
B. Connell	I. Martin	D. Scheffel-Dunand
A-A. Cormier	N.-G. Martineau	V. Schoof
A-A. Cyr	L. McKinnon	C. Silva
S. Coysh	G. McGillivray	Y. Szmids
A. Dawson	J. Michaud	P. Theophanidis
I. Djordjevic	T. Moore	G. Vercollier
C. Eruktu	J M Montsion (Vice-Chair)	U. Viswanathan
G. Ewen	B. Morgan	A. Zamora
E. Gutterman	G. Moyal	S. Dreher
M. Guzmán	R. Nadeau	L. Frew
L. Hébert (Chair)	A. Nenashev	L. Bartlett
V. Hildebrand	Q. Oblitas	P. Munoz
L-P. Hodgson	M. Péguret	M. Joseph
M. Jurdjevic	C. Power	A. Kraljević
C. Lamaison		D. Vasquez

1. Remarques de la présidente

La séance commence à 13 h 30.

En guise d'introduction, la déclaration de reconnaissance des territoires traditionnels est lue.

La présidente du Conseil, L. Hébert donne le contexte sur la tenue de cette séance extraordinaire du Conseil. At the request of 8 members of Council and in accordance with article 4.3 of the R&R, the meeting has been called to discuss Retention, Retention and Reviving the English-only option in certain programs. The notification of the meeting will serve as the agenda and according to the R&R the only item on the agenda will be the topics as thereby mentioned along with the draft motion provided by W. Maas. She urged members of Council to participate and make their voice heard on these important issues for the future of Glendon, its students, and the community. Unrelated matters may be ruled out of order.

The following motion was then moved by W. Maas and seconded by M. Jurdjevic. W. Maas noted that the goal for creating a WG is mostly to examine the problems and try to come up with solutions which can help for the next recruitment season.

Recruitment, Retention, and Reviving the English-Only Option in Certain Programs

Motion: that Faculty Council establish a working group (WG) to examine recruitment, retention, and possibilities and tradeoffs for reviving an English-only option in certain undergraduate programs. The WG will communicate with other discussions (such as the administrative structure ad hoc committee, the bilingualism WG, and the common core curriculum leaders) as well as CASTL and Curriculum committee and will present Council with one or more concrete plans for vote or further action no later than the regular September meeting of Council. The WG's mandate expires at the end of the 2020/21 academic year but Council can extend the mandate if necessary.

Membership: Principal and Vice-Principals, Chair of Council, Director Academic Services or delegate, Director Recruitment or delegate (all ex officio non-voting); 4 or 5 professors (of whom at least 2 serve or have served as department chair or program coordinator).

Rationale: *After several years of declining enrolments, ways of rebuilding enrolment should be prioritized. The start of the UOF gives Glendon the freedom to experiment, and reviving a limited English-only option in certain programs could help counter the prevailing notion that Glendon is all in French and only for French. This would indicate to students and parents worried about the necessity of taking courses in French (a worry that may be overblown, but students don't know that; nor do high school counselors, even at high schools very near to Glendon, let alone the United States or Asia, where students routinely pay far more for a liberal arts education and so would correctly see Glendon as an attractive option) that Glendon offers a top-notch liberal arts education in Toronto. What can we learn from peer liberal arts institutions (such as the so-called "Maple League" schools, Canadian LACs with stable or growing enrollments; or US peer LACs) about recruitment and retention? We should be competitive with such institutions if we revise the current "come to Glendon to learn French" recruitment model. If 10-15% (say) of our students were admitted in the English-only option, that would still leave 85+% in the regular bilingual options. Most students (the vast majority) would continue as now, but some (e.g. high-achieving Canadian and international students esp USA, Latin America, Asia) could apply under the English-only option (and perhaps switch to a "bilingual" BA when they discover they can take 6 credits in French, if they become interested in that once they get here). A limited English-only option may also help Glendon meet the new UAP goal of 20-25% international students (doubling from our current proportion; but still below schools as varied as McGill, UBC, and Bishop's, which are all around 30% for entering undergraduates). It seems reasonable to assume it will be easier to attract American or other international students through an English-only option, but if we start recruiting seriously in the US, Latin America, Asia etc and find that all our international POLS/PHIL/SOCI/ENGL/BIOL/HIST/etc (whatever programs sign up for the pilot) students end up choosing the existing bilingual stream, we should cancel the pilot. If enrolment is a problem that needs a solution, then we need to devise solutions and have honest conversations about the tradeoffs involved, which is work the WG will start over the summer.*

The first concern raised was participation of students on the WG, and following comments from students, a friendly amendment was made to include 4-5 students as part of the membership.

Broader discussion of the motion ensued.

The main concern was the **Reviving the English-Only Option in Certain Programs** and the following comments against the motion were received:

- shifting away from bilingual mandate
- proposition pour le monolinguisme contre-productive
- no empirical evidence to support success for a unilingual stream
- problème d'iniquité

- la langue française est perçue comme une cible la plus facile pour le problème du recrutement et de la retention
- will hear less « french » at Glendon
- bilingual mandate protects Glendon's « raison d'être »

Comments in support of the motion were:

- Glendon has been admitting students with low average grade
- lots of students not aware of bilingual requirement and they struggle with it
- importance of language will not be ignored but rather re-examined in a broader sense
- there is an urgent need to deal with recruitment & retention which is currently in crisis
- the motion will not necessarily be a vote for unilingual stream – it will be more to open the conversation to address recruitment, retention, and possibilities and tradeoffs
- decline in enrolment needs to be addressed and the WG will look into the issues
- WG to look into marketing & advertising strategies
- Why only a small amount of students are accepted in some programmes
- Glendon perceived as a French college and this is a deterrence
- Language might not be an issue and impossible to know without conducting a study

In general, the discussions were focussed on the current declining enrolments. It was noted that the problem should be examined at its core and a WG could do so and propose options to make Glendon thrive again. Keeping the status quo at this time could be detrimental for its survival in such a competitive market as Glendon has still not recovered from the latest strike and will have to deal with the problems caused by the pandemic. Given the importance of languages, options such as reviving of various language streams could be considered. Part of Glendon's funding is attached to its Glendon's bilingual mandate, and getting rid of such mandate should not be an option.

At 3:25 pm, a motion to extend the meeting for 15 minutes was moved and **approved (46/2)**

Following discussions, the following amended motion was proposed and **approved (33/19/6)**

Recruitment and Retention, and Reviving the English-Only Option in Certain Programs

Motion: that Faculty Council establish a working group (WG) to examine recruitment and retention. The WG will study the factors influencing historical changes in recruitment and retention and communicate with other discussions (such as possibilities and tradeoffs for reviving of various language stream options in certain undergraduate programs, the administrative structure ad hoc committee, the bilingualism WG, and the common core curriculum leaders) as well as CASTL and Curriculum committee and will present Council with one or more concrete plans for vote or further action no later than the regular September meeting of Council. The WG's mandate expires at the end of the 2020/21 academic year but Council can extend the mandate if necessary.

Membership: Principal and Vice-Principals, Chair of Council, Director Academic Services or delegate, Director Recruitment or delegate (all ex officio non-voting); 4 or 5 professors (of whom at least 2 serve or have served as department chair or program coordinator) + **4 or 5 students**

2. Adjournment

La séance est levée à 15 h 50.