



ACADEMIC COUNCIL AGENDA
Wednesday, June 18, 2:30 p.m. to 4:30 p.m.
Labatt Hall 103

MISSION: An engaged liberal arts university community in which our Catholic character, Catholic intellectual tradition, and commitment to reconciliation and equity inform unique learning experiences that promote critical thought, creativity, and articulate expression.

- 1.0 Land Acknowledgment
- 2.0 Opening Prayer
- 3.0 Committee Reports
 - 3.1 Scholarship and Bursary Committee (*Chair, G. Gemson*) Decision
- 4.0 Reports
 - 4.1 President (Interim) Verbal Report
 - 4.2 Vice-President and Academic Dean (Interim) Verbal Report
 - 4.3 King's University Council Students' Council Report Information
- 5.0 The Unanimous Consent Agenda
 - 5.1 Educational Policy Committee (*Chair, M. Yenson*) Information
 - 5.2 Planning and Priorities Committee Report Information
 - 5.3 Strategic Enrolment Management Committee Information
 - 5.4 Mission Integration and Inclusion Committee Information
 - 5.5 Governance and Nominations Committee Information
 - 5.6 Minutes of the Meeting of May 21, 2025 Decision
- 6.0 Items Removed from the Consent Agenda Discussion
- 7.0 New Business
- 8.0 Adjournment

Paul Wilton



Report to: Academic Council
From: Scholarship and Bursary Committee
Re: Report on the Meeting on June 5, 2025
Date: June 8, 2025

For Approval:

The Scholarship and Bursary Committee met on June 5, 2025, and brings forward to Academic Council three motions for approval.

Automatic Entrance and Continuing Scholarships for Domestic Fee-Paying Students
Automatic Entrance and Continuing Scholarships for International Fee-Paying Students

The committee discussed revising the policies and amounts for the automatic entrance and continuing scholarships for Domestic Fee-paying Students and International Fee-paying students as per the attached documents.

Background & Rationale:

Amy Casson, Director of Marketing and Communications was a guest at the committee meeting. Associate Director- Enrolment Services Thomas Gray and Amy presented information on the various scholarships available to King's students. Tom noted that the amount rendered for scholarships at King's is presently approximately \$4.1million.

Amy provided a market competitor analysis of the competitor schools and said that the research did not show proof that if we discounted our fees and/or scholarships students would come to King's. Our goal should be not to do what they do, but to be on par with the competition. Schools provided opportunities for financially challenged students and for very highly performing students. She added that the other competitor schools had lower amounts of entrance scholarships with higher beginning averages.

A total of 10 proposals were put forward, which the Scholarship and Bursary Committee discussed and reflected upon and concluded that an amount to the total of \$1.296 m can be saved.

Domestic Fee-paying students	
Proposal 1 (Increase the final secondary school admission averages from 82% to 85%)	\$200,500
Proposal 2 (Increase the secondary school entrance scholarship arts and humanities admission averages from 82% to 85%)	\$196,000
Proposal 3 (Reducing SHSM to \$500) (already approved)	\$207,000

Proposal 4 / 5 (University and College Transfer Entrance Scholarships: Post-Secondary Transfer Entrance Scholarships)	\$5,000
Proposal 6 (Increase in the CEGEP Entrance Scholarships averages from 82% to 85%)	No students last year
Proposal 7 (Increase in the Continuing Scholarships for Full-time students from 80% to 85%, removing Continuing Scholarships for part-time students)	\$559,125
International Fee-paying students	
Proposal 8 (University and College Transfer Entrance Scholarships: Post-Secondary Transfer Entrance Scholarships.)	None
Proposal 9 (Increase in the Continuing Scholarships for Full-time students from 80% to 85%)	\$58,000
Proposal 10 (The Secondary School Entrance Scholarships for International Fee-paying students begin at 85%)	\$41,000
General	
International Experiential Learning Awards	\$30,000
Total	\$1,296,625

If approved, the revised eligibility policies and amounts would be effective from September 2026.

Motion 1:

That Academic Council approve a revision to the policies and amounts for the Automatic Entrance and Continuing Scholarships for Domestic Fee-Paying Students

Motion 2:

That Academic Council approve a revision to the policies and amounts for the Automatic Entrance and Continuing Scholarships for International Fee-Paying Students

International Experiential Learning Awards

The committee discussed reducing the award from \$1500 per student to \$1000 per student.

Background & Rationale:

The International Experiential Learning Awards are presently \$1500 per student and are used to fund international experiential learning opportunities for them. A total of \$92,000 was awarded as part of the International Experiential Learning Awards last year, of which 3 awards were a top up of \$500. 60 students received \$1500 amounting to a total of \$90,000. If the award is reduced to \$1000, King's would see an estimated potential savings of \$30,000.

This award was recently increased to \$1500, from \$1000, a couple of years ago. This motion intends to bring it back to its original amount.

A point to note is that there is also a bursary to support students in need of financial assistance.

If approved, the revised amount would be effective from September 2025.

Motion 3: That Academic Council approve a revision in the International Experiential Learning Awards from \$1500 to \$1000, effective September 2025

Respectfully submitted,

A handwritten signature in cursive script, reading "Josephine Gemson". The signature is written in black ink on a light-colored background.

Josephine Gemson, PhD
Interim Associate Academic Dean, and
Chair, Scholarship & Bursary Committee



Report to: Academic Council on June 18, 2025
From: Educational Policy Committee
Re: Report of the Meeting of June 4, 2025
Date: June 10, 2025

For Information:

EPC convened on June 4. No formal motions were put forward.

EPC discussed the following:

1. Changes to internships at Western Faculty of Social Science. The Dean of Students will invite a representative from Western to speak to EPC about internships/co-ops and opportunities for integration.
2. Draft Academic Program Review Framework: Presented by M. Yenson and J. Eastabrook for EPC feedback. A finalized framework will come to EPC for approval.
3. EPC Summer Work Plan:
 - a. The Academic Plan drafting committee will continue to meet, to present a draft plan to EPC/AC in the Fall.
 - b. An EPC ad hoc working group on online learning will be established
 - c. An EPC ad hoc working group on course caps and/or first-year experience will be established: focus still to be finalized.
 - d. Review of Policies, structure, and support of faculty-led experiential learning travel courses is referred to the Subcommittee of EPC on Teaching and Learning, in accordance with the Subcommittee's terms of reference.
 - e. The Chair of the Retention Task Force of SEM Committee (G. Broad) will provide updates to EPC.

The next meeting of EPC is July 2, 2025.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "M. Yenson", written over a horizontal line.

M. Yenson (Chair)



Report to: Academic Council

From: Strategic Enrolment Management (SEM) Committee

Date: June 10, 2025

The Strategic Enrolment Management (SEM) Committee convened on May 27, 2025, to advance strategic discussions and planning related to enrolment management.

The committee received an update on performance tracking, including the implementation of an administrative tool and progress related to the PALS program. Notable trends in domestic and international applications were reviewed, and the implications of current offer expiry policies, which are now under active review. Additionally, the affiliation agreement was discussed in the context of supporting international student recruitment efforts.

Further discussion focused on marketing and recruitment strategies.

Planning for both the SEM long-term strategy and the annual enrolment plan continues, with targeted completion dates of September and November 2025, respectively, aligning with institutional budget cycles. To maintain momentum, the committee endorsed a hybrid meeting format throughout the summer months.

The committee also reviewed proposed updates to its membership structure due to recent organizational changes and forwarded recommendations for consideration by the Governance and Nominations Committee as part of its review of Academic Council this summer. These changes include replacing the spot designated for the Vice-President Finance and Support Services with the Chief Operating Officer and having this position chair the committee, and replacing the spot for the Director of Enrolment Services and Registrar, with the Director of Marketing and Communications,

June 8, 2024

Report from the Mission Integration and Inclusion Committee to Academic Council.

The committee met May 2, 2025:

1. The Mission Integration and Inclusion Committee (MII) invited Janet Loo to fill the vacant position on the committee for an ex-officio member from Campus Ministry.
2. Names were brought forward to speak at this year's Veritas Lecture Series.
 - a. Dr. Niigaan Sinclair will deliver the President's Lecture on Truth and Reconciliation on September 22, 7 pm. More details to follow on additional plans for an event in the afternoon with Dr. Sinclair.
 - b. Dr. Cory Labrecque will deliver the Christ the King lecture in November, date TBD. Dr. Labrecque's area of research focuses on AI and society.
 - c. Dr. Ben Muller and Dr. Allyson Larkin will deliver a lecture in the winter term focusing on Catholic social responsibilities to refugees and migrants, based on a research project they are engaged with along with 50 universities, the Vatican Dicastery for Integral Human Development, NGOs and other advocacy organizations, worldwide.
3. Peace Camp: In collaboration with Rabbi Dressler and Shanin Pardham, Joe Henry put forward a plan to pause this year's peace camp until a new model can be developed. The goal for this new model will be to incorporate more King's student participation as a work integrated learning and volunteer program. More details to follow as this plan evolves.
4. Jennifer Slay and Rob Ventresca have developed a document on Catholic identity which will be shared soon with the community.
5. Further resources on Catholic Mission and identity will be made available in the fall, 2025.



Report to: Academic Council
From: Governance and Nominations Committee
Re: Report of Meeting Held in June 2025
Date: June 11, 2025

The Academic Council's Governance and Nominating Committee (Committee) met on June 11, 2025 and had substantive discussions on the following items:

Academic Council Elections

The Academic Council Bylaw establishes Council's term as annually from September 1 to August 31. Over the coming weeks, incumbent members of Academic Council and Academic Council's committees whose terms are expiring will be reminded that their positions will be opened for nominations. Incumbents are welcome to stand for re-election when the nominations period opens. The Governance and Nominating Committee will review the term dates for Academic Council as part of its review of Academic Council this summer, with the aim of shifting to a July 1–June 30 schedule in alignment with contracts, sabbatical scheduling, etc.

Academic Council Self-Evaluation

The Committee reviewed the latest draft of Academic Council's self-evaluation and gave input to develop the next draft. Once reviewed again by committee the self-evaluation will be sent to members of Academic Council and its committees.

Faculty Assembly Survey

As noted in the previous report of the Committee to Academic Council, the results of the survey on a faculty assembly are being made available for Academic Council's consideration. While the motion from Academic Council directed sought consultation by and a recommendation from the Committee, Committee discussion led to the conclusion that the Committee as such was not in a position to make a formal recommendation to Academic Council based on the survey results. Therefore, the survey results are provided to Academic Council to inform its own deliberations on the question of a faculty assembly. The Committee also notes that changes to governance structures belong to the Academic Council self-evaluation and review process, subject to existent by-laws. Results of the survey are appended to this report.

A handwritten signature in black ink, appearing to read "M. Yenson", is positioned above a horizontal line.

M. Yenson (Chair)

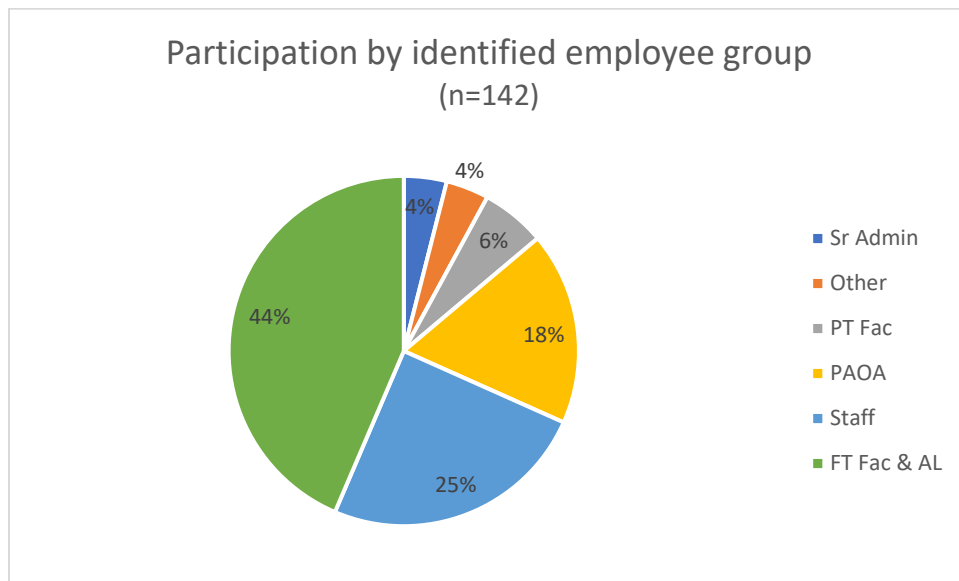
Creation of Faculty Assembly: Employee Survey Results

King's University College

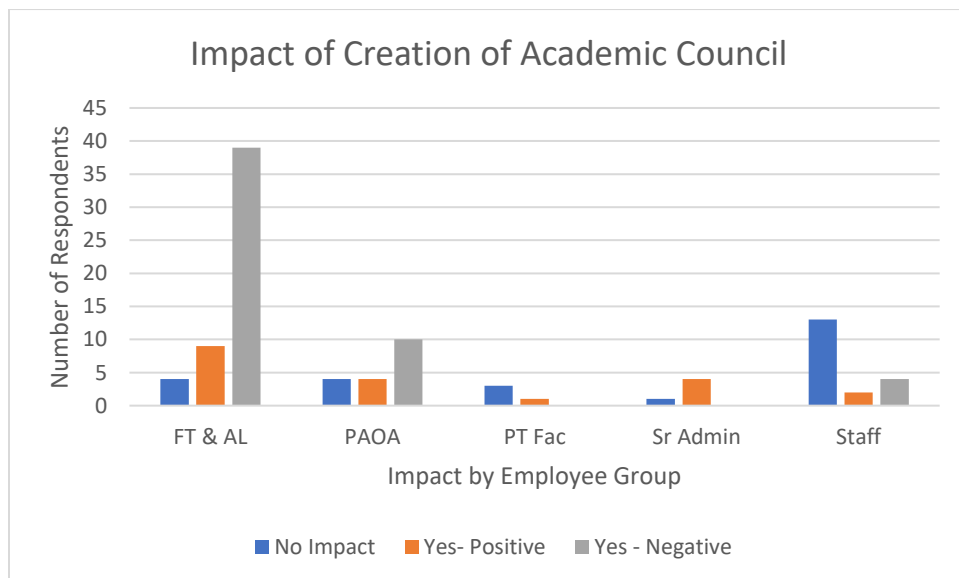
May 2, 2025

I. Descriptive Data

Broad participation across employee groups. Total participants = 159



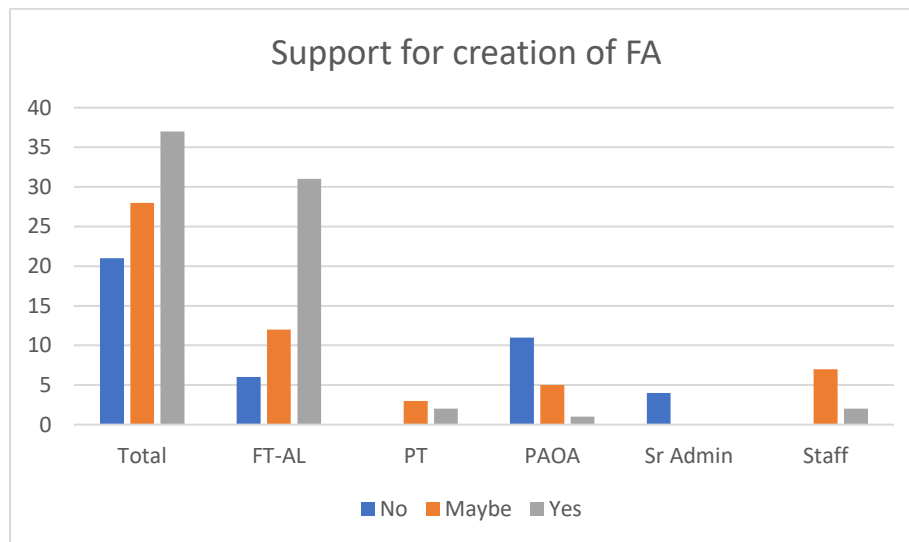
Impact (yes/no; if yes, positive/negative) of the creation of AC by employee group



Positive and Negative Impact of creation of AC by Attendance at FC & CC

Attendance	Impacted	%		No Impact	%
FC almost always	53	95		3	5
FC almost never	18	47		20	53
CC almost always	67	92		6	8
CC almost never	4	21		15	79
	+ve Impact	%		-ve Impact	%
FC almost always	11	22		38	78
FC almost never	6	33		12 *6 PAOA	67
CC almost always	16	25		47	75
CC almost never	1	25		3	75

Given a negative impact resulting from the creation of AC, support for creation of FA



Importance of rationales to create Academic Council, by weighted ranking:

1. Information sharing by VPAD
2. Drawing on a broader pool of ideas to address institutional issues
3. Opportunity to ask questions of VPAD
4. Inclusive consultation with faculty and academic librarians
5. Community-building amongst faculty and academic librarians
6. Provide recommendations to Academic Council
7. Integration of pre-tenure faculty

II. Qualitative Findings: Themes

Representative quotes for themes in following section

Please explain how the creation of Academic Council has negatively changed your experience.

Disconnection

Exclusion & Power Imbalance

Ineffective Communication Channels

Loss of Bicameral Governance

Please explain how the creation of Academic Council has positively changed your experience.

More efficient/functional

Less negativity

Fewer demands on time

Please explain the ways in which your Department is unable to meet any of those needs.

Not relevant option for many units

Wrong scale

Ineffective integration

Workload

Please explain the ways in which Community Assembly is unable to meet any of the above needs.

No meaningful role to participate

Exclusionary to staff/PAOA

Experience too tightly controlled

Unsafe with supervisors present

What were some of the strengths of the community assembly forum?

Space for all members of King's to attend

Community Building

Forum has potential

How could the community assemblies be improved?

Accessibility

Increase dialogue

Meaningful input & outcomes

Better information-sharing

Are there other powers you think Faculty Assembly should have?

See qualitative data

Do you have any further thoughts to share about whether to create a Faculty Assembly?

No to Faculty Assembly - Faculty already effectively represented

Meaningful Role for Faculty Assembly

Other suggestions to address issues identified in motion for Faculty Assembly

See Qualitative data

III. Representative Qualitative Data

Please explain how the creation of Academic Council has negatively changed your experience.

Disconnection

- I rarely see the collective members of King's at any one time. I feel disjointed from process and decision making. I feel isolated from King's.
- There is no longer the same level of communication about what's going on at the College - which is particularly dire given the current circumstances. I feel out of the loop about what is being discussed and decided upon. Further, I feel that the lack of regular meetings has eroded the sense of community that was once present at the College. I rarely see many of my colleagues. This is a time when we should be pulling together as a campus community, not adrift apart.

Exclusion & Power Imbalance

- [PAOA and Staff] many of whom have unique experience and knowledge of operational functions at King's have lost all but one seat of representation in the shift from College Council to Academic Council. "Academic" Council, comprised almost exclusively of faculty members, has decision making/voting functions for budget, operational issues, etc. How can all areas of the college receive equitable consideration when only one interested party has voting power.
- Staff and PAOA have been all but excluded from decisions that directly impact their operations, including their budgets. The new structure gives too much power to Faculty over issues where they lack appropriate knowledge and expertise, and where they are in a conflict of interest.
- Having a more proportionate ratio of PAOA and Staff members to faculty may make for a more positive experience for people in those employee groups.

Ineffective Communication Channels

- I have no idea what is going on. I only receive very basic information from my chair.
- Fewer channels of communication just pushes the work of communication onto the Dept. Chairs and Directors, etc. to send out to faculty. Will it be consistent? Will it be done well or at all? I'm sure the variety of information sharing is wildly different for all faculty now which is one problem created with the AC.

Loss of Bicameral Governance

- The creation of Academic Council has reduced the transparency of the administration and the engagement of the King's community and has limited participation in collegial governance to a small number of individuals. The vision and goals for King's and the problems that we face are far less clear. Overall, King's no longer feels like it has collegial governance. If the goal in ending the faculty and college councils was to disenfranchise the King's community, then I believe it has worked; I no longer feel like part of a community working towards shared goals.
- Academic Council is really little more than EPC and while it covers topics that were discussed at College Council, since, by virtue of the small membership, there is much less input of insight, it is far less effective. Further, there is at least a perception, and it certainly seems as though the perception is the reality, that the various committees of AC are tasked with doing things which, when an outcome is provided, it often seems to be ignored. Thus, the AC seems to be a rubber stamp for the president/board and powerless, even though it tries to act. The neutering of input and the "puppet" nature of AC and its various committees has led to a sense of despair among staff and faculty because it seems like committees are created and "empowered" to make recommendations, but the decisions are made regardless of what the committee suggests. Further, the process for really important elements of the university leadership (i.e. the hiring and firing of senior management) has been done in what seems an arbitrary and unilateral way without any actual

process in place. The organizational restructure was supposed to streamline governance but not to the point where decisions are actually made by one or two people.

Please explain how the creation of Academic Council has positively changed your experience.

More efficient/functional

I serve on the Academic Council. While I appreciate concerns that it has lessened faculty representation, I have found the AC sessions to feel much more functional and collegial than College Council.

It is a far more efficient, representative body. It has had teething problems but is more focused on academic work and less of a catch all for the airing of personal concerns and grievances.

Less negativity

A smaller represented group and minimizes the negativity that occurred at college council.

Fewer demands on time

I have appreciated some space in my calendar as those meetings were time consuming and did not allow for attending by Zoom to meet caregiving needs and other scheduling issues.

Please explain the ways in which your Department is unable to meet any of those needs.

Not relevant option for many units

- These would be outside the scope of an operational department

Wrong scale

- The body is too small. The integration needs to happen in a large forum. It is best to discuss any issues with as many perspectives as possible, and a one-discipline perspective will NEVER accomplish that. Small and large departments still need to come together. We are losing the connection among faculty members.
- I am part of a small already overburdened department and while information is in fact shared regularly ... community building, exposure to a broader base of ideas and consultation to the degree it could and should happen are beyond us

Ineffective integration

- without circulation of AC materials in advance, including with sufficient time to discuss as a department, it is not really possible to request questions are brought forward to the VPAD or to make recommendations to AC

Workload

- I do not want to put more pressure on my chair to do all the things that academic council should.
- I think individual departments are probably able to disseminate important information and receive feedback on that same information, but at the same time, I can imagine that is asking a lot of a Chair who is already burdened with a lot of administrative tasks.

Please explain the ways in which Community Assembly is unable to meet any of the above needs.

No meaningful role to participate:

- Because there are no Motions, nothing much is at stake; no one is accountable; no Minutes are taken.

- We are limited to pre-selected topics of discussion decided by administration which do not seem to reflect pressing institutional issues. Senior administrators do not take notes during these meetings which gives the impression (at least to me) that the assemblies are performative rather than a genuine interest in others' ideas and suggestions, this is the reason I stopped attending.

Exclusionary to staff/PAOA

- There is no decision making happening at this meeting and that is the difference that strongly underlines how unvalued nonacademic staff is
- "Staff/PAOA" encompasses many people from many different offices, departments and roles. Having limited representation on council limits the ability to represent everyone's interests, questions and concerns. It does not provide opportunity for community building, or the opportunity to open up to a broader pool of resources or ideas that "staff" could provide.

Experience too tightly controlled

- While there is information shared, it has felt that there is no room for discussion or suggestions. It is more like an exercise in telling us what is/will be, it is not a consultation. Yes, we are invited to share but it doesn't feel like a sincere invitation nor a safe one. The structure of forcing people to sit in assigned spots is also not great practice. It feels like CA is not about feedback, community building, and working together to draw on our many areas of expertise and lived experiences. It feels forced, uncomfortable, and I leave not having many questions answered in concrete ways
- The community assemblies are curated and scripted. This is governance theatre - a masquerade that fails to make up for the deep democratic deficit and legitimacy crisis at the college
- Chaos is the price of being dynamic and responsive. Our industry is being disrupted right now, and this is perhaps the worst time to remove avenues for less-structured discussion in a venue where decisions still get made.

Unsafe with supervisors present

- Many non-academic staff feel unsafe expressing honest concerns when their manager/BUH is there, most have had some form of retaliation when they've spoken out about issues.

What were some of the strengths of the community assembly forum?

Space for all members of King's to attend

- The community assemblies provide opportunities for all level of employees of King's to gather and discuss the issues, offer thoughts and suggestions for solutions. It is an opportunity for all levels to work together and strengthen the King's community.
- It is the only forum where staff and professional officers have a voice, and is the only venue for them to get information directly. It is also the only place where they can openly hear and discuss proposals made by faculty.

Community Building

- It's nice to see the College coming together again for something.
- Interaction among different constituencies of the College.
- It is a wonderful time to connect with colleagues in other units. Without faculty and college council, it has become less likely to meet with others face-to-face.

Forum has potential

- Community Assembly is able to provide us with broad information on the current institutional issues. It also provides an opportunity to meet with other faculty, staff, PAOA members. However, due to the prescribed format, the information is mostly one-way from senior admin, and there is limited opportunity for discussion and questions. The opportunity for consultation with all members is there and needs to be expanded.

How could the community assemblies be improved?

Accessibility

- Be available recorded online for the night shift employees to be able to be updated in the information sharing.
- Make it so ALL staff can attend, allow the closing of an office if it comes down to it. Staff know that forcing at least one person to stay behind in an office helps keeps us from being informed and organized. The senior admin need to give actual answer or admit they don't have them, be leaders not managers.

Increase dialogue

- more time for questions from the floor
- More of a feedback loop- not just information going one way. working group style. answering tough questions. allow for some discomfort. genuine interest in what we have to say- how we feel. Ability to apologize for missteps or misrepresentations or slow information without getting defensive.
- Having more time for discussion and questions of current issues, and generating ideas together on how to resolve them.

Meaningful input & outcomes

- Have some sort of accountability mechanism to the community. If there is a question or suggestion - this should be followed up with in a public way.
- Allow discussions and questions. Provide an agenda and information ahead of time so that people in attendance can process information prior and come ready to discuss.

Better information-sharing

- the leaders could provide more detailed specific information. such as, we are in a deficit of \$amount. we have put in place measures to date to save \$amount. the steps we are taking next are...
- The assembly in March did not really provide answers to any of the questions being asked. The answer was always that we would have answers in a few weeks. The assemblies will work when there are answers or real information provided.

Are there other powers you think Faculty Assembly should have?

- Make recommendations to the Board.
- Report to academic council .. two way street to assist with dampening the rumour mill
- Faculty assembly should be a place where faculty can connect with the VPAD and President, and get more clarity and insight into the strategic direction and decisions being made at King's right now.

Do you have any further thoughts to share about whether to create a Faculty Assembly?

No to Faculty Assembly

Faculty already effectively represented

- There is no need at all for this proposed forum or body. It only serves to give Faculty greater power in decision making and to be less transparent with staff and professional officers. If faculty want more information or to share ideas, they can discuss those issues with their AC reps and Chairs. Otherwise, that is the purpose of having Chairs and an Academic Council?
- There is no apparent need for such a body. It recreates College Council but excludes staff and professional officers. It would look foolish for such a body to be formed given the rationale for creating Academic Council in the first place. KUCFA seems like the appropriate body for dealing with the issues faculty want to address by forming a Faculty Assembly.
- I think that since almost all members of Academic Council are faculty, having a Faculty Assembly would only be necessary as information sharing and community building. Faculty can be acting as representatives of their departments if there are concerns others want brought up, just as the Staff and PAOA Council members are. Having a Faculty Assembly make recommendations or have powers similar to Academic Council would be the same thing as previous College Council. This may also make other employee groups feel alienated and unequal.

Meaningful Role for Faculty Assembly

- The FA needs to be more than a symbolic gathering; it should be a governing body with real influence so that it is meaningful and effective.
- In an era of cost containment it is important to have a safe space to gather and discuss important matters that will impact teaching and research. I see more positive outcomes with a faculty assembly than negative outcomes.
- Add it to the Academic Council By-Law as a Standing Committee. With Faculty Assembly, as all other Academic Council Committees, developing and sharing its own Terms of Reference. "
- Faculty Assembly as an opportunity for faculty to gather, discuss, and engage with the VPAD informally would be preferable to an additional structure within governance.
- It should be a faculty hub that considers the impact of administrative planning on programming and the long-term goals and mission of the liberal arts university, and bring recommendations to safeguard that mission.

Other suggestions to address issues identified in motion for Faculty Assembly

- A better idea would be to have more frequent, smaller, constituently-based meetings with agendas and open questions so discussions can be focused and relevant to the attendees."
- Have rotating community spotlights where individuals or groups can share updates, ideas, or concerns directly from their lived experience on campus
- [For CA or beyond] . Perhaps an element of people being invited to share their ideas on subject/problem 'X.' But giving people an idea ahead of time is important. An agenda or list of themes, questions etc. so people know going in what will be discussed, what problems/tasks the college is grappling with and so on. This gives people time to prepare thoughtful answers and questions. Then some sort of written and public follow up to those sessions, ideas, questions after the CA.
- Perhaps there should also be assemblies of other employee groups with an opportunity for communication between groups (i.e. if there is a staff and/or PAOA assembly can their representatives have a standing

invitation to address the FA; similar with student reps). There may also be a need to clarify whether CUPE members are welcomed to/represented by this body.

- If the intent with creation of academic council was to host more efficient meetings while still communicating information with faculty and inviting input via representatives, there is an opportunity to improve the latter through a faculty assembly held at a regular interval ahead of AC. The agenda and materials for AC can be circulated ahead of FA, faculty members can review and discuss via FA. Representatives can then take the perspectives of FA to AC. FA in this vision need not involve the VPAD. The meetings could essentially function like Faculty Association meetings (self-governed by an elected chairperson) -- but operating as Faculty Assembly rather than Faculty Association, as a formally recognized governance body, creates accountability to circulate comprehensive information with the intent/purpose to support participation and representation of the broader faculty.



ACADEMIC COUNCIL
MINUTES OF MEETING
May 21st, 2025

The meeting was held in Wemple Vitali Lounge.

COUNCILORS:

Laura Béres
Nonie Brennan 🌐
Graham Broad
Claudia Clausius 🌐
Adrienne Co-Dyre
John Dool
Russell Duvernoy
Jeannette Eberhard 🌐
Jordan Fairbairn
Josephine Gemson
Eunice Gorman
Chaya Halberstam
Erin Hannah
Jeff Preston

Joe Henry
Peter Ibbott
Jen Jeffrey
Liam Kennedy
Allyson Larkin 🌐
Miriam Love
Kristin Lozanski
Donna Maynard
Alison Meek
Laura Melnyk Gribble
Jacquie Newman
Loretta Norton (for M. Penner)
Brian Patton

Pat Ryan
Jane Sanders
Steve Shajimon
Jennifer Silcox 🌐
Ridley Smith
Ricardo Soto
Natalie Spruce
Thomas Tiekou
Joseph Turnbull
Robert Ventresca
Corinne Walsh
Paul Wilton
Mark Yenson

🌐 *Virtual*

MINUTE TAKER: Kate Deonarine

R. Ventresca, Chair, called the meeting to order at 2:31 PM.

1.0 Land Acknowledgment

The land acknowledgement was offered by Jessica Medenilla, a Recruitment Officer in Enrolment Services

2.0 Opening Prayer

R. Ventresca extended a warm welcome to all in attendance and offered blessings to the group.

3.0 Committee Reports

3.1 Educational Policy Committee

M. Yenson, Chair, presented the following motion for decision:

MOTION:

That Academic Council approve that effective September 1, 2025, The Major Module Revision- Introduction of Major in English for Teachers be introduced at King's University College.

M/S Educational Policy Committee

CARRIED

3.2 Scholarship and Bursary Committee

M. Yenson on behalf of J. Gemson presented the motion for decision:

MOTION:

That Academic Council approve the recommendation that a revision to the entrance scholarship eligibility, increasing the eligibility criteria to an average of 85%, instead of 82%.

M/S Scholarship and Bursary Committee

TABLED

M. Yenson recommended that the motion be tabled for further consideration and revisited once there is greater clarity regarding the current recruitment cycle and its potential future impact. It was noted that there is no immediate urgency associated with this motion.

MOTION:

That Academic Council approve the recommendation that a change in the amount of the SHSM scholarships, from \$2000 per student to \$500 per student.

M/S Scholarship and Bursary Committee

CARRIED

(3 abstentions)

Concerns were raised that the proposed amount could impact student interest, with some advising that the \$2,000 figure may be overly generous. The discussion focused on whether this amount effectively attracts more students and clarified that the intention is strategic, aiming not for a higher amount but for a more targeted approach. It was noted that this strategy is designed to support students in need, and the committee was commended for its efforts to ensure equity in this decision.

4.0 Reports

4.1 President (Interim) Report

R. Ventresca delivered a presentation outlining Western's potential partnership with Navitas aimed at enhancing the recruitment of international students into undergraduate and first-year professional master's programs.

R. Ventresca emphasized potential benefits of the partnership, including the acceleration of revenue growth without requiring up-front investment, as well as the diversification of the international student population. The partnership may also ensure that international students have access to robust support systems and full participation in Western's student services and extracurricular offerings.

R. Ventresca outlined Senate's decision-making process, noting that the proposal would be subject to review by relevant committees and ultimately require approval from Western's Board of Directors, with a further update expected in June.

Detailed consideration was given to the potential risks and benefits for King's, particularly if Western were to proceed independently, which could jeopardize King's international recruitment efforts. Currently, King's enrolls just over 400 international students, representing approximately 17% of the combined international student body at King's and Western. Should conditional offers be extended proportionally under the partnership, King's could see an increase of 10 international students by 2028–29, growing to an additional 130 by 2033–34.

A comprehensive discussion was held regarding Western's International College, focusing on its role as an undergraduate pathway program and the rationale behind its establishment. The logic and sustainability of such a model were examined, including what it entails, why it exists, and how it could impact broader institutional strategies. The conversation returned to the implications for King's, with detailed discussion on the risks and advantages of this initiative. Notably, there has been no formal engagement with Western to date, though the formal approval process was outlined, and it was emphasized that the partnership could significantly influence King's international recruitment efforts—particularly if Western proceeds independently.

It was also noted that King's holds two seats on Western's Senate, highlighting a potential channel for influence. The possibility of more structured engagement with Western was raised as a strategic opportunity. Pricing strategies were also discussed, with P. Ibbott commenting on the variation in pricing models across different partners.

The conversation shifted to Kingsway Academy and its current affiliation with King's, including questions around student success rates, the clarity of its connection to King's, and opportunities to enhance or reimagine this relationship. There was recognition that multiple contracts currently exist with Kingsway, but that the arrangement is not yet optimized. However, there are emerging visions for this partnership, including the potential for space integration.

It was noted that the timeline for any potential collaboration would target a 2026 launch, requiring significant planning and engagement within the next 3–4 months.

Board-level involvement would be critical, and while this specific partnership is under consideration, alternative options remain on the table. Western will continue to pursue its international recruitment infrastructure and strategies, which may augment or diverge from King's approach.

T. Tiekue raised a question regarding a statement in the report (page 32), which suggests that over the next 3 to 5 years, there may be a need to ensure that King's remains "small," potentially implying a downsizing of operations. In response, R. Ventresca clarified that the reference to "smallness" pertains to the distinctive sense of community at King's, rather than a directive to reduce size or scope. Emphasized that there is, in fact, an expectation of growth, and that any future investments must be strategically designed to enhance King's market competitiveness. R. Ventresca further noted that the goal is not simply cost-cutting, but rather a balanced approach that includes thoughtful investment in key areas.

Future discussions will focus on leveraging existing institutional assets to support sustainable growth, with the overarching intent to remain competitive and market-relevant in the evolving postsecondary landscape.

4.2 Vice-President and Academic Dean (Interim) Report

M. Yenson provided an update on committee activities and extended congratulations to the School of Management, Economics, and Mathematics (MEM), with particular recognition for the successful completion of a module led by J. Turnbull. M. Yenson expressed appreciation for the collaborative efforts of academic units in supporting summer course planning, noting careful coordination and thoughtful execution.

The summer session has generated \$5.7 million in gross earnings—a promising figure, though already incorporated into the current budget. Emphasized that summer offerings play a vital role in supporting students' academic progress. For the first time, King's has received a cheque from Western through the cross-flow process, marking a positive financial milestone.

Regarding Intent to Register (ITR), overall figures are up from the previous year, with domestic ITRs increasing from 73% to 77%, and international ITRs reflecting a 41% rate, with individual international confirmations reaching 74%. Outreach efforts, particularly one-on-one engagement, will continue throughout the summer.

The discussion also touched on the topic of generative AI and academic integrity, noting that related policies are now linked to broader institutional frameworks involving multiple stakeholders across the community.

On the admissions front, tracking efforts show increased engagement, although only 60 of the 160 available PAL (Provincial Attestation Letter) slots have been used to date, indicating significant capacity for further utilization.

An update was provided on the suspension of admissions to several academic programs, along with an explanation of the associated procedures. The following programs were noted as affected:

- Thanatology (HSP)
- all modules in World Religions and Cultures;
- Minor in Middle Eastern Studies;
- Specialization in Catholic Studies; and
- Specialization in Religion & Society.

It was clarified that academic advising will play a critical role throughout this process, not only to support affected students but also to assist with course planning and ensure alignment with administrative decisions. A clear distinction was made between academic advising responsibilities and administrative determinations related to program suspensions.

Questions were raised about the role of EPC and how decisions regarding program suspensions are made. A discussion followed, outlining the committee's process and criteria used to determine which programs should be suspended, ensuring transparency and alignment with institutional priorities.

Faculty achievements were acknowledged.

4.3 King's University Council Students' Council Report

Incoming Student Council President, B. Lovie shared an update following his participation in his first round of committee meetings and took the opportunity to introduce several of his colleagues. Highlighted early engagement with key stakeholders and outlined several new initiatives currently underway.

Among the topics discussed were upcoming summer hiring plans and the involvement of departmental representatives in supporting these efforts. B. Lovie also referenced preliminary discussions on transit planning, noting that a new proposal is expected to be brought forward in June. Emphasized the importance of connecting with executive leadership and fostering greater collaboration with academic programs, signaling a proactive and inclusive approach to institutional leadership.

5.0 The Unanimous Consent Agenda

5.1 Mission Integration and Inclusion Committee Information

5.2 Governance and Nominations Committee Information

5.3 Teaching Excellence Award Committee Information

5.4 Minutes of the Meeting of April 23rd, 2025 Decision

MOTION: To approve the consent agenda

Moved: B. Lovie / P. Ryan

CARRIED

6.0 Items Removed from the Consent Agenda

None.

7.0 New Business

P. Ryan indicated an intention to propose a new motion, along with a clear rationale. The rationale outlined the purpose and anticipated impact of the motion, ensuring alignment with institutional goals and academic priorities.

MOTION:

Academic Council (AC) directs the Education Policy Committee, and the Priorities and Planning Committee to meet at least monthly over the months of June, July, and August of 2025 to address the structural and financial issues facing the College.

Moved: P. Ryan / J. Newman

CARRIED

The rationale for the motion was that: KUC leadership has reported the need to identify over \$17.5 million in reduced annual expenditures or increased revenues within the next three years. Meeting this target will require significant structural reforms, with proposals needing to be submitted by September and October 2025 for implementation in 2026–27.

Many of these reforms fall under the scope of the Academic Council's Educational Policy and Priorities and Planning Committees. To ensure a thoughtful and informed process, these committees should form work teams over the summer to begin necessary investigations and planning.

Delaying this work could lead to rushed and less collaborative decision-making in the fall, jeopardizing the quality of reform efforts.

MOTION:

That the Academic Council (AC) direct the Education Policy Committee (EPC) to develop plans for adjusting academic programs to reduce costs and report their findings to the Academic Council by September 2025.

MOVED: T. Tiekue / P. Ibbott

CARRIED

The rationale for the motion was that: Page 32 of the President's Report highlights the need for immediate and long-term action—over the next 3 to 5 years—to secure King's future as a small, primarily undergraduate Catholic university affiliated with Western. This will require further cost reductions beyond the 15% implemented this year, with potential programmatic and teaching impacts.

To ensure these decisions are made thoughtfully and collegially, the motion calls for the Educational Policy Committee (EPC) to take a leadership role, actively engaging program heads, directors, and chairs. Setting a September deadline will allow Academic Council to have a meaningful discussion and provide strategic guidance to the Priorities and Planning Committee in advance of the 2026–27 budget cycle.

Council members spoke in support of the motion, offering aligned rationales.

MOTION:

That the Academic Council (AC) meetings run for a duration of two (2) hours.

MOVED: A. Meek / L. Gribble

CARRIED

The rationale for the motion was that: Members have adequate time and complete information to engage in informed decision-making, without feeling rushed. It was also noted that any extension of meeting times—such as adding an additional 30 minutes should be approached with caution, as it may conflict with members’ teaching schedules.

MOTION:

That That within the meeting materials for the next Academic Council meeting and quarterly thereafter, Academic Council be provided with additional financial information including a statement of cash flows, updates on employee future benefits liabilities, and changes to non-cash operating working capital.

MOVED: J. Turnbull / J. Newman

CARRIED

The rationale for the motion was that: To make available, in advance, key financial information typically included in the audited financial statements released in September. Providing this data earlier will support academic bodies in understanding the broader financial context and help build necessary buy-in for upcoming changes—some of which may be difficult or unpopular.

8.0 Adjournment

MOTION:

To adjourn the meeting [at 4:10pm].

Moved: P. Ibbott Seconded: L. Gribble

CARRIED

Robert
Ventresca,
Chair

Paul Wilton,
University
Secretary