



University  
of Victoria

Ad hoc Senate  
Committee on Academic  
Health Programming

# MEMO

**Date:** November 22, 2023  
**To:** Senate  
**From:** Ad hoc Senate Committee on Academic Health Programming  
**Re:** **Proposed Rationale for the Faculty of Health**

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The [Senate Committee on Academic Health Programming](#) is pleased to provide Senate with a proposed rationale for a new health-related faculty, a suggested name and a list of proposed initial units, for discussion and feedback. The Committee will make revisions to this document following the Senate discussion and as we continue to engage in consultations. The Committee intends to bring an updated version of this document to Senate in early 2024, along with interim appointment procedures for a new dean. A vote would likely occur in February or March, depending on feedback.

The Board of Governors, following the approval of Senate, establishes faculties as well as procedures for the recommendation and selection of candidates for deans.

In addition to providing some certainty to our campus community—including faculty and staff directly impacted by the creation of a new faculty—the rationale will allow for the recruitment of the new dean to lead this work in consultation with the initial units.

Our proposed rationale is based on extensive consultations, including the campus-wide survey and townhall, as well as discussions with academic units, chairs and directors, Deans' Council and Academic Leadership, Integrated Planning and Executive Council. In addition to the proposed rationale, the attached document contains explanatory notes and additional considerations.

There continues to be great enthusiasm across campus for this initiative. Among the benefits is the opportunity to attract high-performing students, including by providing experiential learning and training opportunities as well as research-enriched learning from experts in health-related fields. As well, a new health faculty will improve UVic's ability to respond to pressing local and global health challenges through expanded research opportunities, enhanced partnerships with health care organizations, and increased access to funding and resources. There is also support for increased collaboration and interdisciplinary approaches among units.

Additional information about this initiative is available on the [project web page](#).

**Attached:** Draft rationale for the Faculty of Health

Respectfully submitted,

**Ad hoc Senate Committee on Academic Health Programming**

Helga Hallgrímsdóttir, (Chair), Deputy Provost  
Elizabeth Adjin-Tettey, Associate Vice-President Academic Programs  
Carrie Andersen, University Secretary  
Vanessa Andreotti, Dean, Faculty of Education  
Lisa Bourque Bearskin, Faculty of Human and Social Development  
Tony Eder, Associate Vice-President Academic Resource Planning  
Lindsay Gagel, Director, Academic Communications and Projects  
Lois Harder, Dean, Faculty of Social Sciences  
Robin Hicks, Dean, Faculty of Graduate Studies  
Fraser Hof, Associate Vice-President Research  
Sandra Hundza, Faculty of Education  
Cole Kennedy, Graduate student representative  
Darryl Knight, Providence Health Care (President's nominee)  
Nathan Lachowsky, Associate Dean Research, Faculty of Human and Social Development  
Peter Loock, Dean, Faculty of Science  
Lynne Marks, Faculty of Humanities  
Simon Minshall, Faculty of Human and Social Development  
Nathaniel Sukhdeo, Undergraduate student representative  
Wendy Taylor, Acting Registrar  
Bruce Wright, Head, Division of Medical Sciences  
Ashley Fitterer, Senior Project Officer (support)

## Proposed Rationale for a Faculty of Health\*

Confidential draft as of November 21, 2023

*\*rationale for proposed name is included below*

The Faculty of Health encompasses a balanced approach to health programming that includes biological and social determinants of health. This comprehensive faculty highlights our existing strengths in health and wellness education, training and research and provides a stronger external profile to attract and foster a diverse and talented community of students, faculty and partners committed to addressing systemic barriers to health care and creating healthier communities. Through the Faculty of Health, UVic will innovate solutions and advance services that support healthy communities and address local and global health care issues.

Students are engaged in research-enriched undergraduate and graduate programs that include significant experiential learning opportunities, such as work-integrated learning in health care settings (e.g., co-op placements, practicums, and interdisciplinary team-based programs on campus). Many of these programs will have external accreditation requirements, qualifying students to work in health care settings upon completion of their program. Initial programs offered in the Faculty of Health will primarily be related to existing programs offered by academic units that move into the faculty. Future programming could include new undergraduate and graduate degrees, as well as micro-credentials, certificates, diplomas, laddering, community outreach, and professional master's programs related to health and wellness.

Indigenous perspectives are embedded throughout the Faculty of Health, including through a distinctions-based approach. The Faculty of Health will prioritize Indigenous ways of knowing and scholarship, including by incorporating these perspectives into future programming, courses and curriculum related to health and wellness.

Initial programs to be included in the Faculty of Health, as part of the first phase:

- School of Public Health and Social Policy
- School of Health Information Sciences
- School of Nursing
- School of Exercise Science, Physical and Health Education
- Division of Medical Sciences

The Social Dimensions of Health interdisciplinary program, currently housed with the School of Public Health and Social Policy, will sit in the Faculty of Health.

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## Considerations and other recommendations

The Senate Committee on Academic Health Programming (the Committee) offers Senate the following considerations and recommendations related to the proposed rationale.

### Name

Several names were put forward to the Committee for consideration. The Committee recommends “Faculty of Health” as it encompasses the existing programs that we have proposed including, while also providing space for future and interdisciplinary programming.

The name is concise, clear, serious and reflects the draft rationale. Importantly, it is a name that will be understood by prospective domestic and international students; prospective faculty and researchers; potential donors; and community, business, government and post-secondary stakeholders and partners.

### Impact on other faculties and divisions

The Committee’s mandate is to not create a net-new faculty. Given that three of the proposed initial units are from the Faculty of Human and Social Development (HSD), the Committee recommends disestablishing the Faculty of Human and Social Development.

As well, the Committee recommends moving the Division of Medical Sciences into the Faculty of Health.

The ad-hoc Senate Committee on Academic Health Programming is committed to working with all units in HSD to find a new home faculty that aligns with their teaching and research strengths, either in the Faculty of Health or an existing faculty. The new home faculties will be determined in consultation with those units. Units in HSD whose homes are yet to be recommended include:

- School of Child and Youth Care
- School of Indigenous Governance
- School of Public Administration
- School of Social Work

### Units and structure

The Committee recommends that departments and schools generally move as a whole, with their existing faculty members. There may be exceptions to this that will be determined during the second phase of the project, and as the Committee consults on additional units to be included in or connected to the Faculty of Health (e.g., clinical psychology, counselling psychology, etc.).

It will be important to “right size” the Faculty of Health, including so as not to draw resources away from existing faculties. It will also be important to ensure units are appropriately sized, including to reduce administrative and service burden on faculty members, which can occur if departments are too small.

The final structure of the new Faculty of Health will be considered in consultation with the new Dean. It is recommended that the structure—whether it be fully departmentalized or otherwise—allows for collaboration and synergy among faculty, staff and students, as well as provide for interdisciplinary programming and research related to health and wellness. Efforts should be made to break down silos and foster cooperation between health-related disciplines, including those outside of the Faculty of Health. For example, students should have opportunities to take courses and electives from outside of the Faculty of Health, to promote multi-disciplinary learning. This could be supported by the cross-appointment of faculty.