



Date: April 22, 2024
To: Senate
From: Ad hoc Senate Committee on Academic Health Programming
Re: **Faculty of Health proposals for Psychology and Counselling Psychology**

The Senate Committee on Academic Health Programming is pleased to put forward two proposals to Senate – one for the Department of Psychology and one for the Counselling Psychology graduate program, a small standalone program currently located in the School of Educational Psychology and Leadership Studies within the Faculty of Education.

The proposals are presented as two separate omnibus motions to ensure that the appropriate motions are voted on together while also recognizing that each proposal should be considered individually. The Senate Committee on Academic Health Programming voted unanimously in favour of these motions at their April 19, 2024 meeting.

The process to develop these proposals was highly collaborative and both the Department of Psychology and the Counselling Psychology graduate program are supportive of their respective recommendations. The Committee wishes to acknowledge and commend them on their thoughtful deliberations and collegial consultations with each other and Committee members.

Regarding the Department of Psychology, the Committee recommends a single department structure with programs located in two faculties: the Faculty of Social Sciences and the Faculty of Health. This proposal recognizes the aspirations of the department to have engagement with the Faculty of Health while remaining a singular unit and minimizing disruption for faculty, staff and students. Although this is a new structure for UVic, similar hybrid arrangements have been implemented at other universities. The department, including the new structure, will undergo an external review in 2028.

A memo to Senate is attached to provide additional context as well as a memo developed in partnership with the Department of Psychology. The memo to the department references some processes outside of Senate's scope, including a Memorandum of Agreement that will be addressed once approvals are received.

Psychology proposal:

That Senate approve and recommend to the Board of Governors that it also approve:

1. That the Clinical Psychology graduate program offered by the Department of Psychology become part of the Faculty of Health effective May 1, 2025.
2. The Department of Psychology will exist as one department with programs in two faculties, the Faculty of Social Sciences and the Faculty of Health.
3. Persons holding academic appointments in the Department of Psychology who are part of the Clinical Psychology graduate program on May 1, 2025 shall hold an appointment in the Faculty of Health.

4. That all courses approved for offering in the Clinical Psychology graduate program continue to be approved for offering in the Faculty of Health.
5. The governance and programmatic oversight of the Clinical Psychology graduate program currently undertaken by the Faculty of Graduate Studies will continue.

The Counselling Psychology graduate program has expressed their interest in being part of the Faculty of Health. This is a small standalone program currently located in the School of Educational Psychology and Leadership Studies. Although the program aligns with the Faculty of Health's rationale, it does not currently fit within existing schools in the faculty.

The Committee recommends that the program sit at the faculty level (likely reporting to an Associate Dean) rather than join an existing unit in the faculty. There are similar arrangements for existing programs at UVic and the Dean, Health, can review and adjust the structure as the Faculty of Health continues to refine its mandate.

Counselling Psychology proposal:

That Senate approve and recommend to the Board of Governors that it also approve:

1. That the Counselling Psychology graduate program become part of the Faculty of Health effective May 1, 2025.
2. Persons holding academic appointments in this program on May 1, 2025 shall hold the same appointment in the Faculty of Health.
3. That all courses (undergraduate and graduate) approved for offering in the Counselling Psychology graduate program continue to be approved for offering in the Faculty of Health.
4. The governance and programmatic oversight of the Counselling Psychology graduate program currently undertaken by the Faculty of Graduate Studies will continue.

Next steps

The Board of Governors, following approval of Senate, establishes faculties and departments. Assuming a positive vote at the May 3 Senate, the motions will proceed to the Board of Governors for the May 28 meeting.

As with Schools that have already been confirmed for the Faculty of Health, there will be separate processes to support individuals and units moving to a different faculty, updating student registration processes, further communicating with stakeholders, moving budgets and creating a space plan.

Recognizing that much of this work is outside of the scope of Senate, the Senate Committee on Academic Health Programming will consider their role moving forward and provide an update at the June Senate meeting.

Attached:

- Memo to Senate on Psychology proposal
- Memo to Psychology
- Memo from Psychology

Respectfully submitted,

Ad hoc Senate Committee on Academic Health Programming

Helga Hallgrímsdóttir, Deputy Provost* (Chair)

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*

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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*

Nathan Lachowsky, Associate Dean Research, Faculty of Human and Social Development*

Peter Loock, Dean, Faculty of Science*

Simon Minshall, Faculty of Human and Social Development*

Nathaniel Sukhdeo, Undergraduate student representative*

Wendy Taylor, Acting Registrar

Bruce Wright, Head, Division of Medical Sciences*

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**Voting*



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memo

To: Senate

From: Helga Hallgrímsdóttir, Deputy Provost and Chair, ad-hoc Senate Committee on Academic Health Programming

CC: Elizabeth Adjin-Tettey, Associate Vice-President Academic Programs
Carrie Andersen, University Secretary
Tony Eder, Associate Vice-President, Academic Resource Planning
Lois Harder, Dean, Faculty of Social Sciences
Wendy Taylor, A/ Registrar
Department of Psychology Working Group on the Faculty of Health

Date: April 17, 2024

Re: **Proposing a hybrid (two Faculty) structure for the Department of Psychology**

Context

The ad-hoc Senate Committee on Academic Health Programming (“the Committee”) recently put forward a proposal to Senate for the establishment of the Faculty of Health at the University of Victoria.

Recognizing the complexities of how the Department of Psychology wishes to participate in the new Faculty, the Committee has worked closely with the department to develop a proposal and bring forward a second motion for the May meeting of Senate.

This proposal is being put forward with support from the Department of Psychology and the development process has been very collaborative with much consideration given to possible options for the department’s participation in the Faculty of Health, including with respect to operational matters outside of Senate’s scope.

Following consultations with the Department of Psychology Working Group, faculty, staff and students, **the Committee proposes a single Department of Psychology with programs located in two Faculties: the Faculty of Social Sciences and the Faculty of Health.**

Considerations

The Committee wishes to recognize the aspirations of the department to have critical engagement, involvement, and leadership in advancing health programming and scholarship at the University of Victoria. As well, given the likely emphasis of the Faculty of Health on interprofessional health programming, research and education, the co-location of clinical psychology with similar units is seen as an asset.

This recommendation supports the Department's primary goal of remaining a singular unit while recognizing its aspirations to be part of the Faculty of Health. The approach also acknowledges Psychology as a diverse discipline that employs a variety of scholarly methods to a range of basic and applied research questions, only some of which focus on health. A hybrid model would entail minimal disruption for faculty, staff and students as most changes would be administrative or occur in the background.

Governance and unit organization

Psychology will continue to exist as a unitary whole with a single department chair and the duties and responsibilities as outlined in the Collective Agreement.

Faculty members will all be appointed to the Department of Psychology; however, based on research and teaching interests, lines will be identified as belonging in either the Faculty of Health or the Faculty of Social Sciences. As is the current practice, teaching allocations may span health and social science programming within the unit.

It is anticipated that beginning in 2025 only faculty members involved in the Clinical Psychology graduate program will have lines in the Faculty of Health, but the Department can explore possibilities for other faculty members as appropriate and as programming in the Department may evolve.

This represents a new approach to unit organization and governance for the university, necessitating careful planning and the establishment of mechanisms to navigate unanticipated outcomes or events arising from this new structure.

Ensuring the success of this proposed structure will require the creation of explicit processes for cooperation amongst the Deans of Health and Social Sciences and the Chair of Psychology. This can be achieved through a variety of methods and mechanisms which fall outside of Senate's scope and would be arranged through parallel processes.

Programming

Under the proposed hybrid solution, the undergraduate program remains in the Faculty of Social Sciences while the Clinical graduate programs are located in the Faculty of Health. All graduate programs will remain in the Faculty of Graduate Studies. From an EETs perspective, credit for undergraduate enrolments in classes taught by each faculty member in Psychology will be based on the location of their faculty line.

It's worth noting the significant resource supports that Psychology's undergraduate program receives through the Tri-Faculties and the intensive administrative protocols that would be involved in moving these programs to a new Faculty.

Processes

Resource allocation requests

New appointments centered on clinical psychology, including teaching-stream clinical psychologists, would normally be appointed to the Faculty of Health.

Review process

As this is a new structure for UVic, a formal review of the hybrid arrangement will occur in 2028 (4 years after establishment). To allow for a thorough review, this process would be combined with Psychology's next external program review and include reviewers with relevant knowledge and skills.

Prior to the formal review, the Associate Vice-President Academic Programs, Dean of Health, Dean of Social Sciences and Chair of Psychology would meet annually to review the hybrid arrangement. These annual reviews should include feedback from faculty members and students. The results of these reviews will feed into policy suggestions and will be recorded for the external review. The on-going viability of the hybrid arrangement as well as alternative arrangements, including moving fully to the Faculty of Health or returning fully to the Faculty of Social Sciences, will be considered as part of this review.

Next steps

Subject to approval from Senate, the department will work to resolve governance, labour relations and operational matters through parallel processes by December 31, 2024.



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memo

To: Department of Psychology Working Group on the Faculty of Health

From: Helga Hallgrímsdóttir, Deputy Provost and Chair, ad-hoc Senate Committee on Academic Health Programming

CC: Elizabeth Adjin-Tettey, Associate Vice-President Academic Programs
Carrie Andersen, University Secretary
Tony Eder, Associate Vice-President, Academic Resource Planning
Lois Harder, Dean, Faculty of Social Sciences
Wendy Taylor, A/ Registrar

Date: March 28, 2024

Re: **Proposing a hybrid (two Faculty) structure for the Department of Psychology**

Context

The ad-hoc Senate Committee on Academic Health Programming (“the Committee”) recently put forward a proposal to Senate for the establishment of the Faculty of Health at the University of Victoria.

The Committee recommends that departments and schools generally move as a whole in the initial phase, although the final structure of the new Faculty of Health will be considered in consultation with the new Dean.

Recognizing the complexities of how the Department of Psychology may wish to participate in the new Faculty, the Committee has elected to bring forward a second motion following the initial Senate vote. Given turnover of Senators, and the desire to have the same academic body make a recommendation, our goal is to bring a second motion prior to the last regular meeting of Senate in the 2023-24 session on May 3, 2024. If needed, a special meeting can be requested in June.

Following consultations with the Department of Psychology Working Group, faculty, staff and students, **the Committee proposes a single Department of Psychology with programs located in two Faculties: the Faculty of Social Sciences and the Faculty of Health.**

Considerations

The Committee wishes to recognize the aspirations of the department to have critical engagement, involvement, and leadership in advancing health programming and scholarship at the University of Victoria. As well, given the likely emphasis of the Faculty of Health on interprofessional health programming, research and education, the co-location of clinical psychology with similar units is seen as an asset.

This recommendation supports the Department's primary goal of remaining a singular unit while recognizing its aspirations to be part of the Faculty of Health. The approach also acknowledges Psychology as a diverse discipline that employs a variety of scholarly methods to a range of basic and applied research questions, only some of which focus on health per se. A hybrid model would entail minimal disruption for faculty, staff and students as most changes would be administrative or occur in the background.

Governance and unit organization

Psychology will continue to exist as a unitary whole with a single department chair and the duties and responsibilities as outlined in the Collective Agreement. An additional Associate Chair would be appointed as per CA 54.24 with appropriate, negotiated support. If the Chair has an underlying appointment in the Faculty of Social Science, where possible, the Associate Chair would be drawn from the list of colleagues with appointments in the Faculty of Health, and vice versa, recognizing this may fall out of sync with off-cycle appointment terms. The Chair would dually report to the Deans of Health and Social Sciences but would delegate attendance to chairs and directors' meetings in the Faculty of Health to the Associate Chair, if that is where the underlying appointment of the Associate Chair is located, and vice versa.

Faculty members will all be appointed to the Department of Psychology; however, based on research and teaching interests, lines will be identified as belonging in either the Faculty of Health or the Faculty of Social Sciences. As is the current practice, teaching allocations may span health and social science programming within the unit.

It is anticipated that beginning in 2025 only faculty members involved in the Clinical Psychology graduate program will have lines in the Faculty of Health, but the Department can explore possibilities for other faculty members as appropriate and as programming in the Department may evolve.

This represents a new approach to unit organization and governance for the university, necessitating careful planning and the establishment of mechanisms to navigate unanticipated outcomes or events arising from this new structure.

To ensure success, these academic leadership positions will require the creation of explicit processes for cooperation amongst the Deans of Health and Social Sciences and the Chair of Psychology. This can be achieved through a variety of methods. We recommend explicit reference to cooperation in the performance expectations for both deans, requirements in the

job description for the inaugural Dean of Health, and Psychology (drawn through the usual departmental process) representation on both decanal appointment committees.

Administrative responsibilities, including staff lines, that currently support the Clinical Psychology Graduate program will move to the Faculty of Health. Additional administrative capacity may be added to the Department to address pressing existing demands (e.g., a practicum coordinator) and should the need be demonstrated, manage the hybrid arrangement.

Programming

Under the proposed hybrid solution, the undergraduate program remains in the Faculty of Social Sciences while the Clinical graduate programs are located in the Faculty of Health. All graduate programs will remain in the Faculty of Graduate Studies. From an EETs perspective, credit for undergraduate enrolments in classes taught by each faculty member in Psychology will be based on the location of their faculty line.

It's worth noting the significant resource supports that Psychology's undergraduate program receives through the Tri-Faculties and the intensive administrative protocols that would be involved in moving these programs to a new Faculty.

Funding from the Faculty of Graduate Studies to Psychology graduate programs will remain the same regardless of those programs' location (i.e., in the Faculty of Social Sciences or Faculty of Health). Additional graduate funding for the Clinical graduate program could be received as a result of emphasis on practitioner training, but this funding would be program-based and not directly tied to Faculty location.

Processes

Resource allocation requests

We suggest that the unit develop a departmental process where the Chair evaluates whether resource requests relate to health or social sciences, and then sends resource allocation requests to the relevant dean. The other dean will be copied on the request for the purposes of transparency. In instances where a resource request involves both health and social sciences (e.g., appointing a teaching faculty member in clinical psychology that would also provide capacity in the undergraduate program) requests would be submitted to both deans. This is in line with established processes that involve collaboration across decanal portfolios (such as joint appointments, interdisciplinary programs).

New appointments centered on clinical psychology, including teaching-stream clinical psychologists, would normally be appointed to the Faculty of Health.

RPT and Salary Evaluation

By remaining a singular unit, the Department of Psychology would continue to have one Unit Standard that would need to be compliant with two Faculty Evaluation Policies (FEP).

A two-Faculty model would require the FEP to be relatively aligned across both Faculties and deans will need to engage carefully with Psychology when FEPs are revised in future.

Collective agreement provisions

This model would lead to some variance in language from the existing Collective Agreement. In response to these differences, we would need to negotiate a Memorandum of Understanding with the Faculty Association that would be in effect until 2028 (the end of the review period). Once the department indicates its interest in this model, the Faculty Association will be approached for its agreement.

Review process

As this is a new structure for UVic, a formal review of the hybrid arrangement will occur in 2028 (4 years after establishment). To allow for a thorough review, this process would be combined with Psychology's next external program review and include reviewers with relevant knowledge and skills.

Prior to the formal review, the Vice-President Academic and Provost, Associate Vice-President Academic Programs, Dean of Health, Dean of Social Sciences and Chair of Psychology would meet annually to review the hybrid arrangement. These annual reviews should include feedback from faculty members and students. The results of these reviews will feed into policy suggestions and will be recorded for the external review. The on-going viability of the hybrid arrangement as well as alternative arrangements, including moving fully to the Faculty of Health or returning fully to the Faculty of Social Sciences, will be considered as part of this review.

Next steps

Following the Department of Psychology's meeting on March 19, we request that the department consider the proposal and respond with written feedback by April 5.

If the Department of Psychology wants to proceed with this hybrid proposal, then the Faculty Association will be approached to negotiate a Memorandum of Agreement.

This written feedback will then be presented to the ad-hoc Senate Committee on Academic Health Programming for discussion on April 19, subject to the negotiation of a Memorandum of Agreement with the Faculty Association. Following this discussion, the Committee will vote on a motion to bring forward to Senate.

A verbal update on the direction of travel will be provided to Senators at the April 5 meeting of Senate before potentially bringing a second motion to Senate for a vote in May or June.

Memo

To: Helga Hallgrímsdóttir, Deputy Provost and Chair, ad-hoc Senate Committee on Academic Health Programming

CC: Lois Harder, Dean, Faculty of Social Sciences
Ashley Fitterer, VPAC Senior Project Officer

From: Steve Lindsay, Chair, Department of Psychology



RE: Proposed hybrid (two-Faculty) structure of the Department of Psychology

Date: 18 April 2024

Faculty in the Department of Psychology thoroughly discussed the hybrid (two-Faculty) structure proposed in Helga Hallgrímsdóttir's memo of 28 March 2024 and voted resoundingly in favour of accepting that proposal. We are excited about the prospect of moving forward to contribute to the new Faculty of Health while continuing to contribute to the Faculty of Social Sciences.