

Faculty of Engineering and Applied Science

Report to the Council Committee on Academic Mission

The report was fair and contained many practical suggestions. Some can be implemented quickly but others require more discussions and resources. Overall, our reaction was a very positive one.

Recommendations made by Review Committee (RC)

The unit review made several major recommendations:

- 1. Workload:** Several faculty members were hired in last few years. High workloads may have resulted in challenges and low morale. Suggestion to increase CRC teaching loads to 2.5 per year.
- 2. Graduate Students Teaching and Learning:** (a) Make more use of the Western Canada Dean's Agreement and provide more graduate courses. (b) Diversify graduate population. (c) Rebrand PSE, EVSE and ESE.
- 3. Space challenges:** Share space, and accommodate students in GHG building till new building becomes a reality.
- 4. Research Programs and Institutes:** Hire a Business development person. ADR mandate should also include "Industry Partnerships". Rebrand Petroleum program to recruit more students.
- 5. Service & Staff:** Communication to faculty continues to be an issue despite best efforts. RC recommends to mentor new faculty members and create a collaborative environment.
- 6. Financial Resources:** RC recommends that more tuition revenues are returned to the faculty to facilitate research, fundraising for new building, hiring a business development officer and hiring an indigenous counsellor. Engage industry partners and alumni in fundraising for new building.
- 7. Fit to University Strategic Plan:** Faculty goals must align with U of R' Strategic plan. RC recommends a targeted increase of female faculty members and attract indigenous faculty members. Most FEAS programs do not align specifically with UoR clusters. Programs should complete their research strategic plan.

Timelines

Our unit has begun implementing many of the report's recommendations. In terms of workload, the faculty is hiring 3 new faculty members, one lab instructor and a technician. Only one CRC Chair is still active and the holder, a world class researcher, cannot be asked to teach more than two courses as his research outcome and number of collaborations are just outstanding. We have requested from the CRC and SaskPower Chairs to teach 2 graduate courses. Faculty members teaching new courses are given one course release and those with intensive research can now apply for one course release. Faculty morale may have been affected by the increase in the number of students (reaching close to 1400 students) with all the additional teaching load that goes with it. The faculty faces many challenges related to lab space, research and graduate students funding and the reduction of the market supplement. Engineering numbers are now down to about 1000 students, a more manageable number with the resources and space the faculty presently has.

The faculty provides graduate students with at least 6 courses per year in each of the six programs in addition to 4 to 6 general engineering courses. Each faculty member is required to teach one graduate course and 3 undergraduate classes per year. The faculty has also hired on average 3 to 4 sessionals to teach additional graduate courses. Faculty members were instructed

to teach a different graduate course in consecutive year in order to offer a variety of choice for graduate students. We expect more graduate courses will be taught by newly hired faculty members.

Re-branding at the level of the whole faculty is underway. Tango Bravo was hired to manage the re-branding exercise, which is in its final phase. Petroleum Systems Engineering program is also considering some options like “Energy” or “Petroleum and Process”. EVSE and ESE are at early stages of discussions about name changes. It is important to keep in mind that these changes would have an effect on the accreditation process and should be carefully scrutinized.

The faculty is assessing space allocation for all faculty members and requests were made by management to ask faculty members to share available space. The Faculty is also requesting more space on campus. A full feasibility study was done for a new engineering building. It concluded that the faculty has a tremendous deficit in space compared to similar faculties in the country. Students are already making use of the Western Canada Dean’s agreement. The faculty is taking advantage of a new university pilot study initiative, and has been allocated a staff member (Faculty Advancement Coordinator) to join the faculty to help with fundraising. The new staff is actively collaborating with faculty staff to contact donors and raise the profile of the faculty by organizing new events. The proposed “Industry Partnership” is a function taken care of by the Research Office. Discussion about changes in the mandate will be held at the faculty level. The level of graduate students in terms of numbers in Petroleum Engineering is quite good. The faculty is working with the Enrollment Services office to recruit more undergraduate students in several western cities. In addition, the faculty has recently created an internal position of Director of Outreach & Recruitment to help in these efforts.

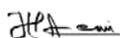
Efforts are being made within the faculty to work collaboratively and share resources. This emphasis on collaboration has seen some tangible results with newly hired faculty members with co-authoring publications and co-supervising students. Mentoring of new faculty members is done by Program chairs, Associate Deans and the Dean on a regular basis.

Fundraising for the new building is not the first priority of the University at this time but remains the top priority for the faculty. Hiring a “business development officer” and an “indigenous counsellor” are very good suggestions, and will be discussed internally. The newly appointed Faculty Advancement Coordinator is working hard on engaging industry partners and alumni in fundraising for the new building but also in order to provide students with more educational resources.

The faculty has recently hired two female faculty members but the ratio of female to male is still quite low. Preference is all the time given to female and indigenous candidates in the hiring process. Unfortunately, the number of applicants in these two categories is quite low if not inexistent. All six programs align closely with the two U of R clusters (Water, Environment & Clean Energy and Digital Future). Programs are expected to complete their strategic plan before the end of the winter term.

We would like to thank the unit review for their assessment and suggestions, we are confident that we can implement most of them in the short term.

Sincerely,



Dr. Amr Henni, Associate Dean of Research and Graduate Studies
Faculty of Engineering and Applied Science