



UNIVERSITY OF  
**TORONTO**  
SCARBOROUGH

**Council on Student Services**  
**Minutes of the meeting held on Thursday, December 1, 2016**  
**9:00 a.m. – 10:00 am in room SL232**

**Members:** Desmond P., Laura B., Jessica K. (Chair), Thomas W., Nafisa M., Sitharsana S., Annie S., Caitlin C., Andrew L., Indira R., Nikita R., Conor A., Trina J., Yasmin R., Fiorella S., Erika L.

**Non-Members:** Carlton L., Chris B., Tasneem L., Megan L. (Secretary)

---

**1. Approval of Agenda**

Moved: Thomas W.  
Seconded: Annie S.  
Agenda approved.

**2. Approval of Minutes**

Tina D. asked for a change to be made under Health & Wellness' section in agenda item 3: Presentations from Portfolios of Student Affairs & Services. Change was noted and made.

Moved: Nafisa M.  
Seconded: Sana S.  
Minutes approved.

**3. Student Affairs Restructuring**

Desmond P. began by saying Student Affairs has contributed to both the students and campus development. However, in order to keep a strong legacy, change is needed, and the opportunity was created with the Athletics and Academic Advising director vacancies. He continued by providing some background on the restructuring, e.g. need for growth, working smarter, spending more time on strategy, and leveraging tri-campus relationships. Changes will allow Student Affairs to deal more effectively with equity, crisis management, sexual violence policy, and create a Best Practice framework.

Desmond explained the priorities as being experiential education, international experience, healthy campus, community engagement, and making tri-campus work for UTSC.

Desmond reinforced that a number of questions were asked to ensure student needs would be met, before presenting the proposed org chart for the new structure.

The impact of the proposed changes are estimated to be increased coordination, emphasis on strategic leadership, focus on health and physical activity, and focus on equity.

Some highlights of the Assistant Dean role include strategic planning, increased involvement at tri-campus tables, and equity in UTSC funding.

Timeline isn't definite, but 2017 will bring many administrative changes.

**Discussion**

Thomas W. asked how the new positions will get funded, assuming an increase pay.

Desmond said the financial impact was obviously considered. While the ratings still need to be established, he worked with Finance on cost projections, and determined there will be cost savings because there are two less

director positions. For the most part, it is largely manageable, and financially neutral. There are no plans to come to CSS to ask for funds, the new roles will be managed within the existing envelope.

Trina J. asked whether the new structure will be implemented at all three campuses to facilitate the tri-campus focus.

Desmond said that while there are changes across the university, the structure isn't identical. UTM has two new Assistant Dean positions, and St. George has also restructured. There are similarities but because the campuses are different, the structures are different.

Trina J. asked if more students are accessing *AccessAbility* Services, it makes more sense to group *AccessAbility* with Health & Wellness and not remain a stand-alone department. Students access resources from everywhere so departments should work together.

Desmond stated departments have always worked together it's just been a matter of degree: more effective integration makes better results. This reorg is moving the marker along further in terms of the degree of collaboration. By putting *AccessAbility* and H&W together it seems like *AccessAbility* is being medicalized, rather than the focus being on student success and social needs of students, for example aligning with employers, and experiential learning.

Laura B added that the Student Affairs departments have always worked well together and will continue to work together. From a student perspective, the change won't be noticed. The leadership structure changing allows for greater service changes.

Tina D. said that *AccessAbility* also works closely with AA&CC, and the new structure will bring the departments closer, allowing for greater strategy alignment and more crossover.

Laura added that H&W and Athletics want strength-based programming in order to develop a pro-active attitude.

Desmond P. concluded by saying there is a medium to long-term goal to have a student services hub. All this work now will strongly prepare for when this happens. This likely will be one academic building away, and the new structure will be able to actively look at how that will be procured.

#### **4. Adjournment**

Moved: Thomas W.

Seconded: Nikita R.

Meeting adjourned.