

**FACULTY OF SCIENCE  
Meeting of Faculty  
Tuesday, 15 March, 2016  
Leacock Council Room - L232**

**ATTENDANCE:** As recorded in the Faculty Appendix Book

**DOCUMENTS:** S-15-24 to S-15-26

**1) ADOPTION OF AGENDA**

Prof. Damha **moved**, seconded by Prof. Mucci, that the Agenda be adopted.

**The motion carried.**

**2) RESOLUTION ON THE DEATH OF EMERITUS PROFESSOR DENIS F.R. GILSON,  
DEPARTMENT OF CHEMISTRY**

**702.1** Prof. Masad Damha, Chair of the Department of Chemistry read the resolution on the Death of Emeritus Professor Denis F.R. Gilson.

It is with great sadness that we announce the untimely passing of Emeritus Professor Denis F.R. Gilson, following a relatively short period of hospitalization. He was a close colleague of many of us in the Department of Chemistry at McGill and throughout the university. Prof. Gilson was educated initially in the U.K. at University College London, where he obtained a B.Sc. degree in Chemistry in 1957. He then moved to Canada to embark upon his M.Sc. and Ph.D. degrees in Chemistry at the University of British Columbia (1957–62). He completed his Ph.D. thesis under the supervision of Professor Charles McDowell, working on wide-line NMR spectroscopy in relation to molecular motion in solids in 1962. Following this, he moved from UBC to UC Berkeley, where he was a postdoctoral researcher with Professor Chester T. O’Konski for two years (1962–64). He then returned to UBC to work as a lecturer for one year, prior to his appointment as an Assistant Professor in the Department of Chemistry at McGill in September 1965, just as the Otto Maass Chemistry Building was being opened. He rapidly rose through the ranks to become an Associate Professor in 1969 and a Full Professor in 1974. He was a Fellow of the Chemical Institute of Canada and the Royal Society of Chemistry (U.K.). During 1971–75, he served as Associate Dean (Academic) in the Faculty of Graduate Studies and Research, as it was then called, under the leadership of Vice-Principal Walter Hirschfeld.

Professor Gilson was best known as a physical chemist / spectroscopist specializing in solid state inorganic and organic materials. His scientific trademark was extremely thorough, often benchmarking spectroscopic studies of molecular solids. Throughout his career Dr. Gilson tracked a steady course of investigation and discovery related to these materials, co-authoring almost 180 papers with his graduate students, postdoctoral fellows and colleagues. His first paper was published in Nature in 1959. He supervised or co-supervised 8 M.Sc. and 15 Ph.D. students over the years. Three of his Ph.D. students were awarded the prestigious Ambridge Prize for the Best Ph.D. Thesis in Science and Engineering. He could be a critical supervisor and teacher, but he was always highly respected by his students.

Professor Gilson retired formally in December 2003, but he continued to come in every day to his office in the Pulp and Paper Building on campus, and was working on density functional calculations on coordination compounds just prior to Christmas 2015. Even when he was in hospital, he was asking about how his calculations were progressing. Denis Gilson was a major contributor to the success of the Department of Chemistry and played a role in the hiring of many of the current faculty members. He also served on the Rhodes Scholar Selection Committee for 20 years and was the Miles Distinguished Lecturer at the University of New Hampshire in 1995. He is survived by his wife of 53 years, Patricia, whom he met while at UBC, his two sons Michael (Christine) and Stephen (Karen), and his granddaughters, Kathryn Meagan Gilson and Clara Lanthier-Gilson.

**The resolution was passed unanimously.**

- 702.2 Dean Lennox thanked Prof. Damha for the moving resolution.
- 702.3 On behalf of the Faculty of Science, Dean Lennox will be sending this tribute to Prof. Gilson's family.
- 702.4 Dean Lennox added that Prof. Gilson had been a great inventor in Chemistry, avant-garde, and twenty years ahead of his time.

**3) UPDATE ON THE INNOVATION AGENDA S-15-25**

- 703.1 Dean Lennox introduced Vice-Principal (Research & International Relations) Rosie Goldstein, and Ms. Lea Cameron, McGill Innovation Agenda and Workforce Management.
- 703.2 V.-P. Goldstein said that she would not be giving a presentation per se, but she would be highlighting some elements of the document Update on the Innovation Agenda (S-15-25) already posted on the web. She would place emphasis on the specifics relating to the Faculty of Science. She said that in general the document speaks for itself and that RIR was proud of the progress they were making in innovation and entrepreneurship, but nonetheless would welcome feedback. RIR looks at innovation and entrepreneurship in a broad sense, always keeping in mind the mission of the University, and connecting innovation and entrepreneurship to McGill's research, academic, and social mission, and thinking about ways to involve students and faculty. Of course, RIR is also always thinking about moving McGill's innovations into the community and the marketplace and providing social benefits. While commercial benefits are important, McGill's main vision is focused on its social endeavour.
- 703.3 V.-P. Goldstein said RIR was also proud of both ongoing projects and initiatives that will soon commence, and is working intensely on integrating and promoting these. The Faculty of Science is deeply involved in the Innovation Steering Committee, with Prof. Peter Grütter, Associate Dean (Research) Doina Precup and Prof. Mark Andrews from the Faculty of Science serving on the Committee. Prof. Andrews is also serving on the Selection Committee for an Associate Vice-Principal (Innovation and Partnerships). Among initiatives involving the Faculty of Science are entrepreneurship training for undergraduate students, and the Minor in Entrepreneurship for Science Students, the latter being part of a multi-faculty and multidisciplinary suite of entrepreneurship minors. RIR is working on communication regarding the latest initiatives.
- 703.4 V.-P. Goldstein showed Faculty members McGill's innovation website which is to be found at

[mcgill.ca/innovation](http://mcgill.ca/innovation)

and she strongly urged members to peruse the website. The innovation website serves as a hub for members of the McGill community and partners of McGill to interact and coalesce in a spirit of innovation, and to jump-start ideas, initiatives and partnerships.

**703.5** V.-P. Goldstein pointed out, among other pages:

[The Quartier de l'Innovation \(QI\)](#) with which the Faculty of Science has been closely involved.

[Minor Entrepreneurship for Science Students](#)

[Fessenden prizes](#) for undergraduate and graduate students, and professors in the Faculty of Science.

[Fessenden professorships](#) for professors in the Faculty of Science.

**703.6** V.-P. Goldstein invited members to send her ideas, suggestions, stories, questions, etc., regarding the website and anything else involving innovation.

**703.7** V.-P. Goldstein mentioned that there were a number of guides relating to innovation, for students and for faculty, on the innovation website, and she encouraged members to consult these.

**703.8** V.-P. Goldstein then took questions from members of the Faculty.

**703.9** In reply to Dean Lennox regarding the new Associate-Vice-Principal position, V.-P. Goldstein said the final stages of interviewing were being conducted, and the position should be filled by the end of this academic year. The person will report to her, and will amalgamate and organize programs in innovation with the faculties and with students. RIR staff will be moving into the faculties to facilitate even closer collaboration and consultation.

**703.10** Dean Lennox commented that proximity has always been a factor in the Faculty of Science. Proximity does not have to be physical, but relationships must be developed to facilitate processes.

**703.11** In response to Dean Lennox, V.-P. Goldstein said that the senior staff in her office who would be working with the new Associate Vice-Principal would be Michèle Beaulieu, Jean-François Nadeau, and Isabelle Péan. Their teams would be assisting them.

**703.12** In reply to Associate Dean (Research) Precup regarding the new IP policy development, Ms. Cameron said that the policy had now been split: inventions and software, and copyright. Consultations would be taking place on the draft policies very soon. The aim is to clarify issues, including definitions, that were not clear in the previous policy.

**703.13** In response to Dean Lennox, Ms. Cameron said that the new policies would be posted on the website for consultation as one of the latter phases in their development, after consultations with deans, the Research Advisory Council, student and employee representative groups, and copyright representatives from affiliated hospitals.

**703.14** In reply to Associate Dean (Academic) Western concerning the relation of nodes to faculties, V.-P. Goldstein said that the nodes would be cross-faculty, with different

faculties contributing to the nodes, but that the details of implementation were still being worked out.

**703.15** In response to Prof. Bell, V.-P. Goldstein said that, with perhaps rare exceptions, it was the policy of the University that students working in collaboration with commercial enterprises, are able to publish their results without restrictions.

**703.16** Dean Lennox thanked V.-P. Goldstein and Ms. Cameron for the valuable information, and said he looked forward to the appointment of the new Associate Vice-Principal.

**4) MINUTES OF 16 FEBRUARY, 2016 **S-15-24****

Prof. Bell **moved**, seconded by Prof. Mucci, that the Minutes be approved.

**The motion carried.**

**5) BUSINESS ARISING FROM THE MINUTES**

There was no business arising from the Minutes

**6) REPORTS OF COMMITTEES**

**- Academic Committee **S-15-26****

**The Academic Committee approved the following on Tuesday, 23 February 2016:**

**(1) GEOGRAPHY**

***New Courses:***

GEOG 417/617	Urban Geography	<b>AC-15-46/46A</b>
	3 credits	

**706.1** Associate Dean Western said that the Department of Geography had a need for both undergraduate and graduate courses in urban geography; hence GEOG 417/GEOG 617. The two courses will be held together, but will have different evaluations.

Associate Dean Western **moved**, seconded by Prof. Lydon, that the courses be adopted.

**The motion carried.**

**B.Sc. Program Changes:**

- Minor in Geographic Information Systems and Remote Sensing **AC-15-47**

**B.A. & Sc. Program Changes:**

- Minor in Geographic Information Systems and Remote Sensing **AC-15-47A**

**706.2** Associate Dean Western said that the above identical programs were being reorganized to allow students more flexibility, since there have been scheduling problems. Some Required courses had been moved to the Complementary level. Additionally, COMP 202, Foundations of Programming, was being instituted as a Required course, since it had been found that students needed some background in computer science.

**706.3** Associate Dean Western **moved**, seconded by Prof. Roulet, that the above changes be approved, with those for the B.A. & Sc. pending approval by the B.A. & Sc. PAC.

**The motion carried.**

**For Information Only - Documents available upon request**

**(i) New B.A. Program:**

- Minor Concentration in Health Geography

**(ii) B.A. Program Changes:**

- Minor Concentration in Geography (Urban Systems)

- Major Concentration in Geography (Urban Systems)

**(2) COMPUTER SCIENCE**

COMP 202                      Foundations of Programming  
Change: description  
3 credits

**AC-15-48**

**706.4**                      Associate Dean Western said that the change was simply an expansion of the course description.

Associate Dean Western **moved**, seconded by Prof. Blanchette, that the change be approved.

**The motion carried.**

COMP 250                      Intro to Computer Science  
Changes: description, restrictions  
3 credits

**AC-15-49**

**706.5**                      Associate Dean Western explained that the description was being improved to better reflect COMP 250, that a recently retired course was being removed from the Restrictions, and that Supplemental Information will now give more details of the computer science background expected.

Associate Dean Western **moved**, seconded by Prof. Blanchette, that the changes be approved.

**The motion carried.**

COMP 322                      Introduction to C++  
Change in prerequisites  
1 credit

**AC-15-50**

**706.6**                      Associate Dean Western said that because of the increase in enrolment of COMP 322, which included students with widely varying backgrounds, the new prerequisite course, COMP 250, plus one of COMP 206 or COMP 208, would ensure that students were better prepared for COMP 322.

Associate Dean Western **moved**, seconded by Prof. Blanchette, that the change be approved.

**The motion carried.**

COMP 400                      Project in Computer Science  
Changes: credits [from 3 to 4], title, description,  
restrictions  
4 credits

**AC-15-51**

**706.7**                      Associate Dean Western explained that the increase in credit weight reflects the workload of COMP 400. The description was being clarified. Previously, this had been

an Honours course, but with the change in title and restrictions, it would now be clear that non-Honours students could take the course, provided they obtain permission from the department.

Associate Dean Western **moved**, seconded by Prof. Blanchette, that the changes be approved.

**The motion carried.**

COMP 557	Fundamentals of Comp. Graphics Changes: credits [from 3 to 4], description 4 credits	<b>AC-15-52</b>
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**706.8** Associate Dean Western said that the change in credits reflects the workload. The description is being made more detailed.

Associate Dean Western **moved**, seconded by Prof. Blanchette, that the changes be approved.

**The motion carried.**

COMP 559	Fund. Computer Animation Change: description, prerequisite 4 credits	<b>AC-15-53</b>
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**706.9** Associate Dean Western said that the description was being expanded. Because of scheduling conflicts, one prerequisite was being removed.

Associate Dean Western **moved**, seconded by Prof. Blanchette, that the changes be approved.

**The motion carried.**

**(3) EARTH & PLANETARY SCIENCES/PHYSICS**

**New Double-Prefix Course:**

EPSC 186 [renumbered from -182]/PHYS 186 ( <i>New</i> )	Astrobiology 3 credits	<b>AC-15-54/54A</b>
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**706.10** Associate Dean Western explained that EPSC/ANAT 182, Astrobiology, had previously existed as a double-prefix course. ANAT 182 had recently been retired, the instructor no longer being available, but the Department of Earth & Planetary Sciences desired that the double-prefix status be retained. Hence, EPSC 182 was being renumbered to EPSC 186; it will be double-prefixed with PHYS 186, a new course.

Associate Dean Western **moved**, seconded by Prof. Grütter, that the above be approved.

**The motion carried.**

**(4) PHYSICS**

**Course Retirement** (formerly double-prefixed with CHEM 334, which is not being retired)

PHYS 334	Advanced Materials 3 credits	<b>AC-15-55</b>
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- 706.11 Associate Dean Western said that the enrolment in the Physics portion of CHEM/PHYS 334 had been low, and in fact, PHYS 334 had not been offered since 2008. Hence, PHYS 334 was being retired. CHEM 334 will remain.

Associate Dean Western **moved**, seconded by Prof. Grütter, that the course be retired.

**The motion carried.**

**Programs Affected by the Retirement of PHYS 334:**

- Bachelor of Arts and Science (B.A. & Sc.) - Major Concentration Physics (36 credits)
- Bachelor of Education (B.Ed.) - Secondary Science and Technology (120 credits)
- Concurrent Bachelor of Science (B.Sc.) and Bachelor of Education (B.Ed.) - Major Concentration Physics with Minor Biology for Teachers (135 credits)
- Concurrent Bachelor of Science (B.Sc.) and Bachelor of Education (B.Ed.) - Major Concentration Physics with Minor Biology for Teachers (135 credits)
- Concurrent Bachelor of Science (B.Sc.) and Bachelor of Education (B.Ed.) - Major Concentration Physics with Minor Chemistry for Teachers (135 credits)
- Concurrent Bachelor of Science (B.Sc.) and Bachelor of Education (B.Ed.) - Major Concentration Physics with Minor Chemistry for Teachers (135 credits)

7) **DEAN'S BUSINESS**

a) Announcements

- 707.1 (i) Dean Lennox reminded members that the **Faculty of Science Excellence Award** nominations had been sent out and the deadline was **30 March 2016**. The award recognizes excellence in administrative and support staff, and cycles among the clerical, technical and managerial categories. The current year will recognize a **managerial** member. Dean Lennox said that it was extremely important for departments to acknowledge the hard work of their support staff, and the Excellence Award are a way of demonstrating that. He urged departments to submit nominations for members of their managerial staff, and said that, as well as winners, nominations themselves were important.

- 707.2 (ii) Dean Lennox updated members on the Canada-Wide Science Festival (CWSF), regarding which there had been a presentation at the 12 January 2016 Faculty meeting. The organization of the CWSF is going well. However, although the Festival has received many volunteers for judging, it is still short a number of judges (>160); hence judging positions will now be opened to postdoctoral fellows. Dean Lennox urged those present to encourage members of their department to volunteer. A reminder announcement will sent out by the Faculty office. Additionally:  
The Science Undergraduate Society (SUS) Executive is mobilizing to encourage students to help out by acting as guides during the CWSF.  
Mr. Victor Chisholm will be organizing a Soup & Science event on one of the days of the CWSF.

- 707.3 Dean Lennox added that the CWSF was an opportunity to showcase the Faculty of Science to 500 students from across Canada.

- 707.4 (iii) Dean Lennox said that the reason he had not been at the previous Faculty meeting was that he had been in Ottawa attending Gala events for NSERC prizes and awards:  
(a) **Prof. Victoria Kaspi**, Department of Physics, was awarded NSERC's 2016 **Gerhard Herzberg Canada Gold Medal** for Science and Engineering for her research on Neutron Stars.

(b) **Yasser Gidi**, a graduate student in the Department of Chemistry (supervisor: Prof. Gonzalo Cosa), was awarded the NSERC **Gilles Brassard Doctoral Prize** for Interdisciplinary Research.

**707.5** During the day, a room in the Parliament Building had been set up for displays. Prof. Kaspi and Mr. Gidi operated laptop displays of their research. A steady stream of MPs had visited throughout the event. The Minister of Science was there for the full three hours, plus of course the PM for a few minutes. The message is clear: Science is Back!!

**707.6** In the evening, there was a reception at the Governor General's residence at Rideau Hall. A number of people who had not been able to attend the day's events did attend the reception, many of those in high-level positions. Dean Lennox had the opportunity to speak to senior officials about the Faculty's concerns including immigration issues. In addition to Parliamentary officials, senior NSERC staff were present. With the election of the Liberal Government, the climate for Science in Ottawa is very different, and NSERC is anticipating both budget increases, and a lack of interference in its operations.

b) Budget

**707.7** Dean Lennox said that while he would like to report on the budget, it was still being developed. The Faculty remains in good financial state.

## **8) REPORTS OF DIRECTOR & ASSOCIATE DEANS**

a) **Director (Advising Services) Nicole Allard**

**708.1** Associate Dean Western, on behalf of Director Allard, said that there was no report.

b) **Associate Dean (Graduate Education) Laura Nilson**

**708.2** Associate Dean Nilson announced that in the current week, there would be calls for nominations for two fellowships:

(1) **Richard H. Tomlinson Doctoral Fellowships, \$35,000, renewable twice, one available for 2016-2017**

(2) **Dr. And Mrs. Milton Leong Fellowships in Science, \$25,000, non-renewable, 4 available for 2016-2017**

**708.3** Additionally, the as-yet un-awarded **McGill-UAE Fellowship in Science and Engineering** is available to students who are citizens or permanent residents of the United Arab Emirates. The **value is about \$50,000, possibly renewable**. Associate Dean Nilson said that she wanted to mention the Fellowship at the Faculty meeting to make departmental recruiters aware of it.

**708.4** Associate Dean Nilson thanked departments for revising their graduate-student recruitment brochures on such short notice.

c) **Associate Dean (Research) Doina Precup**

**708.5** Associate Dean Precup said the deadline for NSERC Strategic Grant applications is about a month away. These are a very good source of funding for basic research. The applications take a great deal of time and she encouraged members to start early, and to pass on the word to their colleagues. Help is available from OSR.

**708.6** The CFI Call 9 process is moving along in terms of the selection at McGill. The internal Committee is examining proposals led by McGill. However, there are proposals that are non-McGill-led, some of them in the Faculty of Science, not all of which are known by

Associate Dean Precup. If these proposals require some funding from McGill, the Science people involved should immediately contact Associate Dean Precup for more information, as soon as possible.

**708.7** In addition, Associate Dean Precup mentioned the CFI JELF competition. More details later.

**708.8** Dean Lennox clarified that money not spent in the JELF is returned to Ottawa, and he assured members that the money would be spent.

#### **d) Associate Dean (Academic) Tamara Western**

**708.9** Associate Dean Western told members that course evaluations begin on 21 March 2016. She asked members to remind their colleagues to encourage students to fill out course evaluations, and to emphasize that professors do read them and take their comments seriously.

**708.10** The default course evaluation term is 21 March to 1 May 2016, and the condensed term goes to 17 April.

**708.11** Dean Lennox stressed again that course evaluations are very useful to professors for improving course content, and this should be made clear to students.

**708.12** Prof. Mucci said that if students know that course evaluations are very useful in ensuring that good professors are kept, it will encourage them to fill out the evaluations.

**708.13** In response to Prof. Fussman who asked who reads comments about the physical state of classrooms, Dean Lennox said instructors and chairs read them, and when necessary they pass them on to the Dean.

### **9) REPORT ON ACTIONS OF SENATE**

#### **Senate Meeting of 17 February, 2016 - Senator Alfonso Mucci**

The Chair, Principal Fortier, welcomed Senators to the sixth Senate meeting of the 2015-2016 governance year.

This was followed by the adoption of the minutes of the December 2, 2015 Senate meeting, the report of the Steering Committee, and the agenda

V.-P. Goldstein then presented a follow-up of the December 2, 2015 Open Discussion on Research Funding and Support

She highlighted responses in the report to the following questions:

- Does a McGill researcher's career stage affect the likelihood of obtaining a Tri-Agency grant and has this situation changed over time?

*Available data from the past decade show that the success rate for researchers from McGill increases gradually from early- to mid-career and then from mid-career to established researchers for operating grants from CIHR and NSERC. Over the past three years, however, early-career researchers have achieved the highest success rates in SSHRC programs.*

*-How do McGill investigators perform in large team grant competitions compared to individual grants in Tri-Agency programs?*

*Only among NSERC programs do McGill researchers consistently achieve a higher market share in partnership programs than in operating grants. For CIHR and SSHRC, researchers appear to garner a larger percentage of individual operating funding than partnership funding.*

-How does research funding performance in CIHR Operating Grants compare between McGill professors in the affiliated hospitals and those based on campus?  
*Major changes going on so caution is warranted. Historically, however, there appears to be little difference – consistently less than 1% – in CIHR success rates when comparing McGill researchers based on campus and those based at its affiliated hospitals. However, McGill-based researchers generate more funding per award on average than the affiliates.*

Questions arising included:

- Why is there a size differential on grants for work conducted on and off campus?

Response: No analysis of that.

- What can be done about the poor performance of McGill researchers in the latest CIHR competition?

Response: Assistance will be made available.

-What is our research output relative to level of funding?

Response: Data have not been compiled across faculties.

The Chair also noted that McGill will be ranked internationally in terms of output, but impact is more difficult to evaluate.

In her remarks from the Chair, Principal Fortier mentioned recent meetings of the Administration with several Quebec ministers, including Ministers David, Barrette and Leitão, at which the University's priorities were discussed. Quebec's Minister of Finance Leitão is consulting widely on the latest budget. He visited McGill on February 15<sup>th</sup> during which he addressed students and indicated that there would be investments in education, specifically in infrastructure, starting with daycare, as well as in entrepreneurship and innovation.

The Chair, Principal Fortier highlighted that Secretary General of the UN chose McGill for a stop during his visit to Montreal and addressed the students.

The Principal also reported on her participation on various panels at the World Economic Forum in Davos last month; McGill was the only Canadian university invited to participate at this event and a delegation of four federal ministers, included Prime Minister Trudeau, actively participated to the whole Forum.

Kudos from the Chair included:

-Vicky Kaspi was awarded the NSERC Hertzberg Gold Medal, the highest recognition in Canadian science and the first woman to receive this award.

-Prof. Helena Bennett from NRS received a Steacie Fellowship

-Yaser Guidy, a Ph.D. student in Chemistry won the Gilles Brassard Fellowship.

-McGill graduate Marc Tessier-Lavigne (BSc'80) was named President of Stanford University.

### **The meeting then moved on to the Questions and Motions by Members**

The first question by Senators Kpeglo-Hennessy and Sobat was about Course Outlines, specifically whether the existing system of eCalendar would allow for methods of course evaluation to be added to course descriptions, given that this already occurs elsewhere at McGill, what procedures and practices exist across the university regarding when syllabi must be completed or posted, and if the university is willing to ask instructors for tentative course outlines, subject to change, that include basic information such as a breakdown of assignments in order to facilitate student course registration?

Response provided by Deputy Provost Dyens: *The undergraduate portion of the eCalendar is finalized in late January –early February each year. Having course syllabi and methods of evaluation included in the eCalendar would prove difficult and also*

*counter-productive in some instances. Furthermore, professors often use the summer months to redesign their courses based on feedback from students, discussions with colleagues, and newly available pedagogic strategies and tools. On the other hand, every instructor must provide students during the first week of lectures with a written course outline.*

The second question was submitted by Senators Noyhouzer, Toccalino and Mills and dealt with Post-Doctoral Fellows Teaching Opportunities at McGill, specifically asking what teaching training programs and teaching opportunities are currently available to PDFs at departments across McGill and whether McGill has any plans to develop a teaching training program for PDFs across McGill?

Response provided by Dean Nalbantoglu: *Although responsibilities other than research, such as teaching, are usually minimal, such activities can be pursued in the context of the Postdoc's personal training goals. Opportunities include the "Learning to Teach Day", SKILLSETS, the Postdoctoral eBulletin (sent twice monthly) in which upcoming teaching, skills, and career events are advertised and promoted, the Postdoctoral Research Day" and the " Graphos Peer Writing Groups and Workshops" to which PDFs can apply to convene and lead peer writing groups of graduate students. In order to support and encourage Postdocs to articulate career goals and training objectives, McGill is currently promoting the development of IDPs (Individual development plans) for postdocs.*

The next agenda item was an Open Discussion on Employment Equity at McGill, for which a two-part background document was provided by a working group chaired by Associate Provost Campbell.

It was noted that McGill's Senate and Board of Governors adopted the University's Employment Equity Policy in 2007, but recent data indicate that, since adoption of the Policy, diversity at McGill has barely changed.

There followed a discussion of what milestones should McGill set for the years ahead to measure our progress in relation to employment equity, a review of the decade-old policy, and special initiatives the University should explore to improve equity outcomes in recruitment and retention.

Senator Richard thanked the members of the working group for having prepared an informative document, and for the special initiatives it contains for the consideration, particularly with regards to salary differential that arise as a result of maternity leave. Likewise, Senator Zorychta asked what specific plans are being contemplated to address salary inequities caused by maternity leaves and extended parental leaves.

Associate Provost Angela Campbell responded that anomaly allocations are meant to resolve these disparities once such a discrepancy has been identified.

The discussion then moved to the underrepresentation of aboriginal people within the academics and visible minorities within the upper administration, to which Associate Provost Campbell responded that this is being addressed through targeting of designated pools in the recruitment procedures, the former being a Provost's priority.

The Chair summarized the discussion and noted that the working group provided a detailed report and Senate agrees that they are moving in the right direction.

Provost Manfredi presented this year's second report to Senate on budget planning for 2016-17. He noted that a clearer picture is emerging from Quebec, but still much noise including the recent cabinet re-shuffling.

The total University operating budget is on the order of \$750M and we tracking to within 1% of the approved budget, now with a 0.2M\$ projected deficit for FY2016. Positive variance originates from the sale of land, whereas negative variance originates from equity payments, unanticipated pension payments.

He announced a slow-down of academic renewal priority and related tenure-track complement objectives, although it is currently 1:1; no added cuts beyond those planned

in FY2016 Budget Book; potential for another MEESR cut in FY2017, estimated at \$2-4M, and for which he presented specific scenarios; higher costs than originally planned for deferred maintenance borrowing, \$300M in subscription for bonds, taking in \$160M instead \$100M, but repayments would start in 2020 instead of 2019; anticipated deficit \$4-5M, accumulated deficit ~\$130M; salary policies have been negotiated with most groups and budget will now be based on salary mass rather than head count.

Provost Manfredi next presented the 470th report of the Academic Policy Committee. A new Ph.D. program in Family Medicine and Primary Care, the Grading Scheme for Professional Development Certificates in the School of Continuing Studies as well as the Creation of the School of Public Policy in the Faculty of Arts were approved by Senate. Of the latter, Senator Moore proposed a friendly amendment that the program be opened to all Faculties rather than being limited to the Faculty of Arts.

Provost Manfredi announced new teaching programs in the Schulich School of Music, Ph.D. in Epidemiology, revisions of existing programs in Arts and Religious Studies, moderate and minor program revisions, program retirements, new courses, but nothing of consequence for this Faculty except for minor changes to the Joint Major in Physics and Geophysics.

Senate approved the report of the Senate Nominating Committee, and the membership of the Committee on Libraries, Joint Board-Senate Committee on Equity, Statutory Selection Committees, and University Tenure Committees.

Associate Provost Campbell proposed and Senate approved minor changes related to normalizing the credit of time (up to two years) for faculty coming from another institution but not in a tenure stream program, making it equitable.

Senate received for information the annual report of the Ombudsperson for Students which was presented by Professor Dimitrios Berk, Ombudsperson for Students, and the annual report on the Advisory Council on the Charter of Students' Rights presented by Professor Jane Everett, Chair of the Advisory Council on the Charter of Students' Rights.

As the final agenda item, Senate moved into confidential session to discuss the report of the Honorary Degrees and Convocations Committee.

## **10) MEMBERS' QUESTION PERIOD**

- 710.1** Prof. Roulet said he had a question about two related issues. He said that a document from GPS concerning the tracking of the progress of graduate students would be going through Senate, and the tracking form would now have to be signed off on by GPDs, rather than being a responsibility of GPS.
- 710.2** As things stand now, only tenured or tenure-stream faculty can supervise graduate students. A provision will also be coming through Senate stating that "contract academic staff" can supervise graduate students.
- 710.3** Prof. Roulet's question was whether the Faculty had a position on these issues.
- 710.4** Associate Dean Nilson said she had spoken to Prof. Sébastien Breau, the GPD for Geography, and one of the Faculty's representatives on the GPS Council. Prof. Breau had not been in favour of the tracking form being signed by GPDs, but nonetheless it had passed GPS Council and would now be considered by Senate.

- 710.5** Associate Dean Nilson said that her personal opinion was that it was reasonable to track students' progress and to sign off on it. However, her interpretation of the proposal was that the GPDs would look out for "red flags," but not be responsible for chasing after missing progress reports. Associate Dean Nilson added that this was her view, but people were welcome to contact her to discuss it further.
- 710.6** Regarding the second issue, Prof. Roulet clarified that he would like to be assured that the same roles and responsibilities applied to contract academic staff as to tenured and tenure-stream staff. Also, Prof. Roulet was concerned that if the measure regarding contract academics passed, that it would not be possible for departments to prevent contract academics from taking on graduate students even though their time in a department would be insufficient for the students' graduation. He said he could envision a number of graduate students "left hanging."
- 710.7** Associate Dean Nilson said that this was a valid concern. The addition of "contract academic staff" may have been put in in relation to a specific faculty without a full awareness of the implication for other faculties. She would examine the language and raise the issue with GPS.

**Secretary's Note:** The new GPS regulation on supervision that will come through Senate specifies that "ranked contract academic staff who have research as part of their duties" will be able to serve as supervisors. Since the academic duties for contract academic staff are spelled out in their Official Letter of Appointment, it is up to the department to specify whether the duties will include research and supervision.

**11) OTHER BUSINESS**

There being no other business, Prof. Roulet **moved**, seconded by Prof. Lydon, that the meeting be adjourned.

**The motion carried.**