



Memorandum

Office of the Principal and Vice-Chancellor
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TO: Senate

FROM: Professor Suzanne Fortier, Principal and Vice-Chancellor

SUBJECT: Report of the Joint Board-Senate Meeting: Building stronger communities and citizenship through mentorship

DATE: November 23, 2017

DOCUMENT #: D17-29

ACTION REQUIRED: INFORMATION APPROVAL/DECISION

ISSUE The report of the joint Board-Senate meeting held on November 15, 2017, is presented for information.

BACKGROUND & RATIONALE Section 6.3.9.1 of the Statutes of McGill University states:

The Senate and Board of Governors shall hold an annual joint meeting in the fall term. At this meeting, the Principal, the Provost, the Deputy Provost, and the vice-principals, as appropriate, shall present for discussion matters they consider relevant to the University’s mission for the ensuing year.

At the joint Executive Committee/Senate Steering Committee meeting of March 30, 2017, the following topic was proposed and agreed upon for the 2017 joint Board-Senate meeting: “Building stronger communities and citizenship through mentorship.” The joint Board-Senate meeting was held on November 15, 2017. The report arising from the joint meeting is attached as Appendix A.

PRIOR CONSULTATION N/A

SUSTAINABILITY CONSIDERATIONS The joint Board-Senate meeting is an annual meeting that provides a sustainable framework for the University governing bodies to discuss topics relevant to the University’s mission.

IMPACT OF DECISION AND NEXT STEPS The report will be presented to the Board of Governors at its December 12, 2017 meeting.

MOTION OR RESOLUTION FOR APPROVAL This item is presented for information

APPENDICES

Appendix A: Report of the Joint Board-Senate Meeting of November 15, 2017

Appendix B: Evaluation

Report of the Joint Board-Senate Meeting of November 15, 2017

Prior to the meeting, Senators, members of the Board of Governors and guests had an opportunity to view displays demonstrating initiatives at McGill related to the theme of mentorship. The following units/faculties organized displays for the meeting: Career Planning Services (CaPS), Desautels Faculty of Management, Faculty of Engineering, International Student Services, McGill Connect, My Workplace, McGill Library, Office for Students with Disabilities and the Social Equity and Diversity Education (SEDE) Office.

The Chair of the Board of Governors welcomed the 73 Senators, members of the Board of Governors and guests who attended the joint meeting. He reminded participants that the annual joint meeting provides an opportunity for Senators and members of the Board of Governors to explore an important matter affecting the University's mission. The Principal then welcomed attendees and presented a brief progress report on the 2016 joint Board-Senate meeting on "McGill's sustainability plans and initiatives." The Chair then introduced the meeting's topic, "Building stronger communities and citizenship through mentorship."

The meeting included a presentation from Professor Brian Rubineau, Associate Professor of Organizational Behavior at the Desautels Faculty of Management, touching on the meeting topic.

Following the keynote speaker presentation, Senators and Governors engaged in roundtable discussions on the following key question, which had been circulated prior to the meeting:

1. What can we do at McGill to facilitate the provision and availability of relevant and skilled mentors for our community members (students/alumni, staff, and faculty)?
2. How can/should mentoring be formalized for the constituencies within the McGill community (students/alumni, staff, and faculty)?
3. What can McGill do to develop a stronger culture of mentorship?

The questions generated a discussion and a number of ideas. The main ideas that emerged from the discussions are:

- McGill should have and maintain a website dedicated to mentorship where staff and students can easily connect with mentors and where mentors can access resources on mentorship. The website could include a database with available opportunities, including student initiatives.
- Mentorship initiatives and their benefits should be promoted online, in the McGill Reporter and in what'snew @mcgill.

- Participants agreed that formalization is needed but there is value for informal structures as well.
- To facilitate informal mentoring, the University could create more opportunities/events for people to interact and everyone should be encouraged to reach out to potential mentors in his or her network.
- The University should identify mentoring as a high priority and provide resources and financial support for mentorship programs. Each faculty/unit should create a position for supporting mentorship and provide training and support to mentors.
- Some participants expressed that everyone should be assigned a mentor. It was noted that having mentors from other units/faculties could be beneficial as competition within a unit can hinder the ability to find mentors/good mentors.
- There should be an annual review of performance of mentors and mentorship programs.
- Participants expressed that mentorship should be recognized and rewarded. For example, with respect to academic staff, it could count as service and be part of the tenure dossier; with respect to administrative and support staff, it could be part of their duties and included as part of the performance dialogue; with respect to students, it can be indicated on their transcripts.
- Everyone must be involved in mentorship initiatives, including members of the senior administration.

Feedback provided from Senators and members of the Board of Governors was generally positive (see Appendix B) and will be taken into account in planning future joint Board-Senate meetings.

**McGill Joint Board-Senate Meeting - November 15, 2017
Evaluation**

Total number of attendees = 73
Number of surveys completed = 54
Response rate = 74%

1. Level of satisfaction with:

Displays: 29.63% were satisfied
64.81% were very satisfied
(5.55% indicated “N/A”)

Guest Speaker: 25.92% were satisfied
72.22% were very satisfied
(1.85% indicated “N/A”)

**Roundtable Discussion
Format** 7.40% were satisfied
92.59% were very satisfied

Meeting Materials: 33.33% were satisfied
62.96% were very satisfied
(3.70% indicated “N/A”)

Location: 100% were very satisfied

Time allotted: 16.67% were satisfied
83.33% were very satisfied

2. I found the meeting topic interesting and stimulating:

12.96% indicated their agreement
87.04% indicated their strong agreement

3. I found the discussion informative and engaging:

11.12% indicated their agreement
88.88% indicated their strong agreement