

Minutes

Wednesday, February 19, 2020 19-20:06

Minutes of the meeting of Senate held on Wednesday, February 19, 2020 at 2:30 p.m. in the Robert Vogel Council Room (Room 232, Leacock Building)

PRESENT

Animesh, Animesh	Harpp, David	Rogers, Dakota
Arseneault, Louis	Hastings, Kenneth	Rohrbach, Petra
Bajeux-Besnainou, Isabelle	Hébert, Terry	Salmasi, Kamal
Bartlett, Joan	Hurtubise, Jacques	Saumier, Geneviève
Beauchamp, Yves	Kamen, Amine	Scholtz, Christa
Bedjanian, Tatiana	Kemeni, Chloe	Sekhon, Harmehr
Belzile, Bruno	Kemme, Bettina	Shor, Eran
Bernard, Daniel	Labeau, Fabrice	Sinacore, Ada
Bonneau, Vanessa	Lach, Lucyna	Sparks, Tabitha
Buraga, Bryan	Lametti, André	Stephens, David
Campbell, Angela	Larson, Erik	Stifani, Stefano
Cook, Colleen	Leckey, Robert	Tessier, Adrienne
Dorval Courchesne, Noémie-Manuelle	Lennox, Bruce	Theodore, David
Drouin, Susan	Liboiron-Ladouceur, Odile	Tippler, Maria
Duckett, Sébastien	Maioni, Antonia	Vallée, Jean-Sébastien
Dworek, Nikulas	McCullough, Mary Jo	Vennat, Manon
Eidelman, David	Mecabô, Henrique	Voudouris, Nellie
Elbourne, Elizabeth	Nalbantoglu, Josephine	Waters, Natalie
Elstein, Eleanor	Ndao, Momar	Webb, Tracy
Emami, Elham	Nilson, Laura	Weil, Carola
Engle-Warnick, Jim	Nycum, Gillian	Weinstein, Marc
Eperjesi, Debbie	Nystrom, Derek	Wilkinson, Eric
Fortier, Suzanne	Quitoriano, Nathaniel	Wilson, Madeline
Fronda, Michael	Rassier, Dilson	Yalovsky, Morty
Garneau, Jeremy	Raveendra, Keerth	Yang, Mu Rong
Gonnerman, Laura	Richard, Marc	Yau, Peter
Hakim, Joseph	Riches, Caroline	Zabowski, Glenn
	Robaire, Bernard	Zorychta, Edith

REGRETS: Alison Laywine, Alvin Shrier, Anja Geitmann, Avery Bonair-Cyrus, Bob Babinski, Brenda Ravenscroft, Christopher Manfredi, Gael Eakin, Henri Schoucair, Jacqueline Bede, Jeffrey McKenzie, Jennifer Ronholm, Jim Nicell, Julia Kafato, Julie Cumming, Laura Winer, Laurie Snider, Lisa Starr, Lucille Xiang, Martha Crago, Michael Meighen, Michel Tremblay, Peter Grütter, Ram Panda, Robert Sladek, Rod Louisa, Ronald Niezen, Svetlana Komarova.

SECTION I

1. Welcoming Remarks

The Chair welcomed Senators to the sixth Senate meeting of the 2019-2020 governance year. She reminded Senators, guests and spectators that the use of electronic devices is permitted for viewing meeting documents, but that the Senate Standing Rules of Procedure prohibit the recording of sound or images, as well as the communication or posting of Senate deliberations. She also mentioned that the Senate meeting was being livestreamed and that the recording would be accessible until the approval of the meeting minutes at the subsequent meeting.

2. Memorial Tributes: Professors Kenneth Morgan and Ronald Melzack

Senator Eidelman read the following memorial tribute for Professor Morgan, which Senate subsequently unanimously endorsed:

It is with great sadness that we share the news of the passing of Dr. Kenneth Morgan, Emeritus Professor of Medicine and Human Genetics at McGill University and a world-renowned scientist who dedicated his career to advancing population genetics, analysis of complex pedigrees, and genetic modelling.

Dr. Morgan received MSc and PhD degrees in Human Genetics from the University of Michigan. Following post-doctoral work with renowned evolutionary biologists, Drs. Philip M. Hauser and Richard Lewontin at the University of Chicago, he joined the University of New Mexico faculty in 1970. In 1972, he moved to the Department of Genetics at the University of Alberta, where he became full Professor in 1985.

In 1986, the prospect of developing a population genetics research community in Quebec alongside genetic-sociologists Drs. Claude M. Laberge, Charles Scriver and Gerard Bouchard, drew Dr. Morgan to McGill, first to the Department of Epidemiology and Biostatistics, and then in 1989 to the Department of Medicine. In 1990, he helped establish the new Department of Human Genetics. In recognition for his contributions to academia, Dr. Morgan was named Emeritus Professor in 2017.

Academia benefited from his development of genetic methodologies in epidemiology, statistics and diverse populations such as Hutterites and French-Canadians, and especially from his extensive collaborations on hereditary cancer, asthma, and infectious diseases. A prolific researcher, he published more than 180 peer-reviewed papers, authored 25 book chapters, invited reviews, letters and technical reports, and delivered over 50 invited lectures, raising the international reputation of the Canadian genetics research field.

Dr. Morgan was recognized as a pillar of the Canadian genetics community by the Genetics Society of Canada with the 2003 Award of Excellence, and with a special symposium in his honour at the 2012 Canadian Human and Statistical Genetics Meeting. The testimonials at this event reflected on his enormous impact on the scientific and personal lives of his

collaborators and trainees, many of whom now have successful leadership positions in academia.

A valued member of the Faculty of Medicine, Dr. Morgan was a devoted teacher, mentor, and an exemplary role model for academic trainees under his direct supervision and often from collaborating groups as well. For all of them, he was their champion, a source of wisdom and an attentive listener who deeply impacted both their future scientific careers and personal lives.

We extend our heartfelt condolences to Dr. Morgan's partner in science and life Mary Fujiwara, Assistant Professor in the Department of Human Genetics, as well as to his family Marc and Laurel Holmes, Ron and Janine Morgan, and his many friends, colleagues and all those whose lives he touched. He will be greatly missed.

Senator Lennox then read the following memorial tribute for Professor Melzack, which Senate subsequently unanimously endorsed:

Ronald Melzack, an internationally renowned psychologist and one of the most influential pain researchers of our time, passed away at the age of 90 on December 22, 2020. Dr. Melzack launched the field of pain research, and his work had a profound influence on how we conceive, measure and treat pain.

Dr. Melzack obtained a PhD in Psychology at McGill University in 1954, under the supervision of Donald Hebb. Dr. Melzack completed postdoctoral studies under Dr. William Livingston at the University of Oregon Medical School and spent several years at M.I.T. before returning to McGill in 1963. In 1965, he and his colleague Dr. Patrick Wall proposed the Gate Control Theory of Pain. The theory produced an explosive growth of research and resulted in experimental and clinical psychology becoming an integral part of pain research and therapy.

Dr. Melzack further developed his ideas about pain in two popular books about the science of pain, "The Puzzle of Pain" (1973) and, with Dr. Wall, "The Challenge of Pain" (1996). In 1984, he co-edited the first edition of Wall and Melzack's Textbook of Pain, which was to become the reference in the field (currently in its 6th edition). His later work on the pain neuromatrix focused on the role played by the brain in the generation of our subjective experience of pain, and it provided the framework for studies in pain neuroimaging in the 21st century.

In the 1970s, Dr. Melzack also tackled the problem of pain measurement by creating the McGill Pain Questionnaire (MPQ), which was the first questionnaire to reliably measure the different aspects of the pain experience in patients suffering from various types of painful conditions. Since then, the MPQ has been translated into more than 50 languages, and has been cited in more than ten thousand scientific publications. Dr. Melzack was one a founding member of the McGill Pain Clinic and Research Centre, now known as the Alan Edwards Pain Management Unit (AEPMU) and Centre for Research on

Pain (AECRP). He was also a founder of the International Association for the Study of Pain (IASP), which is now the leading organization in pain research.

Dr. Melzack was named officer of the Order of Canada, and of the *Ordre National du Québec*. He received the Izaak-Walton-Killam prize and the Grawemeyer Award for original and creative ideas. The Canadian Medical Hall of Fame declared upon his induction in 2009 that: “It’s been said that Dr. Ron Melzack has done for pain research and pain management what Einstein did for physics.”

Dr. Melzack cared passionately about people who suffered from pain, be it those experiencing acute pain of childbirth to those suffering chronic pain in phantom limbs. He also cared greatly for his students not only encouraging his students to excel in their fields, but also for clinical students to learn from basic science students and vice versa, and mostly for all trainees to learn from pain patients. He was proud to say that he was the academic father of his trainees and Donald Hebb was their academic grandfather. He trained over 100 students during his career, including Nobel Prize winner, John O’Keefe.

Dr. Melzack’s funeral was held on Dec. 26, 2019. He is survived by his wife of 59 years, Lucy, and their two children, Lauren and Joel.

3. Report of the Steering Committee

(19:20-06)

Senate received the Report of the Steering Committee (19-20:06). The Report contained the following items:

Item 1. Approval of Minutes of Senate – January 15, 2020.

Item 2. Speaking Rights. Upon approval of the report, speaking rights were granted to Professors Johanna Neslehova, Fabian Lange and Erica Moodie for item IIB1 (Report of the Provost’s Working Group on Salary Equity); and Professor Dimitrios Berk, Ombudsperson for Students, for item IIB5.3 (Annual Report of the Ombudsperson for Students).

Item 3. Approval of Agenda.

Item 4. Review of Questions and Motions. The Steering Committee received two questions and a motion for review. The first question (submitted by Senator Elbourne) asked about the cancellation of the Graduate Option in Gender and Women’s Studies and in Development Studies. The question was not approved for submission to Senate as no action on the Graduate Option had been taken to date. The second question (submitted by Senator Mecabô) concerned the University Student Assessment Policy and was approved for submission to Senate. The motion (submitted by Senators Bonneau, Buraga, Dworek, Laywine, Nystrom, Shor and Wilson) called for the creation of a conference committee. Based on the Steering Committee’s review of the relevant sections of the McGill Statutes, the motion was not approved for submission to Senate.

Item 5. Open Discussion Topic. The Steering Committee selected to have an open discussion on the format and structure of open discussions.

Senator Nystrom asked if Senate, by approving the Report of the Steering Committee, was endorsing the rationale of the Steering Committee's decisions. The Secretary-General clarified that Senate would be approving the items of the report that were being recommended for approval, notably the minutes, the assignment of speaking rights and the agenda. She added that the Report also contained the Steering Committee's decisions with respect to determining, on behalf of Senate, the admissibility of questions and motions. The Committee's review and decisions were noted in the report for Senate's information.

On a motion duly proposed and seconded, Senate approved the following as consent items:

- *Item 1. Approval of Minutes of Senate – January 15, 2020*
- *Item 2. Speaking Rights*
- *Item 3. Approval of Agenda*

The following items were received by Senate, as consent items, for information:

- *Item 4. Review of Questions and Motions*
- *Item 5. Open Discussion Topic*

4. Business Arising from the January 15, 2020 Senate Minutes

There was none.

5. Chair's Remarks

The Chair began her remarks by speaking about the COVID-19 outbreak. She stated that the Public Health Agency of Canada assessed the public health risk associated with the novel coronavirus as low for Canada. The Chair informed Senators that McGill's senior administration was carefully monitoring the situation and was actively engaged in supporting community members' well-being through proactive planning and preparation as the situation evolved. She mentioned that the Provost and Vice-Principal (Academic) advised members of the academic staff to avoid traveling to China and the Office of the Deputy Provost (Student Life and Learning) initiated the recall of McGill students in China.

Regarding government relations, the Chair reported that the provincial budget would be released on March 10, 2020, while the federal budget was expected to be tabled in April. She stated that the *Bureau de coopération interuniversitaire* (BCI) is asking for significant new funding to support additional faculty positions, improved student retention rates, the cost of information technology infrastructure and operation, and to provide support for early stages of innovation. The Chair then reported that the *Ministère de l'Immigration, de la Francisation et de l'Intégration* announced that consultations would be held on the amendments to the *Programme de l'expérience québécoise* (PEQ) and that McGill would work with other universities to present a common position. She spoke about the BCI retreat that took place in January, noting that it focused on the group's future directions and mandate. Finally, the Chair mentioned that the Quebec government was creating "innovation zones" to foster innovation, attract foreign investment and enhance Quebec's international reach, noting that McGill has been working with partners from the business and academic sectors to develop an innovation zone in clean tech.

Regarding external relations, the Chair spoke about her participation in the 50th anniversary edition of the World Economic Forum Annual meeting in Davos, noting that this year's theme was "Stakeholders for a Cohesive and Sustainable World." She also mentioned that she is serving as chair of the Global University Leaders Forum (GULF), an advisory community comprised of 29 of the world's top universities.

Regarding community relations, the Chair reported that the Montreal Neurological Institute-Hospital launched a new \$200-million brand and campaign, "Brains Need Open Minds," which will support The Neuro's vision to be a unique patient-centric, open science institution that accelerates the pace of discovery and delivers new cures and effective treatments for patients affected by neurological diseases. The Chair informed Senate that McGill24, the University's annual day of giving, would take place on Wednesday, March 11, 2020, noting that \$2.3M was raised last year through this digital fundraising campaign. She shared that McGill remains one of the top workplace fundraisers in Montreal for the Centraide campaign. She stated that this year's campaign raised \$430,055 (exceeding the goal of \$425K) and thanked the co-chairs of the campaign (the Secretary-General and Senator Leckey) and all members of the McGill community who participated. [applause]

Regarding the senior administration, the Chair reported that the Board of Governors approved the reappointment of Professor Josephine Nalbantoglu as the Dean of Graduate and Postdoctoral Studies for a five-year term beginning on July 1, 2020, and a two-year extension of the term of Dr. Colleen Cook as Trenholme Dean of Libraries beginning September 1, 2020. The Chair congratulated them on their renewals and thanked them for their service to the University. [applause]

The Chair concluded her remarks by giving highlights of the kudos circulated prior to the meeting. She congratulated Super Bowl champion Dr. Laurent Duvernay-Tardif (McGill M.D., C.M. 2018) on his achievements. The Chair also congratulated Professors Simon Caron-Huot (Department of Physics), Adrian Liu (Department of Physics and the McGill Space Institute) and Jennifer Sunday (Department of Biology) on being among the recipients of the 2020 Sloan Research Fellowship and Professor Nahum Sonenberg (Department of Biochemistry / Rosalind and Morris Goodman Cancer Centre), who will be receiving an honorary degree from Ben-Gurion University in May. The Chair then shared that, for the third straight year, the Desautels Faculty of Management's MBA program earned a spot in the Financial Times Global MBA rankings, noting that it is ranked 2nd in Canada and 91st worldwide.

SECTION II

Part "A" – Questions and Motions by Members

1. Question Regarding the University Student Assessment Policy

Senator Mecabô submitted the following question:

The McGill University Student Assessment Policy (USAP) "is meant to protect the students from excessive workloads," making sure they are "able to write examinations in

conditions that permit them to put forth their best effort.”¹ The policy states the following: “Students may come forward in cases of perceived violation of the University Student Assessment Policy. The matter may, as appropriate, be confidentially referred to the Professor, Department Chair, Director or Associate Dean to ensure the spirit of the University Student Assessment Policy is respected” (USAP 1.4).

However, the policy only states that it is “the responsibility of Students to exercise due diligence in familiarizing themselves with the provisions of this policy, the examination schedule, and other University, Faculty and Unit regulations governing the conduct of Assessments” (USAP 3.1.2). No part of the USAP outlines that course instructors or higher academic administrators have the responsibility of familiarizing themselves with the provisions of the USAP. It is important to note that, in the past, students have had requests for reasonable accommodations and for the review of assessments rejected by instructors.

Motivated by the citations above and by the fact that assessments are one of the most significant parts of undergraduate and graduate academic life at the university, I ask the questions below.

1. Is it mandatory for instructors and other academic administrators of the university to familiarize themselves with the USAP?
2. What is the appropriate formal way for students to come forward in cases of perceived violations of the USAP, and who would be the correct academic administrator to contact? Who would a student appeal to in the case of an initial response the student deemed to be inappropriate?
3. Are course syllabi reviewed to guarantee their adherence to the rules outlined in the USAP? What are the consequences for students and instructors if assessments that already happened were not in accordance with the USAP? What would happen to the results of such assessments?

Senator Labbeau provided the following written response prior to the Senate meeting:

1. There is no explicit requirement specific to the USAP; however, letters of offer and appointment for tenured and tenure-track professors and for course lecturers include a statement requiring them to be familiar with McGill Policies and Regulations.

The Policy is discussed at orientation sessions for new instructors and new administrators; many faculties and schools send reminders at the start of term. Additionally, the Dean of Students sends a message each year reminding all academic staff of relevant policies and resources as instructors prepare their courses; this message refers to the Course Outline Guide (<https://mcgill.ca/tls/instructors/course-design/outline>) which links to the USAP; the message from the Dean of Students also reminds instructors of a few key components of

¹ McGill University Student Assessment Policy, last amended by the McGill Senate on April 20th, 2016. Document available at https://www.mcgill.ca/secretariat/files/secretariat/2016-04_student_assessment_policy.pdf.

the USAP, including for instance the maximum weight of final examinations and of class participation grades.

2. As stated in the policy, the appropriate channel would be to contact the professor, then the Chair of the Department, then the Associate Dean of the Faculty/School. If appeals were not successful, then the Dean of Students, the Ombudsperson and/or Student Advocacy could consult on the grievance process (which is tied to the Charter of Students' Rights, not specifically to the USAP).
3. Practices vary by Faculty. Some Student Affairs Offices collect course outlines and monitor instructor practices more closely and informally intervene in cases where the USAP is not abided by. Through this intervention, assessments and results could be modified to conform to the USAP.

Senator Mecabô thanked Senator Labeau for the response. He suggested two items for consideration in the context of the current review of the USAP, namely a requirement for instructors and other academic administrators of the University to familiarize themselves with the USAP as well as the creation of a central unit to deal with the application of the USAP and appeals of decisions. Senator Labeau stressed that it is preferable to resolve issues locally when possible to avoid a lengthy and formal appeal process.

Part "B" – Motions and Reports from Organs of University Government

Open Session

1. Report of the Provost's Working Group on Salary Equity (D19-32)

Senator Campbell presented this report for Senate's information. She explained that the Provost and Vice-Principal (Academic) tasked an ad hoc Academic Salary Equity Working Group ("Working Group") with conducting an in-depth equity analysis of tenure-track and tenured academic staff salaries due to concerns about salary equity in the academic staff community. The Working Group's report indicated that, once controlling for key variables that affect salary, there were no systemic salary inequities, with the exception of gender-based salary differences above the 95th percentile of the earnings distribution. However, it was noted that the University could take measures to try to mitigate the impact of some variables that can exert an inequitable impact on women's salaries. The Working Group's recommendations included undertaking concerted efforts to mentor and encourage women Associate Professors to apply for promotion to the rank of Full Professor in a timely manner as well as rigorously following employment equity principles and practices to advance the equitable representation of women across all academic units and in the lateral recruitment of senior professors to the rank of Full Professor.

Senator Quitoriano asked if there was a proactive process to provide salary adjustments for outliers on the low end of the earnings distribution. Senator Campbell stated that low-end anomalies identified by the Working Group and through the annual performance evaluation process would be investigated and, if warranted, corrections could be made using the funding envelope for anomaly or retention adjustments. Senator Animesh asked if any differences or systemic inequities

were noticed with respect to applications for salary adjustment. Senator Campbell indicated that data regarding applicants was not collected, as there was no formal application process, noting that in the majority of cases, requests were made by a chair or dean. Senator Animesh then asked if a more proactive approach could be taken with respect to retention instead of waiting for individuals to receive offers from other institutions. Senator Campbell indicated that the University is mindful of this matter and it is discussed regularly with deans.

Senator Weil suggested conducting the same analysis for non-tenure track faculty and contract academic staff (CAS). Senator Campbell indicated that this would be a difficult exercise due to the large population size, noting that an analysis of particular sub-groups with common characteristics and interests may be feasible. Senator Robaire suggested focusing on ranked CAS and asked if implementing the Working Group's recommendations would resolve the salary differential. Senator Campbell expressed the view that it would address the key variables but would take time. She stated that other universities have implemented across-the-board increases but that approach has proven to be ineffective. In response to Senator Robaire's question on when this strategy would need to be reassessed, Senator Campbell indicated that it would be reviewed every two years. Senator Bonneau asked if a progress report on the Working Group's recommendations would be presented. Senator Campbell stated that an update would be included in the next Biennial Report to Senate on Employment Equity.

Senator Lametti asked for further details regarding the top 5% of earners. Senator Campbell stated that this category represented a small number of individuals, noting that some of the salaries were outliers. She explained that this was usually the result of an ambitious recruitment process for leadership or research positions requiring distinct expertise. Senator Lametti then asked if there were any plans to look at differentials in the hiring of tenure-track and CAS positions. Senator Campbell stated that there was already an employment equity protocol in place for ranked CAS. She mentioned that it is more difficult to track outcomes with respect to CAS as the hiring process takes place at the local level but acknowledged that this matter could be examined more closely.

2. 497th Report of the Academic Policy Committee

(D19-33)

Senator Campbell presented this report, which contained two items for Senate's consideration. The first item was a proposal from the Faculty of Medicine to create the School of Biomedical Sciences, the School of Medicine and to rename the Faculty of Medicine to the Faculty of Medicine and Health Sciences. The establishment of the Schools and the Faculty name change were part of Project Renaissance, the Faculty's new strategic planning exercise, which was presented to Senate for information on May 15, 2019.

Senator Robaire requested that a report be presented to Senate in three years on the impact of Project Renaissance, as it was a major change in the University. Senator Eidelman noted the request and it was indicated that this would be communicated to the Academic Policy Committee (APC) for inclusion on its calendar of business.

In response to Senator Zorychta's question on how departments are classified within schools, Senator Eidelman stated that such decisions would be made within the Faculty of Medicine and

are subject to change, noting that consultations would continue as Project Renaissance is implemented.

Senator Lametti asked why the Report was not distributed at the same time as the other meeting documents. The Secretary-General explained that, normally, the APC report is distributed earlier as meetings of APC are held well in advance of Senate. She noted that in this case, the delay was exceptional and due to the fact that APC only approved the recommendations on February 17th.

Senator Hastings asked whether Project Renaissance had any direct implications on merit review or assessment processes in the Faculty of Medicine, and particularly whether the creation of the School of Biomedical Sciences would entail the implementation of merit-related processes specific to this new unit. Senator Eidelman responded in the negative. He explained that merit would continue to be assessed by department chairs or their delegates, noting that each department has some autonomy to develop processes appropriate to its discipline.

Senator Rogers commented that certain small departments in the Faculty of Medicine have raised concerns over their ability to maintain their identity once they become part of a larger school and asked if consultations were being held on this matter. Senator Eidelman indicated that he met with the departments to hear their concerns. He stated that the Faculty has moved ahead with this project with the consent of the vast majority of the members in each department. He stressed that there is no intention to change the departmental structure or eliminate any departments or their autonomy. He mentioned that the goal is to provide the departments with a higher level of support.

On a motion duly proposed and seconded, Senate approved and recommended to the Board of Governors the approval of the following recommendations, which form part of the Faculty of Medicine's Project Renaissance:

- *the creation of the proposed School of Biomedical Sciences,*
- *the creation of the proposed School of Medicine, and*
- *the renaming of the Faculty of Medicine to the Faculty of Medicine and Health Sciences.*

Senator Campbell then explained that the second item for Senate's consideration was a proposal from the Council of Graduate and Postdoctoral Studies to create a Cumulative or Stackable Master's degree.

On a motion duly proposed and seconded, Senate approved the Cumulative or Stackable Master's as a new pathway towards acquiring an existing Master's Degree.

3. Report of the Senate Nominating Committee

(D19-34)

Senator Campbell presented this report for Senate's consideration. The report contained recommendations for Senate representatives to serve on committees arising from University regulations and the Advisory Committee for the Selection of a Dean of Students, as well as proposed revisions to the APC's terms of reference.

On a motion duly proposed and seconded, Senate approved the recommendations contained in the Report of the Senate Nominating Committee (D19-34).

4. Update on McGill Men's Varsity Teams Naming Process (D19-35)

Senator Labeau presented this report for Senate's information. He mentioned that a special steering committee was formed to lead the process of finding a new name for the men's Varsity teams. He reported that the Committee has been conducting broad consultations with the community to gather ideas of suitable names (including interviews with members who have expressed interest in speaking with the Committee) and welcomed feedback from Senate on the process. Senator Labeau indicated that the committee has received more than 1,200 submissions through the online webform, noting that roughly half were anonymous and the rest mainly from students and alumni. He shared that names suggested multiple times include Cardinals, Highlanders, Martlets, Redbirds, Redhawks, Red Thunder and Royals.

Senator Richard asked about the deadline for the submission of the Committee's report to the Principal in order for the name to be used during the 2020-2021 season. Senator Labeau stated that the deadline could be either at the end of the winter semester or during the summer. He noted that the name would be printed on materials in the sports facilities but not on the teams' equipment and uniform. He also mentioned that the University may choose to implement the new name in several stages.

5. Annual Reports

5.1 Enrolment and Strategic Enrolment Management (2019-20) (D19-36)

Senator Labeau presented this report for Senate's information. The report provided an overview of enrolment (total enrolment by level of study; undergraduate enrolment by level of study; graduate enrolment by level of study; and total enrolment by faculty) and progress towards strategic enrolment priorities (i.e. increasing the number of applications and the yield rate from all Quebec CEGEPS and colleges; increasing the number of new registrations from Francophone Quebec CEGEPS and colleges by 15%; increase Indigenous student enrolment to 1,000; maintaining international student enrolment at 25-30% of total undergraduate enrolment; and continue to attract top graduate students from around the world).

Senator Weil asked if the report included enrolment data from Destiny Solutions, the registration system used mainly in the School of Continuing Studies. Senator Labeau responded in the negative, noting that the data was obtained through Banner.

Senator Buraga expressed concern about reaching the targets for Indigenous student enrolment and asked for more information on the work being undertaken in this area. Senator Labeau highlighted that the Indigenous student enrolment for Fall 2019 was higher than in previous years. He informed Senators that the off-site, community-based programs offered through the Office of First Nations and Inuit Education (OFNIE) and the efforts by Branches, McGill's community outreach program, are proving successful.

In response to Senator Harpp's question on the proportion of part-time undergraduate students, Senator Labeau stated that the vast majority of undergraduate students enrolled in faculties are full-time students while the ones enrolled in the School of Continuing Studies are part-time.

Senator Dworek asked if McGill has the resources to support an increase in the number of Francophone students. Senator Labeau stated that there was already a large francophone community at the University and did not foresee the need for any additional resources. He indicated that the Committee on Enrolment and Student Affairs (CESA) is holding discussions on the ability for students to submit coursework in French as improvements could be made in this area. Senator Hastings asked about the frequency students request to be assessed in French and whether support was offered to academic staff to prepare and grade French language assessments. Senator Labeau stated that no data was available at the moment but CESA was examining these questions more closely.

Senator Quitoriano indicated that the legend and the graph on undergraduate enrolment by level of study (page 11 of the Report) did not match. Senator Labeau stated that he would update the report after the Senate meeting.

Senator Tessier commented that, with certain exceptions, admission to McGill is solely based on grades and asked if a more holistic admission process would be implemented in the future. Senator Labeau indicated that the University would continue with the current system, noting that in certain cases, dossiers could be evaluated differently, especially for underrepresented groups.

Senator Robaire commented that enrolment levels have remained constant over the years and wondered if there have been any changes in the number of applications received by the University. Senator Labeau stated that overall, the number of applications have increased but the increase is not seen in all categories of applicants. For example, he mentioned that the number of applications from students in Quebec CEGEPS has remained relatively constant.

5.2 Graduate and Postdoctoral Studies (2019)

(D19-37)

Senator Nalbantoglu presented this report for Senate's information. The report provided an overview of strategic priorities and the role of Graduate and Postdoctoral Studies (GPS) as they relate to graduate admissions and enrolment, graduate student support, supervision, graduate programs and outreach. Senator Nalbantoglu highlighted that new enrolment at both Master's and doctoral level has increased and the top five source countries for international students are China, India, the United States, France and Iran. She then provided an update on various initiatives, including myProgress, myPath, graduate mobility awards, the doctoral internship program and TRaCE McGill.

Senator Hébert asked if the TRaCE program would be extended to the biomedical sciences. Senator Nalbantoglu clarified that the program was University-wide. Senator Hébert noted that the University of Toronto has a similar initiative, the 10,000 PhDs Project. Senator Nalbantoglu stated that the 10,000 PhDs Project used Internet searches of open-access data sources to determine graduate outcomes while TRaCE went further and included interviews with graduates. Finally, in response to Senator Hébert's question on whether University Advancement was involved with TRaCE, Senator Nalbantoglu responded in the negative.

Senator Rogers asked if enrolment in Non-Thesis Master's programs was expected to decrease now that the Quebec government deregulated the tuition. Senator Nalbantoglu stated that it was too soon to make predictions as the new policy only took effect in Fall 2019 but its impact would be carefully monitored. She mentioned that GPS is working on finding opportunities for funded internships for the students enrolled in these programs to mitigate the fees.

Senator Rogers then asked for clarification regarding the status of the Graduate Options in Gender and Women's Studies and Development Studies. Senator Nalbantoglu confirmed that the Graduate Options were not cancelled or suspended. She stated that the Subcommittee on Courses and Teaching Programs prepared guidelines for academic units to use when proposing a concentration or option of an existing program. (The Guidelines were approved by APC and included as Appendix C of the 497th Report of the APC, D19-33.) She explained that, going forward, options must include a minimum of 12 credits. Although this requirement does not affect existing options, Senator Nalbantoglu stated that it provides an opportunity to examine options with a view to enhance them. Senator Elbourne asked if the 12-credit options would result in increased tuition fees. Senator Nalbantoglu responded that the overall credit numbers of the degree would not be affected; therefore, there should not be an impact on the fees.

Regarding myProgress, a web-based tool that allows graduate students and their supervisors to track and monitor progress towards the degree, Senator Wilkinson asked if any measures could be taken to ensure notifications on milestones were sent at more appropriate times. He stated that currently, notifications are sent to students at the same time despite milestones often being program-specific. Senator Nalbantoglu indicated that the system would be changed to address this issue and in the meantime, the milestones were being entered manually into myProgress. Senator Quitoriano asked whether myProgress could be used for undergraduate programs. Senator Nalbantoglu stated that the system could be adapted by IT Services for different needs.

Senator Quitoriano then asked if any benefits to having at least two professors present at progress-tracking meetings had been observed since this process was implemented a few years ago. Senator Nalbantoglu expressed that it is a good practice but it was too early to determine whether it influenced time to degree completion.

5.3 Ombudsperson for Students (2018-19)

(D19-38)

Professor Berk, Ombudsperson for Students, presented this report for Senate's information. He explained that the Office of the Ombudsperson for Students offers informal, independent, impartial and confidential dispute resolution services to students to avoid recourse to the more formal grievance process of the University. He stressed that the Ombudsperson is an advocate for a fair process and not an advocate for the individual or the University administration. He highlighted that the number of requests for assistance were roughly the same at the undergraduate and graduate level, noting that the majority of cases concerned academic and inter-personal issues.

Senator Dworek asked for examples of cases that would fall under the categories of "procedural issues," and "abuse of power." Professor Berk mentioned that a process not being followed when a student applies for an exchange program would be considered a procedural issue and a professor

or supervisor speaking inappropriately to a student would be considered abuse of power. Professor Berk noted that there were no such cases reported for the 2018-19 period.

In response to Senator Rogers's question on whether the cases involving stipends related to unfair compensation, Professor Berk confirmed that they were due to other issues.

Senator Tessier asked about the process that would be followed if it became apparent that filing a formal grievance would be a more appropriate course of action. Professor Berk responded that the student would be referred to the Student Advocacy office.

As Professor Berk's term as Ombudsperson was ending on April 30, 2020, the Chair thanked him, on behalf of Senate, for his contributions to the University. [applause]

5.4 Advisory Council on the Charter of Students' Rights (2018-19) (D19-30)

Senator Sinacore presented this report for Senate's information, in accordance with the *Charter of Students Rights*. She explained that the Advisory Council convenes only when it receives a request to investigate a violation of the *Charter of Students' Rights* from a member of the University community, or when a matter is referred to it by the Committee on Student Grievances. She reported that the Advisory Council did not convene during the 2018-2019 governance year as no requests for investigations were received.

6. Senate Calendar of Dates 2020-21 (D19-39)

The Secretary-General reminded returning Senators to reserve the dates for the 2020-21 Senate Meetings and its Standing Committee meetings (if applicable) in their calendars.

7. Other Business

There being no other business, on a motion duly proposed and seconded, the meeting ended at 4:25 p.m.

END

The complete documents, including presentations at Senate, are kept as part of the official Senate record.