

Minutes

Wednesday, November 18, 2020 20-21:03

Minutes of the meeting of Senate held on Wednesday, November 18, 2020 at 2:30 p.m. via the Zoom Conferencing Application.

PRESENT

Arseneault, Louis	Grignon, Chantal	Ravenscroft, Brenda
Babinski, Bob	Hakim, Joseph	Richard, Marc
Bartlett, Joan	Hébert, Terence	Riches, Caroline
Bede, Jacqueline	Hurtubise, Jacques	Riddle-Merritte, Leela
Bedjanian, Tatiana	Jorgensen, Jan	Robillard, Martin
Beech, Robin	Kemme, Bettina	Rohrbach, Petra
Breau, Sébastien	Kiester, Lucy	Rose, Jessica
Brulé-Champagne, Emile	Kirk, Andrew	Ruge-Murcia, Francisco
Campbell, Angela	Komarova, Svetlana	Salameh, Samer
Cook, Colleen	Kouchakji, Kristi	Salmasi, Kamal
Crago, Martha	Krishnamurthy, Srinivasan	Saumier, Geneviève
Cumming, Julie	Labeau, Fabrice	Sekhon, Harmehr
Cummings, Beth	Leckey, Robert	Shrier, Alvin
Daryanani, Darshan	Lennox, Bruce	Snider, Laurie
Deschenes, Jean	Loftus, Mary Lynne	Sparks, Tabitha
Dias, Dahlia	Low, Bronwen	Sroka-Fillion, Nathalie
Dorval Courchesne,	Maioni, Antonia	Stephens, David
Noémie-Manuelle	Manfredi, Christopher	Tessier, Adrienne
Drouin, Susan	McKenzie, Jeffrey	Theodore, David
Earle, Jemark	Nalbantoglu, Josephine	Tippler, Maria
Eidelman, David	Ndao, Momar	Tureli, Ipek
Elbourne, Elizabeth	Nicell, Jim	Uttamchandani, Krishna
Elstein, Eleanor	Nilson, Laura	Vallée, Jean-Sébastien
Emami, Elham	Nycum, Gillian	Voudouris, Nellie
Engle-Warnick, Jim	Nystrom, Derek	Weil, Carola
Eperjesi, Debbie	Osiecki, Sophie	Weinstein, Marc
Fortier, Suzanne	Parsons, Addy	Willie, Bettina
Frizzle, Brooklyn	Perepichka, Dima	Winer, Laura
Fronda, Michael	Qiu, Haoyi	Yalovsky, Morty
Geddes, Maiya Rachel	Quitoriano, Nathaniel	Yang, Mu Rong
Geitmann, Anja	Ramnawaz, Shaainee	Zorychta, Edith
Gonnerman, Laura	Rassier, Dilson	

REGRETS: Yves Beauchamp, Avery Bonair-Cyrus, Gael Eakin, Samer Faraj, Kenneth Hastings, Lucyna Lach, Alison Laywine, Arnav Manchanda, Michael Meighen, Ram Panda, Joella Reev, Jennifer Ronholm, Shaheen Shariff, Eran Shor, Narendra Subramanian, Manon Vennat, Tracy Webb.

1. Welcoming Remarks

The Chair welcomed Senators to the third Senate meeting of the 2020-21 governance year. She welcomed Senator Beech, who was attending his first meeting further to his appointment as Dean of Students. In light of the evolving situation regarding the coronavirus (COVID-19), the meeting was held virtually via the Zoom conferencing application. The Chair highlighted the guidelines for remote participation, which had been shared with Senators, noting that they were developed to enhance meeting effectiveness in a virtual format, while respecting the Senate Rules of Procedure. She mentioned that the audio portion of the Senate meeting was being livestreamed and the recording would be accessible until the approval of the meeting minutes.

2. Memorial Tributes for Professors Mario Bunge, Henry Reiswig and Vanamamalai Seshadri

Senator Maioni read the following memorial tribute for Professor Bunge, which Senate subsequently unanimously endorsed:

Born in Argentina, Professor Bunge moved to Canada in 1966, and taught philosophy at McGill University. Prior to this, he had been a professor at Argentina's National University of La Plata and the University of Buenos Aires. Mario Bunge sustained a prolific research program spanning most of the 20th century, the first two decades of the 21st, which concerned a breathtaking array of different subjects. He published more than a book a year for nearly 60 years, and more than 400 articles in total.

A household name in Latin America, Mario Bunge was most widely recognized as a philosopher of science. While his influence as a physicist and philosopher of science is especially remarkable, his writings comprehend all the major fields of philosophy, from semantics to political theory, on which he published a worthy book shortly after retiring from the McGill Department of Philosophy at age 90. His most significant works include his *Philosophy of Science* in two volumes (1998) and his eight-volume *Treatise on Basic Philosophy* (1974-1989).

Mario read and wrote widely not only within philosophy but also across the natural and social sciences, and strove to integrate the knowledge gleaned from these disparate fields. Some of us in the department learned about one of his non-intellectual skills at the farm of our colleague, Storrs McCall, one Thanksgiving shortly before Mario retired. When Storrs' wife, Ann, brought out a horse for us to admire, Mario mounted, brought the horse to a full gallop around the corral, pulled up, hopped off, and then turned back to convivial dialogue, both philosophical and otherwise.

Mario died February 24th, 2020 at age 100. His wife Marta, a McGill professor emerita of Mathematics and Statistics, survives him; as do his four children Carlos, Mario, Eric, and Silvia; and their children.

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

With great sadness, we share the news of the passing of Dr. Henry Michael Reiswig, Professor in the Redpath Museum, McGill University. Although Dr. Reiswig was born in St. Paul, Minnesota, he grew up in the San Francisco Bay area spending an inordinate amount of time with marine wildlife. After completing his undergraduate at University of California, Berkley, and a doctorate at Yale University, he took a job at the Redpath Museum in 1972. There, he established himself as a world authority on hexactinellid sponges, also known as Glass Sponges. He researched, taught, and curated in the Redpath Museum until his official retirement in 2001 and moved to Victoria, BC to continue his work in the relative solitude of his garage that he had converted into a laboratory. While there, he maintained a strong research collaboration with the Royal British Columbia Museum.

Dr. Reiswig described over 50 new species of sponges, with his most recent description published posthumously in August this year. He was known for his encyclopedic knowledge of all things invertebrate and his unassuming presence. He was so humble that he was surprised when asked to apply for Full Professor. When he eventually did, his peers were surprised he hadn't been promoted to full professor status years before.

To ensure Henry's legacy of hexactinellid biology, the Redpath Museum is working to incorporate his vast specimen collection as a resource for future generations of sponge biologists.

We extend our heartfelt condolences to Dr. Reiswig's daughters Jennifer, Penelope, and Amy, his many friends, colleagues and all those whose lives he touched. He will be greatly missed.

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

Vanamamalai Seshadri, Professor Emeritus of Statistics at McGill University, died peacefully at his daughter's home on March 8, 2020, in Sunnyvale, California. He was 91 years old. Sesh, as he was informally called, was born on April 25, 1928, in Kizhanatham, India. After studying mathematics at Loyola College in Madras, he taught in Sri Lanka and Myanmar before moving to the United States to pursue doctoral studies in mathematical statistics at Oklahoma State University, under the supervision of the eminent statistician Franklin Graybill, finishing in 1961. He then moved his family to Montréal, where he began his career at McGill. He was tenured in 1964 and became a Full Professor in 1970. He retired in 1997.

Sesh's research specialization was distribution theory. His name is permanently associated with the inverse Gaussian distribution, the long and fruitful study of which he began in 1981. His two masterly expositions of the topic, published by Oxford University Press and Springer respectively, are still the go-to references on the subject. Sesh's research contributions covered a much wider spectrum, however, covering estimation problems and multivariate analysis, as well as touching on questions of probability theory. While at McGill, Sesh authored over 50 research articles, many of which appeared in journals of the

highest caliber such as *The Annals of Statistics*, the *Journal of the American Statistical Association*, and *Biometrics*, supervising a good number of graduate students, three of whom went on to join the faculty of McGill.

Within the Mathematics and Statistics Department at McGill, Sesh was known as an incurable traveler. His reputation and his enthusiastic talks, delivered in English and French, earned him invitations from around the world and fed his wanderlust. In his retirement, he spent many years teaching at prestigious universities all over the world as Professor Emeritus, enjoying bridge games with his friends and spending time with his dear departed wife, Champa Seshadri. Sesh is survived by his sister Leelavathi Seshadri, his children Srinivasan Seshadri and Usha Seshadri, and his seven grandchildren. We are all the poorer for his departure, but the discipline of statistics is richer for his exceptional research contributions. The Department expresses its deepest sympathies to his family for their loss.

3. Report of the Steering Committee (20:21-03)

Senate received the Report of the Steering Committee (20-21:03).

Item A1. Approval of Minutes of Senate – October 21, 2020 meeting.

Item A2. Approval of Confidential Minutes of Senate – October 21, 2020 meeting.

Item A3. Speaking Rights. Upon approval of the report, speaking rights were granted to Mr. Glenn Zabowski, Associate Dean of Students, for item IIB6.1 (Annual Report on the Code of Student Conduct and Discipline Procedures).

Item A4. Approval of the Agenda.

Item A5. Review of Questions and Motions. Two questions were submitted to the Steering Committee for review. They were approved for submission to Senate (as drafted) and included on the November 18, 2020 Senate agenda.

Item B1. Review of Motion to Extend 2020-2021 Winter Holiday Break. A special meeting of the Steering Committee was convened to review a motion to extend the holiday break as it was argued that the motion was time sensitive. The motion was not approved for submission to Senate. Several points were raised, notably that further consultation was required and that it was anticipated that the University Registrar would present a proposal on this matter at the next Senate meeting, which was only two weeks away.

On a motion duly proposed and seconded, Senate approved the Report of the Steering Committee.

4. Business Arising from the October 21, 2020 Minutes

There was none.

5. Chair's Remarks

The Chair began her remarks by informing Senators that the University was developing a plan to extend the Winter Holiday Break and that a proposal was expected to be presented at the next Senate meeting. She acknowledged that other universities in Quebec had already announced that they would delay the start of the winter term and explained that the situation at McGill was more complex as half the student body was composed of out-of-province and international students. She then called on Senator Labeau to speak to some of the considerations and trade-offs regarding the extension. Senator Labeau indicated that similar concerns as the ones identified regarding a Fall Reading Break would apply. He highlighted that delaying the end of the term would result in issues with respect to employment opportunities, internships and co-op placements. He added that compressing the semester presented issues for programs with accreditation requirements. He mentioned that there may be flexibility with respect to the length of the exam period and stressed that even if the holiday break were extended, it would not be by an additional 14 days notably due to deadlines concerning government student aid programs.

The Chair then provided an update on the situation at McGill for Fall 2020 and Winter 2021 in light of the COVID-19 pandemic. She reminded Senators that all individuals on McGill campuses are required to wear a mask when in any indoor shared space (with a few exceptions). She mentioned that COVID-19 transmission at McGill has occurred twice, both times in residences, noting that safety protocols were effective. Regarding Winter 2021, she reported that Professor Christopher Buddle, Associate Provost (Teaching and Academic Programs), delivered an informative presentation at last week's joint Board-Senate meeting that covered many aspects of the winter planning. She reiterated that lectures would be primarily delivered through remote platforms with enhanced in-person teaching activities, where possible (with the priority being critical laboratories, clinical activities, project courses, and other experiential in-person components of courses, including those required for graduating students). The Chair mentioned that planning for the Fall 2021 term was also underway and the promising news regarding the COVID-19 vaccines developed by Pfizer and Moderna and the latest serology tests and rapid diagnostic tests.

Regarding government relations, the Chair reported that she met with Quebec Minister of Higher Education, Danielle McCann, to discuss the New Vic Project and the Fiat Lux. She indicated that Minister McCann appeared receptive to the projects and how they fit into McGill's academic mission, needs and priorities. She mentioned that the next steps include advancing infrastructure priorities with the Quebec Minister of Finance, Éric Girard, Quebec Treasury Board President, Sonia Lebel, as well as Montreal Mayor, Valérie Plante. Finally, the Chair mentioned that McGill is participating in discussions through the U15 with officials in the public sector regarding attracting and retaining talent and intellectual property in Canada.

Regarding community relations, the Chair reported that the University announced the new name for the men's varsity teams – the McGill Redbirds. She thanked the members of the naming committee co-chaired by Senator Labeau and Mr. Hubert Lacroix (BCL'76, MBA'81). She then spoke about the virtual Fall Convocation ceremonies, which took place on November 5, 2020, highlighting that the Convocation address was delivered by Lauren Rathmell (B.Sc.'10), co-founder of Lufa Farms, and that McGill Medals for Exceptional Academic Achievement were

awarded to Dr. Barry Posner (Faculty of Medicine and Health Sciences), Professor Emeritus Leon Glass (Faculty of Medicine and Health Sciences) and Professor Emeritus John Rea (Schulich School of Music). Finally, the Chair spoke about several virtual events she attended in the past weeks, including the Trotter Public Science Symposium, Global Health Night, Neuro-Gairdner Open Science in Action Symposium and a panel on Bill 21 hosted by the Post Graduate Students' Society (PGSS) featuring Professor Emeritus Charles Taylor. She mentioned that the 2020 Mallory Lecture was taking place the following day and would be delivered by the Minister of Justice and Attorney General of Canada, David Lametti (BCL'89, LLB'89).

The Chair concluded her remarks by giving highlights of the kudos circulated prior to the meeting. She congratulated Dr. William Foulkes (Director of the Program in Cancer Genetics) on receiving the 2020 Wilder-Penfield Prize (*Prix du Québec*). She shared that five McGill researchers were awarded \$2.5M for COVID-19 infrastructure as part of the Canada Foundation for Innovation (CFI) Exceptional Opportunities Fund and that teams from McGill took honours in four of five research grants in the first-ever Omics Data Against Cancer competition. She shared that six researchers from the Faculty of Medicine and Health Sciences received grants from Brain Canada's Future Leaders in Canadian Brain Research Program. She congratulated Professor Jennifer Sunday (Department of Biology) on receiving a Genome Canada grant and Professor Nahum Sonenberg (Department of Biochemistry) who will be awarded an honorary doctorate by the *Institut national de la recherche scientifique* (INRS). Finally, she mentioned that Ubenwa, a neonatal screening app co-developed by two McGill doctoral students, was one of 35 teams selected to receive funding at MIT's Virtual Solve Challenge Finals.

Senator Daryanani asked whether consultations with students would take place with respect to the extension of the holiday break. He stated that many students have concerns they would like to share, notably with respect to travel-related matters. Senator Labeau responded that discussions were held the previous week with the PGSS and the Students' Society of McGill University (SSMU) and that they would continue throughout the consultation process. He reiterated that there would not be a 14-day extension to coincide with the quarantine period and cautioned that there may be additional restrictions and requirements when traveling depending on the destination, as well as risks of border closures and flight cancellations. The Chair urged members of the McGill community to be aware of the risks of traveling during the pandemic, noting that the Government of Canada indicated that it would not provide repatriation flights to Canadians stranded abroad.

Senator Nystrom spoke in favour of shortening the semester and the final exam period to provide respite to staff and students, noting that the Winter 2020 term had been condensed and the first week of classes is normally less demanding on students and academic staff. He also encouraged his colleagues to consider alternate modes of evaluation. Senator Labeau mentioned that students expressed that they are experiencing assessment overload and asked that instructors be mindful of this feedback when planning their courses. He explained that Winter 2020 was considered a case of *force majeure* and, based on discussions with accreditation bodies, the same accommodations would not be extended to Winter 2021. The Chair added that reducing contact hours required careful analysis as it could affect government grants needed to finance programs.

SECTION II

Part "A" –Questions and Motions by Members

1. Question Regarding the Withdrawal of an Emeritus Designation

Senators Frizzle and Daryanani submitted the following question:

The Regulations on Retirement of Academic Staff¹, which set out the general terms and conditions relating to the retirement of academic staff, delineate the protocols for honorific designations.

The Regulations clearly outline the procedures for awarding the "Emeritus/Emerita" designation. Under the Regulations, the designation is granted to retired full Professors and full Librarians at the discretion of the University, on the recommendation of the relevant Dean(s), in consultation with the relevant Chair(s).²

The Regulations also provide that the designation may be withdrawn by the University, although these procedures are less clearly defined. Under the Regulations, the designation may be withdrawn in the event the Emeritus staff member fails to maintain the standards for which the status was granted, or for misconduct occurring prior to or after retirement.³

With 417 Emeritus/Emerita staff members, as of October 28, 2020,⁴ there remain ambiguities around the exact protocol for the withdrawal of an Emeritus status.

- 1) How is misconduct defined in relation to the Regulations on Retirement of Academic Staff?
- 2) If misconduct is not defined, what types of misconduct would warrant the removal of an Emeritus designation?
- 3) Specifically, who is responsible for determining whether an instance of misconduct warrants the removal of an Emeritus designation?
- 4) Do specific procedures exist by which the withdrawal of an Emeritus designation can be requested or otherwise initiated? If so, what are those procedures?

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

Thank you for these questions related to the designation of emeritus status at McGill, Senators Daryanani and Frizzle.

Emeritus status is an honorific designation; it does not confer an appointment or employment status at McGill. Hence, an emeritus professor is not a University employee

¹https://www.mcgill.ca/secretariat/files/secretariat/retirement_of_academic_staff_regulations_on_may_2013_final_formatted-amended_oct_2017.pdf

² Regulations on Retirement of Academic Staff s. 5.2.1 and s. 5.2.2

³ Regulations on Retirement of Academic Staff s. 5.2.7

⁴<https://www.mcgill.ca/provost/academics/distinguished-professorships/emeritus-emerita>

or “Member of the University Community, as this term is normally defined by our policies and regulations, unless that person also concurrently holds a post-retirement appointment.

The term “misconduct” as used in s. 5.2.7 of the [Regulations on Retirement of Academic Staff](#) (“Regulations”) is interpreted as misconduct defined by McGill regulations and policies that apply to tenure-track and tenured academic staff. In other words, any behaviour that would have been deemed misconduct while one was a professor with active status at McGill would constitute misconduct for the purposes of s. 5.2.7 of the Regulations.

As Provost, I am responsible for confirming an emeritus designation, upon recommendation by the relevant Dean and Chair/Director (s. 5.2.5 of the Regulations). As such, were I notified of a complaint in regard to an emeritus designation, it would be my responsibility to assess whether such designation should be withdrawn under s. 5.2.7. In such a case, the first step would be to determine whether the complaint reported – if taken at face value – constitutes misconduct. If not, then the matter ends there. If so, I would then proceed to assess whether there is evidence that misconduct warranting a disciplinary measure had occurred. In this context, the emeritus professor whose designation is called into question would be given a chance to be heard before a final decision is reached. An emeritus professor whose designation is revoked must cease to use this designation

Senator Frizzle noted that, according to the response provided, the first step in the process for the withdrawal of an Emeritus designation would be to determine whether the complaint reported, if taken at face value, constitutes misconduct, as defined by McGill regulations and policies. Senator Frizzle asked for clarification on the meaning of the expression “taken at face value” as well as examples of “McGill regulations and policies.” Senator Manfredi responded that “taken at face value” refers to there being a *prima facie* case of misconduct, as defined under McGill regulations and policies, such as, for example, the *Policy against Sexual Violence* and the *Regulation on Conflict of Interest*. Senator Daryanani asked why assessing evidence of misconduct was not the first step in the process. Senator Manfredi explained that if the conduct alleged in the complaint does not constitute a violation of McGill regulations and policies, no further action would be required. Senator Campbell stressed that the face value test (which consists of asking whether the behaviour of the emeritus professor would constitute misconduct, as defined by McGill regulations and policies, if you were to assume that all the facts alleged in the complaint are true) is a low threshold.

2. Question Regarding the Principal’s Message on Academic Freedom and Inclusiveness

Senators Frizzle, Daryanani and Parsons submitted the following question:

On October 26, 2020, Principal and Vice-Chancellor, Suzanne Fortier, shared a message with McGill Students and Staff on Academic freedom and inclusiveness.⁵ In this message, two primary commitments of the University are delineated:

⁵<https://www.mcgill.ca/principal/communications/statements/academic-freedom-and-inclusiveness>

“McGill’s commitment to academic excellence requires that the University support an open environment where different views and ideas can be expressed and debated with mutual respect and without fear. [...] At the same time, the University is steadfast and unequivocal in its commitment to a working and learning environment in which every member feels included, valued, and respected.”

While these commitments are both undoubtably essential to the success of McGill University and its students, they can, and do, come into conflict. Most recently, controversy arose when a professor at the University of Ottawa, a fellow U15 university, used a racial slur during a lecture. In the wake of the controversy, 34 current and retired University of Ottawa professors penned a letter defending the use of slurs as a matter of academic freedom⁶ while students described the use of slurs as alienating and isolating.⁷

Such incidents call into question the intersection of academic freedom and inclusivity, where what one individual might consider an expression of academic freedom may impede another individual’s ability to participate in open and mutually respectful dialogue.

- 1) Does McGill University have documented criteria or precedence that define the limitations of Academic Freedom?
- 2) If these criteria are not defined, which individual or governing body is responsible for determining the limitations of Academic Freedom at McGill University?
- 3) How does the University plan to ensure that mutual respect and inclusivity are maintained in a classroom setting?
- 4) Specifically, what responsibilities do Academic staff members have to ensure that respectful dialogue is maintained?

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

Thank you for these questions related to academic freedom at McGill, Senators Daryanani, Frizzle and Parsons.

In regard to the first two questions, while universities extend robust protection to academic freedom for important reasons, no right or freedom is unlimited. The bounds of academic freedom at McGill are set by the regulations and policies that have been developed, debated, and accepted through our collegial governance bodies. Hence, academic freedom cannot be invoked as a defence in any case where a member of our community is found – pursuant to a full and fair investigative process – to have engaged in misconduct under any McGill regulation or policy.

Your third and fourth questions pertain to our responsibility to establish environments conducive to learning for all. This is a matter of critical concern, given that teaching is fundamental to the University’s academic mission. While the University respects instructors’ independence in regard to the design and delivery of their courses, instructors remain responsible for doing so in a manner that is competent and effective, and this

⁶<https://thefulcrum.ca/news/group-of-professors-pen-letter-to-u-of-o-administration-denouncing-treatment-of-professor-lieutenant-duval/>

⁷<https://www.cbc.ca/news/canada/ottawa/university-of-ottawa-professor-racism-1.5768730>

includes the creation of respectful learning spaces. Instructor accountability is ensured through the regular assessment of teaching performance. This assessment draws on a plurality of sources, including student evaluations, and occurs in contexts such as annual performance assessment, reappointment, tenure and promotion. Aside from this, it is possible for any person to initiate a complaint about an instructor's competence or conduct in a learning space through processes established by University regulations and policies.

Having said all of this, it is critical for all members of the McGill community to uphold basic tenets of respect and inclusion in campus life. Each of us is encouraged to take up our institutional commitments to equity and anti-racism, as set out in our [Strategic EDI Plan](#) and our [Action Plan to Address Anti-Black Racism](#). To that end, we ought to consider what we can do to establish dignified learning environments where all students feel they can thrive. This includes reflecting carefully on the propriety of speaking aloud (as opposed to required reading of) particular words and terms, the usage of which may in some cases be difficult to justify.

Senator Ramnawaz asked if McGill would condemn the use of a racial slur in a lecture, if the use of a racial slur would constitute misconduct under any University regulations or policies and whether academic freedom could be invoked as a defence. Senator Manfredi indicated that the use of racial slurs would be a question of professional conduct. He reiterated that academic freedom was not unlimited, noting for example, that it would not be a defence for plagiarism, falsification of research data or inappropriate professional behaviour contrary to University regulations and policies. He indicated that the University would condemn conduct that constitutes inappropriate professional behaviour. Senator Campbell added that cases are examined on their individual facts and that an attempt to predict outcomes would do a disservice to everyone involved.

Senator Frizzle commented that many University policies governing conduct contain a caveat that they cannot be applied to restrain academic freedom, including the *Policy on Harassment and Discrimination Prohibited by Law*, which states that nothing in it shall abridge academic freedom in the University's educational mission. Senator Manfredi indicated that the choice of curriculum and reading materials would not be governed by the Policy and that such provisions were included in policies to ensure that they are kept within appropriate bounds of application. Senator Frizzle asked whether McGill professors signing a petition supporting a professor's use of a racial slur during class would be protected by academic freedom. Senator Manfredi expressed the view that signing a petition did not necessarily constitute inappropriate professional conduct. Senator Daryanani suggested banning certain words, even for pedagogical purposes, in the name of respect, inclusivity and equality. Senator Manfredi advised against constructing such a list. This sentiment was echoed by Senator Nystrom. While he agreed that classrooms should be free of microaggressions, he highlighted that word usage and contexts change over time, noting that "Queer theory" would have been considered a slur in the 1980s.

3. Question Regarding the Naming of the Men's Team

Senators Kouchakji, Parsons and Daryanani submitted the following question:

On April 12, 2019, Vice Chancellor and Principal Suzanne Fortier released a statement saying that the men’s varsity team of McGill University will no longer be known as the “Redmen,” a racially insensitive slur. Since this statement, the men’s team has been referred to simply as “the McGill teams” with the promise of a new name by the end of the academic year⁸.

After this decision, Principal Fortier and Prof. Fabrice Labeau, Interim Deputy Provost (Student Life and Learning) established a steering committee to decide on a new name for the team. The committee is chaired by Deputy Provost (Student Life and Learning) Fabrice Labeau and for McGill varsity head coach Mr. Hubert T. Lacroix. The original timeline outlined in the Meeting Summary of the November 26, 2019 meeting was to release a name by the start of the 2020-2021 season, with the latest promised date to be August 2020⁹.

McGill University has neglected to publicly announce a new name for the promised 2020-2021 season, effectively delaying the process of replacing the original offensive name.

1. Has there been a decision regarding the new name for the men’s varsity team of McGill?
2. If so, why has there been a delayment in announcing the new name? How did the ongoing pandemic play a role in delaying this process?
3. When is the projected date of the promised announcement?

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

Dear Senators Kouchakji, Parsons, and Daryanani,

Thanks for your question, which is very timely. The delay in the finalization of the proceedings of the committee was primarily due to the arrival of COVID-19, which required the University to drastically refocus its resources onto protecting the health and safety of our community and shifting our critical operations to a remote format. This included ensuring the continuation of essential services and supports for our students and staff, and resulted in some delays on non-COVID-19-related projects.

It should also be noted that our original target for announcing a new name was immediately preceding the beginning of McGill’s next sports season, and due to COVID-19 the season itself has been delayed.

This being said, we understand that the community is eager to know the outcome of the process, and so, at the time of writing this answer, we are planning to announce the new name very soon, despite continued uncertainty about when the actual sports season will take place.

⁸<https://www.mcgill.ca/principal/communications/statements/decision-about-redmen-name>

⁹<https://www.mcgill.ca/studentlifeandlearning/current-projects/mens-varsity-teams-naming-process-committee/meeting-summaries?fbclid=IwAR3dWY649W7mtNBmsn7yvAL1rvVUxCEYLTPoQE4U7g99qSplPJmdyR7oFGY>

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

Open Session

1. Reports of the Academic Policy Committee

1.1 501st Report of the Academic Policy Committee (D20-15)

Senator Manfredi presented this report for Senate's consideration. The report contained a recommendation from the Academic Policy Committee to approve a proposal from the School of Continuing Studies for a new Master of Science (Applied) in Multilingual Digital Communication (Non-Thesis).

Senator Nystrom asked the Dean of Engineering and the Dean of Management to expand on the objections they raised in the consultation report included in the appendix of the Academic Policy Committee's report to Senate. Senator Nicell explained that general concerns were raised by the Faculty of Engineering over the type of degree as this would be the first Master's program offered by the School of Continuing Studies. Similarly, Senator Yalovsky indicated that the Desautels Faculty of Management had concerns over the School of Continuing Studies having the required expertise to offer such programs. Both Deans indicated that they had no objections to the particular program that was being proposed.

Senator Quitariano questioned whether the School of Continuing Studies had the expertise to offer a Master's degree and suggested it collaborate with other units within the University instead. He asked whether other continuing education faculties offer such degrees. Senator Weil stressed that this program was created further to extensive research and consultation with experts and units across the University. She stated that the proposed program would not be duplicating existing programs but adding value to the complement of course-based Masters programs offered by the University. She highlighted that multilingual digital communication is an emerging field, with few universities offering a comparable program, especially in North America. Senator Weil indicated that the School of Continuing Studies is open to collaborating with other Faculties. She noted that due to the multidisciplinary nature of the program, it was not possible to be attached to a specific Faculty. She confirmed that most continuing education faculties at top universities across North America offer course-based Masters (also referred to as professional Masters). She explained that continuing education faculties serve a particular segment of the population that would not otherwise attend university, notably early and mid-career professionals looking for part-time, flexible offerings, which are not readily available at other faculties.

The Chair indicated that universities are being called upon by governments to provide programs to upskill and reskill the workforce, especially by providing programs related to digital competencies. She noted that significant investments are being made to ensure people in the workforce are better equipped to meet the needs of their employers.

Senator Manfredi stressed that at least 18 months of consultations took place before developing a proposal for this program. He indicated that the questions raised at Senate were important and were also discussed at the Subcommittee on Courses and Teaching Programs (SCTP) and at the

Academic Policy Committee meetings. He stated that the proposal required a new conceptualization of the School of Continuing Studies as well as a recognition of the changing landscape of higher education. He reiterated that many peer institutions deliver Masters programs and expressed that the School of Continuing Studies has the capacity, interest and leadership required to do so.

Senator Nalbantoglu indicated that extensive consultation took place and highlighted that the program would undergo a thorough quality control process by the *Bureau de coopération interuniversitaire* (BCI) and the *Ministère de l'Enseignement supérieur*.

Senator Rohrbach asked why the proposed degree was an M.Sc.(Applied) instead of an M.A. Senator Weil stated that the program's content is highly technical. She explained that it includes computer-based technology, simulations and other technical components. She noted that the Middlebury Institute of International Studies in Monterey (California) had a similar degree that was original designated as an M.A. but converted to an M.Sc.(Applied) after the accreditation and review process for precisely that reason.

Senator Kouchakji asked if a fully funded postdoctoral position would be created as part of the program. Senator Weil indicated that she is hopeful that fully funded postdoctoral positions and other faculty positions would be created to support the teaching of the program. She indicated that, even though the School of Continuing Studies does not include tenured professors, it could collaborate with other faculties in supporting professors and postdoctoral students.

Senator Quitariano asked if the diploma awarded would include a mention of the School of Continuing Studies and asked if diplomas were differentiated at peer institutions. Senator Weil mentioned that diplomas are conferred by universities and not by specific faculties. Senator Manfredi and the Chair indicated that the same practice would be followed as the one used for diplomas from other faculties. Senator Manfredi noted that the signature of the dean is on the parchment but the name of the faculty is not displayed. He stated that the School of Continuing Studies is held to the same standards of quality as the other faculties at McGill. Senator Quitariano commented that the School was not a research-intensive unit. Senator Weil acknowledged that the overall unit was not considered to be research intensive, but noted that it competes for research grants like all other faculties and contains research intensive full-time professors. She highlighted that one of the defining characteristics of a continuing education faculty in a research-intensive university is that it offers content informed by research. She stated that even faculty lecturers maintain a research program, noting that it is often an applied research program involving industry and the workforce.

On a motion duly proposed and seconded, Senate approved the creation of the proposed M.Sc.(Applied) in Multilingual Digital Communication; Non-Thesis (45 cr.).

1.2 Annual Report of the Academic Policy Committee (2019-20) (D20-16)

Senator Manfredi presented this report for Senate's information, in accordance with the Academic Policy Committee's terms of reference. The report provided an overview of the Academic Policy Committee's activities in 2019-2020 and its plans and priorities for 2020-2021.

2. Report of the Senate Nominating Committee (D20-17)

Senator Manfredi presented this report for Senate’s consideration. He highlighted that the report contained recommendations to fill student vacancies on various Senate Standing Committees and Committees arising from University regulations.

On a motion duly proposed and seconded, Senate approved the recommendations contained in the Report of the Senate Nominating Committee (D20-17).

3. Calendar of Academic Dates for 2023-24 and Proposed Revisions for 2021-22 and 2022-23 (D20-18)

Senator Nycum presented this item for Senate’s consideration. She highlighted that further to the revisions to the Guidelines regarding the setting of the University Academic Calendar of Dates approved by Senate on May 13, 2020, the new calendar of academic dates and the revised fall calendars included a Fall Reading Break. She noted that no changes were being proposed to Winter 2022 and that the proposed amendments to Winter 2023 would allow for an additional day for the final exam period.

Senator Labeau commented on the long process to create this proposal and thanked Senator Nycum for her hard work and leadership.

Senator Rohrbach asked about the discrepancy between the number of days between the start of the term and Labour Day and the length of the Fall Reading Break. Senator Nycum indicated that it could be explained by the date on which Labour Day falls in a given year (noting that the term does not always start after Labour Day, especially when Labour Day falls late) and the scheduling of the makeup days.

On a motion duly proposed and seconded, Senate approved the revisions to the 2021-22 and 2022-23 Calendar of Academic Dates, as presented in document D20-18 Appendix A.

On a motion duly proposed and seconded, Senate approved the 2023-24 Calendar of Academic Dates, as presented in document D20-18 Appendix B.

4. Proposed Revisions to the Standing Rules of Procedure, Governing the Proceedings of the Senate of McGill University (D20-19)

The Secretary-General presented this item for Senate’s consideration. She highlighted that a summary of the comments raised by Senators at the last Senate meeting was included in the meeting documents and that section 4.3 contained a minor amendment further to the input received to reinforce the commitment of holding meetings open to observation by members of the University community and accredited press.

Senator Parsons asked about the 6:10 p.m. end time for Senate meetings and whether items not addressed at a meeting would be included on the agenda of the subsequent Senate meeting and given priority. The Secretary-General responded that the end time was agreed upon by Senate a number of years ago (Senate Minute 151, May 18, 1994) and had not been incorporated into the

Rules. She indicated that the Senate Steering Committee would be responsible for making a recommendation regarding the agenda and mentioned that approval items are normally addressed first, followed by informational items.

On a motion duly proposed and seconded, Senate approved the proposed amendments to the Standing Rules of Procedure, Governing the Proceedings of the Senate of McGill University as presented in document D20-19 Appendix D.

5. Faculty of Dentistry: Faculty Council Terms of Reference (D20-20)

Senator Emami presented this item for Senate’s consideration, in accordance with section 7.3 of the McGill Statutes. She highlighted that the proposed revisions were approved by the Faculty of Dentistry Faculty Council on April 8, 2020 and that they provide a sustainable governance framework for the activities of the Faculty Council.

On a motion duly proposed and seconded, Senate approved the Terms of Reference of the Faculty Council of the Faculty of Dentistry, as presented in document D20-20 Appendix A.

6. Annual Reports (2019-2020)

6.1 Code of Student Conduct and Disciplinary Procedures (D20-21)

Mr. Zabowski presented this report for Senate’s information, in accordance with the *Code of Student Conduct and Disciplinary Procedures* (the Code). He highlighted that there were 261 disciplinary cases in 2019-20 (which is consistent with previous years), noting that the majority of academic offences involved plagiarism and cheating and the non-academic offences involved article 10 of the Code (physical abuses, harassment and dangerous activity). He mentioned that the distribution of cases shifted towards more academic cases and less non-academic cases. He indicated that this may be due in part to the COVID-19 pandemic as there are fewer students on campus, stressing that there are normal fluctuations from year-to-year.

Senator Frizzle commented that concerns had been raised with respect to an increase in academic dishonesty and asked if the data in the report would substantiate those concerns. Mr. Zabowski indicated that further analysis would be required with data from the 2020-21 academic year before being in a position to draw any conclusions.

6.2 Committee on Enrolment and Student Affairs (D20-22)

Senator Labeau presented this report for Senate’s information, in accordance with the terms of reference of the Committee on Enrolment and Student Affairs. He highlighted that in 2019-20, the Committee approved, in the name of Senate, admission standards for various programs as well as new awards and changes in the conditions of existing awards made by the University to its students.

7. Other Business

There being no other business to deal with, on a motion duly proposed and seconded, the meeting ended at 4:52 p.m.

END

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