

Minutes

Wednesday, September 18, 2019 19-20:01

Minutes of the meeting of Senate held on Wednesday, September 18, 2019 at 2:30 p.m. in the Robert Vogel Council Room (Room 232, Leacock Building)

PRESENT

Animesh, Animesh	Grütter, Peter	Robaire, Bernard
Arseneault, Louis	Hakim, Joseph	Rogers, Dakota
Bajeux-Besnainou, Isabelle	Harpp, David	Rohrbach, Petra
Beauchamp, Yves	Hastings, Kenneth	Ronholm, Jennifer
Bede, Jacqueline	Hurtubise, Jacques	Salmasi, Kamal
Bedjanian, Tatiana	Kafato, Julia	Saumier, Geneviève
Belzile, Bruno	Kemeni, Chloe	Scholtz, Christa
Bonneau, Vanessa	Kemme, Bettina	Sekhon, Harmehr
Buddle, Christopher	Komarova, Svetlana	Shor, Eran
Buraga, Bryan	Labeau, Fabrice	Shrier, Alvin
Campbell, Angela	Lach, Lucyna	Sinacore, Ada
Cook, Collen	Laywine, Alison	Sladek, Robert
Cumming, Julie	Leckey, Robert	Snider, Laurie
Dorval Courchesne,	Lennox Bruce	Sparks, Tabitha
Noémie-Manuelle	Manfredi, Christopher	Stephens, David
Drouin, Susan	McCullogh, Mary Jo	Theodore, David
Duckett, Sebastien	McKenzie, Jeffrey	Tippler, Maria
Dworek, Nikulas	Mecabô, Henrique	Tremblay, Michel
Eakin, Gael	Mikkelson, Gregory	Voudouris, Nellie
Eidelman, David	Nalbantoglu, Josephine	Waters, Natalie
Elbourne, Elizabeth	Nicell, Jim	Webb, Tracy
Elstein, Eleanor	Nilson, Laura	Weil, Carola
Emami, Elham	Nystrom, Derek	Wilson, Madeline
Eperjesi, Debbie	Quitoriano, Nathaniel	Winer, Laura
Fortier, Suzanne	Rassier, Dilson	Xiang, Lucille
Frona, Michael	Raveendra, Keerth	Yalovsky, Morty
Garneau, Jeremy	Ravenscroft, Brenda	Yau, Peter
Geitmann, Anja	Richard, Marc	Zorychta, Edith
Gonnerman, Laura	Riches, Caroline	

REGRETS: Bob Babinski, Daniel Bernard, Avery Bonair-Cyrus, Martha Crago, Jim Engle-Warnick, Terry Hébert, Amine Kamen, André Lametti, Erik Larson, Odile Liboiron-Ladouceur, Rod Louisa, Antonia Maioni, Michael Meighen, Momar Ndao, Ronald Niezen, Gillian Nycum, Ram Panda, Henri Schoucair, Lisa Starr, Stefano Stifani, Adrienne Tessier, Jean-Sébastien Vallée, Marc Weinstein, Mu Rong Yang, Sameer Zuberi.

SECTION I

1. Welcoming Remarks

The Chair began by welcoming new and returning Senators to the first Senate meeting of the 2019-2020 governance year. She thanked Senators for their engagement and commitment to the University. The Chair then welcomed Ms. Nicole Dobbie, new Associate Director of the Secretariat, who will be working with the Secretary-General and her team in support of governance functions. She reminded Senators of the University's Mission Statement and Principles as well as the Senate Rules of Procedure. Finally, she informed Senators that a recording of the livestream of Senate would be accessible until the approval of the meeting minutes at the subsequent meeting.

2. Memorial Tributes for Professors Laurie Hendren, Godfried Toussaint and Richard Donovan

Senator Lennox read the following memorial tribute for Professor Laurie Hendren, which Senate subsequently unanimously approved:

It is with great sadness that we report the passing of Prof. Laurie Jane Hendren. Professor Hendren passed away this May after a long struggle with cancer at the age of 60.

Laurie completed her BSc at Queen's University and PhD at Cornell. She joined McGill in 1990 and was promoted to Full Professor in 2000. She was a brilliant researcher, an outstanding teacher, an incredible mentor, and was someone noted throughout the University for getting things done.

Laurie's research focus was programming languages. But she was interested in more than just developing algorithms – she was also driven to develop software in its entirety. A number of her contributions are widely used by the research community worldwide. She led several major open source research projects, among them the Soot and SableVM projects focused on the Java programming language, and the still-active McLab which aims at improving dynamic languages used by data scientists, such as MATLAB.

The impact of her work was acknowledged by a number of prestigious awards and appointments. She was elected a Fellow of the Academy of Computing Machinery, the main professional society for computer scientists, and a Fellow of the Royal Society of Canada. She held a Canada Research Chair for Compiler Tools since 2011. And just this past June, she was awarded the Dahl-Nygaard Prize for her pioneering contributions to object-oriented programming.

When Laurie was diagnosed with cancer in 2014 she started a very different line of research, much more interdisciplinary in nature. She initiated this work because of the difficulties she experienced in navigating the Health Care System as a patient. True to Laurie's nature, she decided that a change was needed and she set about to make such a change happen.

Together with colleagues in the Dept. of Radiation Oncology, she co-founded OPAL – a patient portal app that makes electronic data available for the benefit of both clinicians and patients. Opal has received a number of awards, the most recent one a 2019 *Prix d'excellence* from the Ministry of Health of Quebec.

Laurie also excelled in teaching and connecting to students - winning the Leo Yaffe Award for Outstanding Teaching in the Faculty of Science and serving as a mentor to her many graduate and many undergraduate students. She was also a valuable mentor to new Faculty members, in particular, the new faculty hires in the School of Computer Science. Finally, she served as Associate Dean (Academic) in the Faculty of Science for 5 years with her trademark of thoroughness and sense for impact.

Laurie was a fun-loving, lively person with a legendary laugh, which will be missed by all. She was an accomplished bassoonist and hockey player. In fact, she founded the Women's Ice Hockey league in Montreal West. But nothing sums up Prof. Laurie Hendren more than the statement made by her OPAL-MUHC colleagues- "*Laurie was a powerful woman who had great intellect, a profound sense of fairness, and remarkable clarity of mind.*"

She will be dearly missed by many in the McGill community whose lives she touched.

We offer our heartfelt condolences to Laurie's family: her husband Prof. Prakash Panangaden, her daughter Jane, a McGill graduate, her brother Paul, and her mother Jane.

Senator Lennox then read the following memorial tribute for Professor Emeritus Godfried Toussaint, which Senate subsequently unanimously approved:

It is with great sadness that I report the passing Professor Godfried Toussaint. Professor Toussaint died in July this year at the age of 75.

Godfried joined the School of Computer Science in 1972 and retired in 2007. After retiring from McGill he held several appointments before settling down in 2011 as Professor and Program Head of Computer Science at New York University Abu Dhabi in the United Arab Emirates, a position he held until his death.

Godfried was an immensely influential member of the School of Computer Science, contributing to it becoming one of the leading Computer Science departments in Canada. He is most known for his truly pioneering work in computational geometry and mathematical research in music, in particular, music rhythm, but also made significant contributions to information theory, music information retrieval, and pattern recognition and analysis.

He received many awards and prizes for his work. These included the Senior Killam Research Fellowship, the Canadian Image Processing and Pattern Recognition Society's Service Award for his work in computational geometry, and the Lifetime Achievement Award by the Canadian Association of Computer Science.

Godfried was also a passionate teacher and an incredible mentor. He supervised or co-supervised sixteen Ph.D. students, eight of whom now hold tenured faculty positions at universities in Canada. One of his former students noted that “Godfried was a researcher who had an amazing ability to get people excited about problems. His flashes of intuition were spectacular and hard to resist. We all wanted to keep up and be part of this exciting adventure”. Consistent with this, Godfried received McGill’s David Thomson Award for excellence in graduate supervision and teaching.

He was renowned for organizing the annual workshops on Computational Geometry held at the McGill-Bellairs Institute in Barbados. These workshops have a reputation for being among the best collaborative research workshops in the world.

Godfried loved sports and music. His pleasure in rhythms led him to become a good hand drummer, and some claim that he was in the group that started the weekly drumming event near the George-Étienne Cartier Monument on Mount Royal.

He will be dearly missed by his many McGill friends and colleagues

We offer our heartfelt condolences to Godfried’s wife Eva and daughter Stephanie.

Senator Bajoux-Besnainou then read the following memorial tribute for Professor Richard Donovan, which Senate subsequently unanimously approved:

It is with great sadness that we share the news of the sudden passing of an exceptional teacher and colleague, Professor Richard George Donovan, on August 3. As a proud McGill alumnus who went on to positively shape our Faculty and the lives of our students over many decades, his dedication and enthusiasm will be greatly missed.

Born in Montreal in 1965, Professor Donovan completed his BCom at McGill in 1988 where he met his wife Carmy. He taught at the Desautels Faculty of Management since 1997, first as a Faculty Lecturer and most recently as a Senior Faculty Lecturer. He has served in many other administrative roles in our Faculty, including as Associate Dean of the BCom program from 2001 to 2004 and Director of the BCom program from 2013 to 2014. He also taught at the School of Continuing Studies in the area of management and information systems, and was a member of the Subcommittee on Continuing Education.

A recipient of numerous teaching awards, such as the Desautels Distinguished Teaching Award, MUS Teacher of the Year Award, MUS Contribution to Student Life Award, and multiple *Jeux de Commerce Prix de Reconnaissance*, Professor Donovan prided himself on providing the best learning experience for all. His case course, for example, helped many students develop skills to problem solve creatively and he openly shared related techniques with fellow international case coaches.

A champion of experiential learning, Professor Donovan generously contributed his time and expertise as a coach to numerous case teams. For over two decades, he mentored hundreds of students to compete on local and international stages, allowing them to put

their management theory into practice. Travelling with students across continents, he was instrumental in putting McGill on the map for its talented management students. He also helped design and lead original case competitions that continue to attract students from across the world to campus, including the McGill Management International Case Competition and the Global Retail Challenge.

Professor Donovan will be remembered for his collaborative, friendly demeanour, his commitment to his work, and his genuine care for his students. His loss is a major one for the McGill, Montreal, and international case competition communities.

We extend our heartfelt condolences to his loved ones during this difficult time.

3. Report of the Steering Committee (19:20-01)

Senate received the Report of the Steering Committee (19-20:01).

Item 1. Approval of Minutes of Senate – May 15, 2019.

Item 2. Approval of Confidential Minutes of Senate – May 15, 2019.

Item 3. Speaking Rights. Upon approval of the report, speaking rights were granted to Dr. Christina Wolfson, Research Integrity Officer, for item IIB4.1 (Annual Report Concerning the Investigation of Research Misconduct); Ms. Sinead Hunt, Senior Equity and Inclusion Advisor, for item IIB4.2 (Annual Report on the Policy on Harassment and Discrimination Prohibited by Law); and Ms. Martine Gauthier, Senior Director, Student Services, for item IIB4.3 (Annual Report of the Committee on Student Services).

Item 4. Senate Open Discussion Topics. Following a review of topics submitted by Senators, the Committee decided to focus the fall open discussion on the future of internationalization at McGill.

Item 5. Review of Committee Processes: Questions and Motion. Further to a commitment made in March 2019 to review its governance processes during the 2019-20 governance year, the Steering Committee agreed to convene a small working group and begin work on this matter during the fall term.

Item 6. Approval of the Agenda.

Item 7. Review of Questions and Motions. One question was submitted to the Steering Committee for review and was included on the Senate agenda.

Item 8. Approval of Degrees, Certificates and Diplomas for Spring 2019 Convocation. In accordance with its terms of reference, the Steering Committee approved in the name of Senate, on May 23, 2019, the list of degrees, certificates and diplomas deposited with the Secretary of Senate for the Spring 2019 Convocation and empowered the Secretary of Senate to make changes to the lists as necessary.

Item 9. Approval of Reports of the Senate Nominating Committee. In accordance with its terms of reference, the Steering Committee approved in the name of Senate, time-sensitive recommendations of the Senate Nominating Committee for alternate chairs to the University Tenure Committees on August 29, 2019 and appointments of student representatives to the Committee on Student Discipline on September 10, 2019.

Further to a request, item 6 of the Report of the Steering Committee (Approval of the Agenda) was withdrawn from the consent items and the remaining items included in the report were approved as a consent agenda.

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

A request was then made to amend the meeting agenda to include consideration of a motion regarding the cancellation of classes on September 27, 2019, as item 2 under section II, part A of the agenda (Questions and Motions by Members). The Chair explained that the motion (document D19-08) was a late submission concerning a time-sensitive matter. As such, it was not reviewed by the Steering Committee nor included in the Senate documents but was circulated just prior to the meeting.

On a motion duly proposed and seconded, Senate approved the agenda, as amended.

4. Business Arising from the May 15, 2019 Senate Minutes

There was none.

5. Chair's Remarks

The Chair began her remarks by speaking about the message sent by the Provost and Vice-Principal (Academic) announcing that McGill would maintain regular academic and administrative activities on September 27, 2019, the date of the climate change march taking place in Montreal. She indicated that participating in a protest on climate change was one way to take action to address climate change but expressed the view that the University should not decide what actions each individual should take as this was a personal decision. She stressed that while McGill would maintain its regular activities, teaching staff was asked to be flexible in accommodating students who wished to participate in the march, particularly by not scheduling exams or graded activities on September 27th, and being understanding about absences. The Chair stated that the University has confidence in the ability of its teaching staff to make appropriate arrangements with students. She then mentioned that sustainability and addressing the threats posed by climate change are priorities at McGill and welcomed input from the McGill community on concrete actions that may be taken as part of the University's continued work on these issues.

The Chair then reminded Senators that the new mandatory online sexual violence education program entitled "It takes all of us" was being rolled out this fall. She noted that new students have access to the modules while returning students, members of the senior administration, academic staff and Security Services staff would gain access shortly.

The Chair then discussed orientation and enrolment numbers. She thanked the student leaders and everyone who participated in making orientation week a success. She reported that, although enrolment figures were not final until late October, total enrolment for Fall 2019 was comparable to Fall 2018. She mentioned that there was an increase in the number of students coming from Quebec CEGEPs, which was one of the University's enrolment targets and a requirement of the new Quebec funding policy. Finally, the Chair indicated that the top three countries of origin for international students enrolled in credit-seeking programs were China, the USA and France.

The Chair then spoke about university rankings, reminding Senators that rankings are not scientific and are an imperfect measurement. She stated that McGill went from 44th to 42nd in the Times Higher Education World University Rankings. She mentioned that McGill's ranking had dropped from 70th to 90th on the Shanghai Academic Ranking of World Universities, noting that this particular ranking employed a specific methodology and narrow criteria, placing a lot of emphasis on staff winning Nobel Prizes. Finally, she stated that McGill was ranked 30th by the Center for World University Rankings (CWUR) out of the 20,000 universities that were assessed.

Regarding government relations, the Chair reported that Federal Finance Minister Bill Morneau and Quebec Minister of Economy and Innovation Pierre Fitzgibbon visited McGill to tour the construction site of the Bensadoun School of Retail Management. She then spoke about McGill's pre-budget submission to the federal government, noting that it aligned with the priorities of the U15 and focused on funding for fundamental research; climate and sustainability research; transformative infrastructure for science and innovation; and environmental innovation. The Chair then informed Senators that the *Bureau de coopération interuniversitaire* (BCI) had begun the process of developing a common strategy for universities ahead of the 2020 Provincial Budget, noting that McGill would work closely with BCI and other Quebec universities. She reported that she had participated in a U15 meeting in August (highlighting the agenda items discussed, namely the U15 advocacy agenda, research support funding, and post-election strategy) and a meeting of the Universities Canada Committee last week (highlighting that one of the topics discussed was the impact of changing geo-political realities on campus). The Chair then updated Senators on the City of Montreal's *Grand Parc de l'Ouest*, noting that the City had announced that it would establish Canada's largest urban park on the West Island and Île-Bizard. She emphasized that the proposed park would cover the entirety of McGill's Macdonald campus. She stated that the City had indicated that there would be an agreement with the University regarding the establishment of this park but no discussions on this matter had taken place to date. Finally, the Chair reported that three town hall meetings were held with respect to the Royal Victoria Hospital redevelopment project and a fourth one would be held with the Faculty of Agricultural and Environmental Sciences later that week.

Regarding community relations, the Chair reported that she attended the F.R. Scott Lecture presented by The Right Honourable Richard Wagner, Chief Justice of the Supreme Court of Canada, in conversation with Law Professor Shauna Van Praagh. She encouraged all Senators to view the recording, which was available on the McGill YouTube channel. The Chair then announced that McGill's fundraising campaign would be launched during this year's Homecoming. She noted that the vision for the campaign would focus on four themes: opportunities that open doors; research that changes lives; innovation that drives progress; and an

education that shapes future-ready students. She invited members to join the Homecoming activities on campus from September 26 to 28.

The Chair then reported that the Advisory Committee for the Possible Reappointment of the Provost and Vice-Principal (Academic) had recently been established, noting that Senator Manfredi was ending his first five-year term as Provost and Vice-Principal (Academic) on June 30, 2020.

The Chair concluded her remarks by giving highlights of the kudos circulated prior to the meeting. She mentioned that McGill was named the International Green Gown Award's Sustainability Institution of the Year for the Vision 2020 Climate and Sustainability Action Plan. She shared that 12 McGill scholars were inducted into the Royal Society of Canada, and that 12 McGill researchers received \$6.5M in funding from the Canada Foundation for Innovation (CFI) and the Government of Quebec. She added that Member of Parliament Marc Miller announced an investment of up to \$6M for the new pan-Canadian program Stand Up to Cancer (SU2C), which would be led by two McGill professors, Dr. Nahum Sonenberg (Department of Biochemistry) and Dr. Michael N. Pollak (Departments of Medicine and Oncology). Finally, the Chair congratulated the McGill varsity teams on a great start to the new season, noting that the football team won against Concordia, claiming the Shaughnessy Cup, and the rugby team won against Harvard in the Covo Cup.

In response to a question by Senator Hastings for more information on the impact of the funding formula on Quebec student enrolment, the Chair stated that currently 50% of students were from Quebec but this number would need to be increased to 55% by 2026. She explained that to meet this target, the University was continuing its efforts to recruit students from CEGEPs, particularly by dispelling some of the myths circulating in francophone CEGEPs. Senator Hastings asked if a corresponding increase in the funding envelope was expected. Senator Manfredi stated that funding would not be affected, noting that this was a separate matter arising from the deregulation of the tuition for international undergraduate students and non-research Master's students.

SECTION II

Part "A" – Questions and Motions by Members

1. Question Regarding Support for Students and Alumni in Light of Bill 21

Senators Wilson and Buraga submitted the following question:

On Sunday, June 16, 2019, Québec's National Assembly passed Bill 21 "An Act respecting the laicity of the State" into law. Law 21 prohibits public workers in "positions of authority," including teachers, judges, police officers and public prosecutors, from wearing religious symbols, and, in an added measure that particularly targets Muslim women, requires citizens to uncover their faces when receiving government services.

When past governments have put forward similar bills, McGill had publicly expressed its opposition—both in [2013](#) and in [2017](#).

When Bill 21 was first tabled, Provost and Vice-Principal (Academic) Christopher Manfredi wrote, in a [message](#) to the McGill community that “as currently drafted, Bill 21 will not lead to any changes in our University’s policies or practices. [...] Should our understanding of its impact on the University change, we will advise the community and explore what steps are available to the University to mitigate the impact of Bill 21. While McGill accepts the principles of secularism and religious neutrality underlying the Bill, it does not support legislative developments that could restrict educational opportunities for our students or the professional opportunities of our graduates. We affirm our ongoing commitment to McGill’s [core principles](#), which include equity and inclusiveness.” A [Question to Senate](#) in April 2019 reaffirmed this stance.

When Bill 21 was signed into law, the Provost wrote, “inclusion is a fundamental value of the McGill community and the University reiterates its commitment to embrace and welcome diversity and inclusion. As a university in the Province of Quebec, McGill supports the broadest possible access to higher education and believes that the diversity of our community contributes to the richness of daily life, not only of our university but also of our city and province. While the law will not change our policies and practices, we are concerned that it will affect and unnecessarily restrict some of our students’ future employment opportunities.”

Arguably, neither of these statements constitute clear denouncements of Law 21. Moreover, since the passage of Law 21, McGill University has not announced any changes in policies and practices or the extension of specific support services to members of the communities most affected.

Is McGill University formally in opposition to or in support of Law 21?

Now that Law 21 has been passed, what concrete steps can McGill commit itself to taking to support students or recent graduates who are affected by Law 21, either personally or professionally?

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

Thank you for your questions, Senators Wilson and Buraga.

In public statements concerning Bill 21 and Law 21 earlier this year, I confirmed the University’s commitment to embracing and celebrating diversity, and to ensuring that our policies and practices would not change as a consequence of this legislation. McGill will continue to support the broadest possible access to higher education and we believe that the diversity of our community contributes to the richness of daily life – on our campuses, in Montréal, and across Québec. As you have noted in the preamble to your questions, I have also indicated that McGill does not support legislative developments that could restrict educational opportunities for our students or professional opportunities for our graduates.

Our new graduates are ready to contribute actively and positively to the development of a strong knowledge economy, and we are concerned that Law 21 will negatively affect and unnecessarily restrict some of our students' future employment opportunities in their home communities. Recent events involving certain Québec school boards—in a context where we are already facing a shortage of qualified teachers—are particularly disheartening. Limiting access to internship opportunities clearly goes beyond what is stipulated by legislation and contributes to a climate of uncertainty.

McGill will continue to uphold its commitment to supporting all our students who choose to pursue public sector career paths – in Education, but also in Nursing, Medicine, Law, and any other such field. The Faculty of Education, for example, is actively engaged with its students in this respect, answering questions regarding the current political climate, as well as facilitating meaningful learning experiences in supportive environments. Within our own community, moreover, we encourage and will continue to participate in active, constructive dialogue. To this end, the Shared Spaces program recently launched by the Office of the Dean of Students has included discussion of Law 21 and its implications in its Fall 2019 workshop and other programming.

Senator Wilson asked if McGill formally opposed Bill 21. Senator Manfredi responded that the University does not normally issue statements on legislation that does not explicitly affect universities.

Senator Robaire asked if faculties of education in Quebec universities have assessed the impact of this Bill 21 on education students seeking jobs. Senator Rassier responded in the negative, noting that 1 - 2% of the student body would be affected but it was too early to assess the impact. Senator Rassier also clarified that student teachers were not subject to the prohibition on wearing religious symbols. He mentioned that the Faculty of Education was contacting schools to ensure they had a good work environment when students expressed concerns, noting that no problems had been encountered to date. Senator Buraga commented that the *Commission scolaire de la Pointe-de-l'Île* (CSPI) had prohibited student teachers that wore religious symbols from working in their schools and asked what resources were being provided to students denied access to such educational opportunities. Senator Rassier reiterated that the Faculty of Education was contacting schools on a case-by-case basis and that no problems had been encountered. The Chair added that the CSPI went beyond the requirements of the law, noting that the Education Minister reminded school boards to respect the law but not to go further.

2. Motion Regarding Cancellation of Classes on September 27, 2019 (D19-08)

Senators Wilson, Lametti, Kemeni, Duckett, Mecabô, Garneau, Buraga, Mikkelson and Nystrom submitted the following motion prior to the meeting for Senate's consideration, which was duly moved and seconded:

Be it resolved that Senate approve the cancellation of classes from 11:35 a.m. to 3:55 p.m. on September 27, 2019.

Senator Labeau cautioned that article 6.3.14 of the McGill University Statutes that provides that Senate has the authority to fix the academic calendar, including general suspensions of lectures, should not be interpreted to include the temporary suspension of lectures as that would result in requiring Senate's approval to cancel classes on snow days. Senator Wilson indicated that her interpretation is that Senate has authority to temporarily cancel classes even though it is not the sole body with the authority to do so. She highlighted that Concordia, Université de Montréal and Dawson College were cancelling classes to allow students to attend the climate march and expressed that cancelling classes would demonstrate the University's stance on the matter of climate justice. Senator Manfredi commented that many peer institutions were not cancelling classes but taking a similar position to McGill in asking members of their teaching staff to accommodate students who want to participate.

Senator Buddle commented that the cancellation of classes impacts faculties and professional programs differently and expressed his trust in the Provost and Vice-Principal (Academic) having taken all relevant factors into account prior to his decision. Senator Buddle also stated that strikes, by their very nature, are rebellious acts and require participants to make a sacrifice for impact. He stated that it would be more powerful to see students walking out of class knowing that classes were not cancelled. Finally, he highlighted that the motion (document D19-08) specified that the University would remain open, creating inequity between students and staff members. Senator Nystrom expressed that it would be unfair to ask the younger generation to make all the sacrifices as it is the previous generations that created the problem of climate change. Senator Wilson concurred with Senator Nystrom, adding that a lack of action on the part of institutions also contributed to the issue of climate change.

Senator Rogers informed Senate that the Post-Graduate Students' Society (PGSS) passed a motion recognizing the climate emergency. He indicated that PGSS supports the motion to cancel classes on September 27th, noting that the PGSS office would be closed from 12:00 to 4:00 p.m. to allow its staff to attend the climate march should they wish to do so.

Senator Emami expressed concern that cancelling classes would negatively impact patients that had appointments at the dental clinic. She indicated her support of the Provost and Vice-Principal (Academic)'s decision, noting that each faculty should decide how to best address this issue. Senator Eidelman echoed Senator Emami's sentiments. He added that the motion did not take into account the specific needs of certain faculties and programs, especially the professional programs. He recognized that the motion may have symbolic value but cautioned that it would lead to unintended consequences. Senator Wilson indicated that she was open to amending the motion to ensure that patients at the University's clinics and students with appointments at the Student Wellness Hub would not be penalized, noting that this was the reason the motion indicated that the University would remain open.

The Chair stated that the University has an obligation to offer the classes and services it committed to providing to its students. She spoke against giving the Senate authority to make personal decisions for members of the community and reiterated her confidence in instructors making the appropriate accommodations with students who would be participating in the march.

Senator Buraga shared that students in various departments and faculties voted in favour of strike mandates, including the Medical Students' Society. He asked Senators to support the motion, stressing the importance of climate leadership.

The motion was then voted upon and defeated.

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

Open Session

1. Report of the Senate Nominating Committee: Part II (D19-01)

Senator Manfredi presented this report for Senate's consideration. He highlighted that Part I of the Report was approved by the Senate Steering Committee as it concerned time-sensitive appointments to the Committee on Student Discipline. He then explained that Part II of the Report contained recommendations to fill vacancies on various Senate standing committees and committees arising from University regulations as well as a recommendation for an alternate member to serve on the Advisory Committee for the Possible Extension of Term of the Trenholme Dean of Libraries.

On a motion duly proposed and seconded, Senate approved the recommendations contained in the Report of the Senate Nominating Committee (D19-01).

2. Appointment of Assessors under the Policy on Harassment and Discrimination Prohibited by Law (D19-02)

Senator Campbell presented this item for Senate's consideration in accordance with the *Policy on Harassment and Discrimination Prohibited by Law*. She indicated that, as the number and complexity of cases arising under the Policy was growing, it would be helpful to appoint a greater number of Assessors to ensure the effective operation of the Policy.

On a motion duly proposed and seconded, Senate approved the appointments of Dianne Fagan, Maxime Gagnon, Ilana Nixon, and Jason Opal as Assessors under the Policy on Harassment and Discrimination Prohibited by Law, each for a three-year term beginning 1 October 2019 and ending 30 September 2022.

3. Report on Academic Appointments with Tenure (D19-03)

Senator Campbell presented this report for Senate's information. She explained that it was being presented further to a commitment made in October 2016 to report on the application of the new provisions in the *Regulations Relating to the Employment of Tenure Track and Tenured Academic Staff* and the *Regulations Relating to the Employment of Librarian Staff*, which allowed the appointment of professors with tenure without convening a University Tenure Committee for Recruitment (UTCR) in certain cases. Senator Campbell highlighted that ten professors were recruited to McGill with tenure using this process.

In response to Senator Richard's question on how many dossiers are reviewed by the UTCR, Senator Campbell stated that on average, between 12 and 15 cases are reviewed each year. Senator Buraga asked for more information regarding the cases where recruitment was unsuccessful. Senator Campbell responded that it was part of the normal search process. She indicated that the professors usually had offers from peer institutions and their decision was often based on the location of the university and family obligations.

4. Annual Reports (2018-19)

4.1 Investigation of Research Misconduct (D19-04)

Dr. Christina Wolfson presented this report for Senate's information, in accordance with the *Regulations Concerning the Investigation of Research Misconduct*. She informed Senators that Professor David Ragsdale was serving as the Research Integrity Officer from September 1st, 2019 to August 31, 2020 as she was on sabbatic leave. She highlighted that six allegations were received between September 1, 2018 and August 31, 2019 (which was consistent with prior years), noting that five of the allegations came from external sources and two cases were transferred to another jurisdiction. She mentioned that in the past six years, there have been 28 inquiries made, ten of which led to findings of research misconduct.

Senator Nystrom asked for more information with respect to false accusations, a new category of research misconduct that had been added in this year's report. Due to confidentiality, Dr. Wolfson was unable to give details on the cases, but stated that knowingly making false allegations is a form of research misconduct.

4.2 Policy on Harassment and Discrimination Prohibited by Law (D19-05)

Senator Campbell presented this report for Senate's information, in accordance with the *Policy on Harassment and Discrimination Prohibited by Law*. She reminded Senators that sexual harassment was no longer within the scope of the Policy since April 2019 (as it was addressed by the *Policy against Sexual Violence*) and noted that inquiries and complaints related to sexual harassment received between September 2018 and April 2019 were included in the report. Senator Campbell highlighted that 161 inquiries were received between September 1, 2018 and August 31, 2019, which was a significant increase compared to last year, noting that most of them concerned harassment. She reported that out of the 161 inquiries, 144 cases (89%) did not proceed beyond the inquiry stage. She noted that most cases involved staff members advancing complaints against other staff members, that the majority of complainants and respondents were women and that all the sexual harassment cases were brought forward by women against men. Regarding outcomes of inquiries and complaints, Senator Campbell reported that two complaints were withdrawn prior to mediation, two proceeded to mediation (one of which resulted in a mediated agreement), one case was withdrawn during an investigation, and the balance proceeded to an investigation and formal resolution, noting that none of the investigations yielded a finding of harassment or discrimination. She explained that the Policy was often used instead of other vehicles more suitable to conflict resolution (such as mediation or the filing of a grievance under a collective agreement or a university regulation). Regarding sexual harassment, Senator Campbell mentioned that five

complaints were made and referred for investigation to the Special Investigator under the *Policy against Sexual Violence*, noting that four of the cases were deemed founded.

Senator Robaire asked if there were any plans to review the definition of harassment. Senator Campbell responded in the negative and explained that the language used in the Policy mirrored the legal definitions of harassment and discrimination. She noted that, on average, 90% of harassment cases are deemed unfounded in Quebec organizations that have harassment policies as the definition of harassment is very narrow, and contains five specific elements that need to be proved. She mentioned that when other types of misconduct or inappropriate behaviour are uncovered during an investigation, the person with disciplinary authority over the respondent is asked to further examine the matter and address any issues.

In response to Senator Wilson's question on how the data on the gender of the parties was obtained, Senator Campbell stated that individuals complete an intake form when invoking the Policy, asking them to identify as male, female or other.

Senator Mecabô asked if underreporting was an issue that needed to be addressed. Senator Campbell responded that sexual violence is underreported and noted that work is being done to enhance education and trust in institutional mechanisms for support and reporting. Senator Buraga commented on the increase in cases and asked if it was due to greater awareness. Senator Campbell was unable to confirm but expressed the view that, as awareness increases, individuals are more willing to come forward and rely on institutional mechanisms, which leads to a higher number of cases.

4.3 Committee on Student Services

(D19-06)

Senator Labeau presented this report for Senate's information, in accordance with the Committee's terms of reference. He stressed that the Committee on Student Services advises the Executive Director of Student Services on the implementation and delivery of services for students. He highlighted that during the 2018-19 governance year, the Committee focused on the implementation of the new Student Wellness Hub and held discussions on the topic of mental health.

Senator Wilson asked if consultations took place with the broader McGill community on the issue of mental health. Senator Labeau responded that there was no other venue for such discussions but indicated that Student Life and Learning would be an appropriate unit to take this on. He mentioned that his office was working on revising the University Student Assessment Policy to include healthy pedagogy to reduce academic stress. In response to Senator Voudouris's question on other initiatives at the University to reduce academic stress, Senator Labeau mentioned that the Student Wellness Hub offers wellness and life skills workshops, noting that early intervention and prevention are integral parts of the wellness plan.

Senator Buraga asked for an update with respect to the new Local Wellness Advisor (LWA) program. Senator Labeau explained that LWAs are trained clinicians working for the Student Wellness Hub but embedded in faculties, residences and varsity sports to enable student access to

support and care. He stated that the program is working well, that there have been over 100 requests for appointments and that the interventions to date have been very positive.

4.4 Joint Board-Senate Committee on Equity

(D19-07)

Senator Campbell presented this report for Senate's information, in accordance with the Committee's terms of reference. She highlighted that during the 2018-19 governance year, the Committee's activities included (among others) consultation on McGill's Equity, Diversity & Inclusion Action Plan for the Canada Research Chairs (CRC) Program, consultation on revisions to the *Policy against Sexual Violence*, support for employment equity reporting and processes, support for community-building and community-engagement activities (e.g., Lavender Graduation, Black History Month, Queer History Month, etc.), and advising on embedding equity within Bicentennial initiatives and events.

Senator Kemeni asked about the possibility of increasing the budget of the Committee's subcommittees. Senator Campbell explained that the subcommittees went from having no budget, to having a \$200 budget about two years ago and then to a \$1,000 budget last year. She was unable to comment on any future increases but informed Senate that the subcommittees receive additional support by the Office of the Deputy Provost (Student Life and Learning) and the Office of the Provost and Vice-Principal (Academic) for many initiatives.

Regarding the Committee's consultation on the CRC Program, Senator Kemeni inquired about the Committee's input on the barriers to racialized professors getting positions and tenure at McGill. Senator Campbell clarified that there were no barriers specific to tenure and that the CRC plan speaks to issues of enhancing recruitment for all underrepresented groups. She stated that black professors are underrepresented in the academy, noting that the Committee is working with faculty deans when strategic hiring opportunities arise and could draw inspiration from the work being done at McGill with respect to Indigenous initiatives and recruitment.

5. Other Business

There being no other business to deal with, on a motion duly proposed and seconded, the meeting ended at 4:16 p.m.

END

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