

Minutes

Tuesday, September 22, 2020 20-21:01

Minutes of the meeting of Senate held on Tuesday, September 22, 2020 at 2:30 p.m. via the Webex Conferencing Application.

PRESENT

Arseneault, Louis	Hébert, Terence	Rassier, Dilson
Bartlett, Joan	Hurtubise, Jacques	Ravenscroft, Brenda
Bede, Jacqueline	Kemme, Bettina	Reev, Joella
Bedjanian, Tatiana	Kiester, Lucy	Richard, Marc
Breau, Sébastien	Kirk, Andrew	Riches, Caroline
Brulé-Champagne, Emile	Komarova, Svetlana	Riddle-Merritte, Leela
Campbell, Angela	Kouchakji, Kristi	Robillard, Martin
Cook, Colleen	Krishnamurthy, Srinivasan	Ruge-Murcia, Francisco
Crago, Martha	Labeau, Fabrice	Salameh, Samer
Cummings, Beth	Lach, Lucyna	Salmasi, Kamal
Daryanani, Darshan	Laywine, Alison	Saumier, Geneviève
Deschenes, Jean	Leckey, Robert	Sekhon, Harmehr
Dias, Dahlia	Loftus, Mary Lynne	Shariff, Shaheen
Dorval Courchesne, Noémie-Manuelle	Low, Bronwen	Shrier, Alvin
Drouin, Susan	Maioni, Antonia	Sroka-Fillion, Nathalie
Earle, Jemark	Manchanda, Arnav	Stephens, David
Eidelman, David	Manfredi, Christopher	Tessier, Adrienne
Elbourne, Elizabeth	McKenzie, Jeffrey	Theodore, David
Emami, Elham	Nalbantoglu, Josephine	Tureli, Ipek
Eperjesi, Debbie	Ndao, Momar	Voudouris, Nellie
Faraj, Samer	Nicell, Jim	Weil, Carola
Fortier, Suzanne	Nilson, Laura	Wilkinson, Eric
Frizzle, Brooklyn	Nycum, Gillian	Willie, Bettina
Fronza, Michael	Nystrom, Derek	Winer, Laura
Geddes, Maiya Rachel	Parsons, Addy	Yalovsky, Morty
Geitmann, Anja	Perepichka, Dima	Zabowski, Glenn
Gonnerman, Laura	Qiu, Haoyi	Zorychta, Edith
Grignon, Chantal	Quitoriano, Nathaniel	
	Ram Nawaz, Shaainee	

REGRETS: Bob Babinski, Isabelle Bajoux-Besnainou, Yves Beauchamp, Avery Bonair-Cyrus, Julie Cumming, Gael Eakin, Eleanor Elstein, Jim Engle-Warnick, Joseph Hakim, Kenneth Hastings, Bruce Lennox, Michael Meighen, Yanik Müller, Ram Panda, Petra Rohrbach, Jennifer Ronholm, Eran Shor, Laurie Snider, Tabitha Sparks, Narendra Subramanian, Krishna Uttamchandani, Jean-Sébastien Vallée, Manon Vennat, Tracy Webb, Marc Weinstein, Mu Rong Yang.

1. Welcoming Remarks

The Chair welcomed Senators to the first Senate meeting of the 2020-2021 governance year. In light of the evolving situation regarding the coronavirus (COVID-19), the meeting was held virtually via the Webex 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 reminded Senators of the University's Mission Statement and Principles. Finally, 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 Tribute for Dr. Hugues Barbeau

Senator Eidelman read the following memorial tribute for Dr. Hugues Barbeau, which Senate subsequently unanimously endorsed:

It is with great sadness that we share the news of the passing of Dr. Hugues Barbeau, retired Professor from McGill University's School of Physical & Occupational Therapy and an internationally renowned scientist who dedicated his career to advancing rehabilitation of people with spinal cord injury.

Dr. Barbeau joined the Faculty of Medicine and Health Sciences' School of Physical & Occupational Therapy in 1984 and would become one of the first Full Professors in the School's history. A long time, and valued, member of the Faculty, Dr. Barbeau was recognized as a pioneer in the research of physical mobility after spinal cord injury. His research on developing an approach to retrain people living with neurological problems to walk using body weight support, an area where no new advancements had been made in many years, was both innovative and ground breaking.

Dr. Barbeau was passionate about his work and was also a pioneer in "knowledge transfer" with the ultimate goal of ensuring that his laboratory findings on this new mode of gait retraining were transferred to the clinical setting thereby having an impact in the field of rehabilitation.

Dr. Barbeau was one of the first rehabilitation scientists to be supported as a research scholar by the FRSQ (now FRQS) and to receive research grants from the Medical Research Council of Canada (now CIHR). His graduate students were also among the first in Canada to receive fellowships from the Rick Hansen Foundation.

In March 2009 Dr. Barbeau was awarded the Reeve-Irvine Research Medal, along with Dr. Susan Harkema, for their accomplishments in the clinical translation of locomotor training using bodyweight supported systems for individuals living with spinal cord injuries. Founded by Joan Irvine Smith in honour of Christopher Reeve, a former Hollywood actor who portrayed Superman in films in the 1970s and 80s, and who sustained a devastating spinal cord injury, the Reeve-Irvine Research Medal recognizes individuals who have

made highly meritorious scientific contributions in the domain of spinal cord repair and whose research has stood the test of time and scrutiny.

After a very productive and successful career teaching hundreds of undergraduates and training dozens of graduate students, Dr. Barbeau retired in 2011, with his legacy cemented as an important figure both in the history of McGill's School of Physical and Occupational Therapy and in the field of rehabilitation.

We extend our heartfelt condolences to Dr. Barbeau's wife, Mme Lise Caron, to his family, sons Frédéric and François, grandchildren Xavier, Mathis, Justin and Alixia, and to his many friends, colleagues and all those whose lives he touched. He will be greatly missed.

3. Report of the Steering Committee (20:21-01)

Senate received the Report of the Steering Committee (20-21:01).

Item 1. Approval of Minutes of Senate – May 13, 2020 meeting.

Item 2. Approval of Confidential Minutes of Senate – May 25, 2020.

Item 3. Speaking Rights. Upon approval of the report, speaking rights were granted to Dr. David Ragsdale, Interim Research Integrity Officer in 2019-2020, for item IIB3.1 (Annual Report Concerning the Investigation of Research Misconduct).

Item 4. Senate Open Discussion Topics. Following a review of topics submitted by Senators, the Committee decided to focus the fall open discussion on McGill's Plan to Address Anti-Black Racism.

Item 5. Approval of the Agenda.

Item 6. Review of Questions and Motions. No questions or motions were submitted for the September 2020 meeting of Senate.

Item 7. Approval of Degrees, Certificates and Diplomas for Spring 2020 Convocation. In accordance with its terms of reference, the Steering Committee approved in the name of Senate, on June 8, 2020, the list of degrees, certificates and diplomas deposited with the Secretary of Senate for the Spring2020 Convocation and empowered the Secretary of Senate to make changes to the lists as necessary.

Item 8. Approval of Reports of the Senate Nominating Committee. In accordance with its terms of reference, the Steering Committee approved in the name of Senate, on June 16, 2020, recommendations of the Senate Nominating Committee for appointments to Senate Standing Committees, Committees arising from University Regulations and decanal advisory committees.

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

4. Business Arising from the May 13, 2020 Minutes

There was none.

5. Chair's Remarks

The Chair began her remarks with an update on the situation at McGill for Fall 2020 in light of the COVID-19 pandemic. She stated that the semester started as scheduled and thanked members of the community who have been working to create a safe, welcoming campus experience for the estimated 60% of McGill students who were currently in Montreal. She indicated that McGill is in Phase 5 of the campus ramp-up, which included the resumption of certain on-campus administrative and non-research activities. She mentioned that the start date for Phase 6 has yet to be determined and would be dependent on the success of Phase 5 and the wider public health situation in Montreal. The Chair informed Senators that the number of confirmed COVID-19 cases at McGill was published weekly on the University's COVID-19 website, noting that there was no evidence of community transmission on McGill campuses to date. She confirmed that many of the fall celebrations would be held virtually, including Homecoming and Convocation.

The Chair then discussed enrolment numbers. She reported that, as of the first day of classes, the total enrolment for Fall 2020 was comparable to Fall 2019. She highlighted that there was a decrease in the exchange, inter-university transfer, special, and visiting categories (as expected in the current context) and a 10% increase in the number of students coming from Quebec CEGEPs. The Chair indicated that the top five countries of origin for international students enrolled in credit-seeking programs were China, USA, France, India and Iran. Finally, she mentioned that McGill played an active role throughout the summer in advocating for lifting border closures for international students and is continuing to work with the federal and provincial governments on this issue.

Regarding government relations, the Chair reported that McGill's submission to the federal pre-budget consultation process made three recommendations (which were aligned with the submission from the U15), namely making a targeted investment in early stages of innovation, investing in universities' digital infrastructure and creating a Green Campus Infrastructure and Innovation Fund. At the provincial level, the Chair noted that the Quebec government was taking steps to minimize the impact of a drop in enrolment on funding for universities. She highlighted that the provincial government has increased the capital and maintenance grant and announced a further investment in universities and colleges directed to student aid and mental health. She reported that University representatives had met with Montreal's director of public health, Mylène Drouin, and will continue to coordinate closely with public health authorities. She then spoke about the amendments to the *Programme de l'expérience québécoise* (PEQ), noting that the University remained concerned that the new requirements would make Quebec less competitive with respect to the recruitment and retention of top talent. At the municipal level, the Chair reported that McGill's submission to the municipal pre-budget consultation made some recommendations, including strengthening collaboration on key files, and highlighted McGill's economic impact in Montreal.

Regarding community relations, the Chair reported that McGill celebrated the grand opening of the Campus Outaouais, which offers a full range of medical education and training programs in French in the Outaouais region.

The Chair then spoke about university rankings, reminding Senators that rankings are not scientific and are an imperfect measurement. She stated that McGill moved up in the Times Higher Education World University Rankings (40th, from 42nd last year), the Shanghai Academic Ranking of World Universities (78th, from 90th last year), the Center for World University Rankings (27th, from 30th last year) and the QS World University Rankings (31st, from 35th last year).

The Chair concluded her remarks by giving highlights of the kudos circulated prior to the meeting. She shared that Prof. Victoria Kaspi (Faculty of Science) was awarded the Bakerian Medal by the Royal Society of the United Kingdom for her research on neutron stars and that the CHIME radio telescope project (for which Prof. Kaspi is a principal leader and includes other astrophysicists from McGill) has won a 2020 Governor General's Innovation Award. The Chair then mentioned that the Royal Society of Canada (RSC) announced ten McGill inductees, including four new members to the College of New Scholars, Artists and Scientists, and six new Fellows. She congratulated the four professors who received RSC medals and awards: Prof. Alan Greer (History and Classical Studies); Prof. Michel Biron (*Département des littératures de langue française, de traduction et de création*); Prof. Christian Genest (Mathematics and Statistics); and Prof. Emeritus Alfonso Mucci (Earth and Planetary Sciences). The Chair then congratulated the 19 McGill graduate students who earned Vanier Canada Graduate Scholarships and the eight postdoctoral students who received Banting Fellowships. Finally, she shared that Dr. Alan Evans (Montreal Neurological Institute-Hospital) would co-lead the Helmholtz International Learning Laboratory to advance research in 3D brain modelling.

SECTION II

Part "A" –Questions and Motions by Members

1. Question Regarding Athletics Facility Improvement

Ms. Wilson and Mr. Buraga (Senators, 2019-2020) submitted the following question in March 2020, which, in light of the COVID-19 pandemic, was deferred to the present meeting for a response:

Athletics and Recreation are one of a handful of largely self-funded units at McGill. Although these units do receive some direct financial support from the University, a majority of their operating expenses must be generated through profits from the sale of goods and services as well as student fees.

As such, since Fall 2004¹, improvements to facilities in Athletics and Recreation have been funded by the Athletics Facility Improvement Fund. This fund is generated by a \$10.00 ancillary fee charged to all undergraduate students at McGill University. This fee is then

¹<https://www.mcgill.ca/student-accounts/tuition-fees/fee-descriptions>

fully matched by the University, and the sum total is sent to Athletics and Recreation. Previous projects funded by this fee include, but are not limited to: the resurfacing of Molson Stadium and Forbes Field, the creation of a gender neutral washroom, the expansion of the Fitness Centre, the renovation of Memorial Pool, and the collaboration with the City of Montreal on the creation of a lighted playing field in Rutherford Park on the McTavish Reservoir. Necessary future improvements to facilities in Athletics and Recreation include: renovations to the men’s and women’s locker room facilities, retiling of the Memorial Pool basin and deck, air conditioning in the gymnasiums and fieldhouse, relocation of the Sport Medicine Clinic, and construction of the Wellness Kitchen².

The existence of the Athletics Facility Improvement Fee must be reapproved by the student body once every 5 years. When the renewal of the fee was voted on by the student body during the Winter 2019 Students’ Society of McGill University (SSMU) Referendum period, it was rejected because the University had not yet committed to the renaming of the men’s Varsity teams. In Fall 2019, the SSMU Legislative Council approved a moratorium³ on all Ancillary Fees until McGill University “divests from its investments in companies whose primary business is the extraction, distribution, and/or sale of fossil fuels and pledges to refrain from investing in all companies whose primary business is the extraction, distribution, and/or sale of fossil fuels, and from all mutual funds that invest in such companies in the future.” As such, the SSMU Legislative Council rejected to send the renewal of the Athletics Facility Improvement Fee to referendum in the fall.

However, it remains unclear whether the University had still budgeted for matched funds for FY20, even though the Athletics Facility Improvement Fee was not collected from students in Fall 2019⁴, and if so, where these funds are now.

- 1) Did McGill University specifically budget to match the student contribution of the Athletics Facility Improvement Fund for FY20?
- 2) If so, will McGill University commit to immediately sending the matched funds from the Athletics Facility Improvement Fee to Athletics and Recreation?
- 3) If not, what is the University planning on doing with the budgeted funds?
- 4) Overall, to what degree can the University commit to ensuring that facilities in Athletics and Recreation remain safe, useable, and welcoming for all?

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

Question 1: Yes, McGill did.

² Information directly provided by Athletics and Recreation

³<https://ssmu.ca/wp-content/uploads/2019/10/Motion-Regarding-Policy-on-Moratorium-on-McGill-Fees-Until-Fossil-Fuel-Divestment-2019-09-26-APPROVED.pdf?x21981>

⁴<https://ssmu.ca/wp-content/uploads/2019/11/Minutes-Legislative-Council-2019-10-10-APPROVED.pdf?x21981> (pages 5 and 6)

Question 2: McGill committed to fully match the ancillary fee charged to undergraduate students. As no fee were collected in FY20, McGill did not send the matched funds to Athletics and Recreation.

Question 3: The University is faced with many competing requests for funding; funds that are unused because of a change of commitment are directed to other priorities, especially those in which matching funding demonstrates joint commitment.

Question 4: As its operation is not part of the activities that are covered by the base grant from the Ministry of Higher Education, Athletics and Recreation is funded through different sources, an important one being contributions from students. The level of operation and activity of the unit is determined by the level of revenues from these different sources, and the unit constantly adapts to this to ensure a safe and welcoming operation.

In response to Senator Frizzle’s question on whether the University budgeted for the matched funds, Senator Manfredi confirmed that funds were initially set aside but as no matching funds were submitted in FY20, they were reallocated to other University operations.

2. Question Regarding Harm Reduction and Substance Use

Ms. Wilson submitted the following question in March 2020, which, in light of the COVID-19 pandemic, was deferred to the present meeting for a response:

Over the past academic year, recent changes to University resources and policies around drug and alcohol use, particularly drug and alcohol use in residences, have come into effect.

As recently reported by The McGill Tribune⁵, “the Wellness Hub’s Opioid Overdose Fact Sheet⁶ describes how to treat a fentanyl overdose and where one might acquire Naloxone, a reversal agent for fentanyl and other opioids. However, the sheet lacks any information on how students might avoid overdosing in the first place.” Moreover, the Wellness Hub’s webpages on substance use more generally, including one titled “Just Say Know”⁷, are lacking in information and appear to promote an abstinence-based approach to drug and alcohol use.

In residence, previous editions of the Student Housing and Hospitality Services (SHHS) “Guide to Community Living”, sent to all students in residence and made public on the SHHS website, included a page dedicated to harm reduction⁸, which promoted the principles of “acceptance, compassion, respect, collaboration, and empowerment.” This page also included a link to a McGill University website on harm reduction. However, the Winter 2020 Guide to Community Living does not include this page⁹ and the McGill website on harm reduction has since been deleted¹⁰. Moreover, where Floor Fellows

⁵<https://www.mcgilltribune.com/opinion/toward-a-harm-reduction-approach-to-drugs-180220/>

⁶<https://www.mcgill.ca/wellness-hub/opioid-overdose-fact-sheet>

⁷<https://mcgill.ca/wellness-hub/just-say-know>

⁸https://www.mcgill.ca/students/housing/files/students.housing/june_2019_community_living_guide.pdf (page 19)

⁹https://mcgill.ca/students/housing/files/students.housing/2020_community_living_guidewinter.pdf

¹⁰<https://mcgill.ca/substances/harm-reduction>

typically receive dedicated training on harm reduction, many have reported that little to no such training was provided this academic year. Students have also reported difficulty accessing fentanyl test strips from the University which is particularly concerning given the recent discovery of street drugs acquired near campus that tested positive for fentanyl¹¹.

Additionally, the Winter 2020 Guide to Community Living page on Alcohol and Drugs includes a new section, “Controlled or Illegal Substances”, with provisions such as: “Evidence which could lead to investigation by a Residence Life Manager, Protection Services or McGill Security, includes but is not limited to: drug traces, illicit drug paraphernalia, or the smell of controlled substances,” and “As a member of the Residence community, it is your responsibility to report any instances of inappropriate behaviour related to illegal or controlled substances.” These provisions, which also reference the McGill University Policy Concerning Alcohol, Cannabis, and Other Drugs¹², go above and beyond provincial law (which does not prohibit the possession of cannabis in University-level student residences)¹³ and serve to cultivate an environment of secrecy, and therefore, danger.

Although there is no universally-accepted definition, harm reduction is grounded on the compassionate acceptance of individuals who choose to use substances, acceptance of the fact that these individuals have chosen to use substances, and then working to minimize the harms that may occur as a result of this use. Harm reduction does not require a cessation in substance use as a precondition for support¹⁴.

- 1) What is the University’s approach to drug and alcohol use by students living in residences?
- 2) What is the University’s plan to consult students on current and future changes to substance use policies?
- 3) Why has the University moved to ban drug paraphernalia and the possession of cannabis in residences even though this goes above and beyond federal and provincial law?
- 4) Does McGill University, specifically the Student Wellness Hub, have a comprehensive Substance Misuse Program? How many healthcare professionals at the Wellness Hub have specific training and experience offering services related to substance use?

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

QUESTION 1:

McGill Student Housing and Hospitality Services (SHHS) operates under a philosophy of respect as its foundation. The Residence Life team comprised of both student leaders as well as professional full time staff ensure every resident is able to live in a community that is safe, respectful and conducive to learning.

¹¹<https://www.mcgilltribune.com/opinion/toward-a-harm-reduction-approach-to-drugs-180220/>

¹²https://mcgill.ca/secretariat/files/secretariat/policy_concerning_alcohol_cannabis_and_other_drugs.pdf

¹³<http://www.legisquebec.gouv.qc.ca/en/ShowDoc/cs/C-5.3> (8.2.1)

¹⁴<https://www.hri.global/what-is-harm-reduction>

With respect to drug and alcohol use, SHHS supports the safe and responsible consumption of alcohol in residence for students who are of legal age and who choose to consume alcohol. We promote to our students the educational resources outlined on the Student Wellness Hub website on substance use through the "just say know" approach, cannabis information and substance regulations.

Our Floor Fellows receive training on responsible alcohol use and harm reduction sessions at the beginning of each academic year. These sessions are facilitated by counselors from Student Services/ the Student Wellness Hub.

Lastly, our residence dedicated Local Wellness Advisor liaises with our residence life team to provide on-going support to students throughout the year.

QUESTION 2:

Student Housing and Hospitality Services (SHHS) has a consultation mechanism in place to solicit residence student feedback on changes and initiatives to substance use policies or any other residence policy that may be under consideration. Our residence councils which include elected student representatives work with SHHS administration on key policy issues and offer a forum for students to voice concerns and promote ideas.

QUESTION 3:

The University follows Quebec laws on the possession of cannabis products on campus, including in residences and allows students of legal age to possess legally permissible amount of cannabis.

Smoking of any kind inside residence buildings and possession, trafficking, or involvement with any type of illegal drug is prohibited. Possession of drug paraphernalia that could be associated with trafficking, or consumption of an illegal drug is prohibited as well.

QUESTION 4:

Substance Misuse Program (SMP) Overview: the Student Wellness Hub has collaborated with Dr. Tom Brown of the Douglas Hospital in developing an assessment and treatment program* for students who struggle with substance misuse. The philosophy is one of harm reduction through an efficient and research-based intervention model.

*The role of the substance misuse program is to provide trainings to staff and student groups on harm reduction and to collaborate with researchers in the community to ensure that Hub staff are aligned with best practice guidelines.

Staff training and experience:

In total, the Student Wellness Hub has a number of individuals with experience in supporting individuals with substance use difficulties. This includes ten Counsellors, eight Local Wellness/Access Advisors, one Psychiatrist, one Case Manager and a number of

Peer Health Ambassadors, to name a few. Several Hub clinicians have directly worked in addictions centers such as Fosters.

Furthermore, all of the Hub's Peer Health Ambassadors (Student Staff) receive the following trainings: Harm reduction training from *Head & Hands* Outreach Team, Server Training, Naloxone Training, and Safer Partying Workshop.

Senator Frizzle asked whether Floor Fellows would receive Naloxone kits and training. Senator Labeau indicated that discussions were ongoing on this matter, noting that further details could be shared with Senator Frizzle when available.

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

Open Session

1. 499th Report of the Academic Policy Committee (D20-01)

Senator Manfredi presented this report for Senate's information. The report contained a summary of course and teaching program proposals approved by the Academic Policy Committee (APC) and the Subcommittee on Courses and Teaching Programs on behalf of Senate. In addition, the report indicated that the APC considered a motion (which was defeated) to extend the availability of the Satisfactory / Unsatisfactory (S/U) option for all courses in the Fall 2020 term, in a manner akin to that instituted at the end of the Winter 2020 term.

Senator Nystrom asked for more details regarding the APC's deliberation on the motion. He stated that instructors were still experimenting with new modes of course delivery and evaluation and students were undertaking a new learning experience that posed a number of challenges (e.g., being in another time zone, poor internet connection, etc.). He stated that solutions could be found to address the APC's concerns, such as communications from the University explaining the consequences of the S/U option for a students' (C)GPA. He also suggested including a notation on transcripts similar to the one added in Winter 2020 regarding the disruption caused by the COVID-19 pandemic. Senator Labeau stressed that the magnitude of the impact of the S/U option was a central issue, and that past experiences have shown that information campaigns are not always effective.

Senator Tessier expressed that the situation outside of campus should be taken into account in the decision-making process. She then asked for more information on the potential issues that could arise with respect to selecting the S/U option, noting that a number of law firms have indicated that grades from the current term would not be considered in the hiring process. Senator Labeau stated that the current circumstances are different from those in Winter 2020. He explained that if Montreal were to enter another lockdown, it was expected to be more organized with fewer disruptions and would be easier to accommodate thanks to the amount of preparedness at the University. He cautioned that although firms were currently showing leniency, candidates would not be on equal footing in the future compared to those of different cohorts. He also provided some examples of areas where grades are of prime importance, such as admission to graduate school, selection for fellowships and eligibility for scholarships. Senator Frizzle asked if the concerns

around the S/U option were raised during the discussions that took place in Winter 2020. Senator Labeau responded in the negative, reiterating that the situation in March was different from the current situation.

Senator Daryanani asked for information on how instructors have adapted their courses for online learning. He also echoed Senator Nystrom’s comments on students facing challenges with the online format. Senator Winer indicated that there have been recommendations to adjust assessments (e.g., no proctored exams, exam windows, more frequent assessments) and that instructors must accommodate students who cannot participate in fixed sessions. She also stated that additional tools and infrastructure support has been provided to instructors.

Senator Wilkinson spoke in favour of the S/U option, noting that he has received a number of comments from members of his constituency (graduate students) detailing the issues they and their professors are facing with the new mode of course delivery. Senator Parsons added that many instructors were struggling with the online learning environment and making adjustments to their syllabi three weeks into the semester. She asked for information on what is being done to ensure instructors are fully prepared for the semester and able to provide an accessible education to students. Senator Winer indicated that Teaching and Learning Services (TLS) had set up a support system and was in the process of deploying 170 remote learning assistants to provide technical assistance to instructors. She also mentioned that TLS was continuing to provide support consultations upon request and working closely with faculties to address their specific needs.

The Chair noted the importance of learning from the experience of others during this adjustment period and suggested that the University organize a town hall to continue the discussion. Senator Nystrom expressed his disappointment in Senate not being able to continue the conversation on this topic, noting that questions of academic policy should be addressed by Senate. The Chair indicated that the discussion was veering off-topic from the Report of the APC and would be more suitable as an open discussion or at another venue.

2. Reports of the Senate Nominating Committee

2.1 Report on the September 2, 2020 Meeting (D20-02)

Senator Manfredi presented this report for Senate’s consideration. He highlighted that the report contained recommendations to fill vacancies on various Senate standing committees and committees arising from University regulations as well as recommendations for members to serve on the Advisory Committee for the Selection of a Dean of Management.

On a motion duly proposed and seconded, Senate approved the recommendations contained in the Report of the Senate Nominating Committee (D20-02).

2.2 Proposed Revisions to the Honorary Degrees and Convocations Committee Terms of Reference (Deferred from May 2020) (D19-50)

Senator Manfredi presented this item for Senate’s consideration. He mentioned that key modifications to the Honorary Degrees and Convocations Committee (HDCC) Terms of Reference

included the addition of language to highlight the confidential nature of the Committee’s work; a more complete listing of the Committee’s responsibilities; the revocation of honorary degrees to the Committee’s area of responsibility; allowing the Committee to develop guidelines, as necessary, for the purpose of operationalizing its mandate; and expressly mentioning that the University Registrar and Executive Director, Enrolment Services, or delegate would serve as a resource person to the Committee.

Senator Riddle-Merritte asked why a separate committee was not created to consider revocation of honorary degrees. The Secretary-General clarified that Senate would maintain ultimate authority in revoking honorary degrees. She indicated that prior to submitting any recommendations on this topic, the HDCC would strike an ad hoc subcommittee to review the matter and advise on the proper course of action.

On a motion duly proposed and seconded, Senate approved the proposed revisions to the Honorary Degrees and Convocations Committee, as presented in the Report of the Senate Nominating Committee (D19-50).

3. Annual Reports (2019-2020)

3.1 Investigation of Research Misconduct (D20-03)

Dr. Ragsdale presented this report for Senate’s information, in accordance with the *Regulations Concerning the Investigation of Research Misconduct*. He highlighted that ten allegations were received between June 1, 2019 and May 31, 2020 (an increase from previous years) and that the majority of cases (6/10) were received during the months of March or April 2020.

Senator Riddle-Merritte asked if written evidence was normally available for allegations regarding authorship and inquired as to what could be done to prevent such cases. Dr. Ragsdale responded that these complaints are often due to a difference of opinion or feelings of unfair treatment instead of research misconduct. He mentioned that clear guidelines on expectations could be included in the letter of understanding between supervisors and supervisees; although most cases involve subjective judgments that are not put in writing. Senator Faraj commented that he sees many of these issues as the Director of the PhD program at the Desautels Faculty of Management. He stated that situations evolve and original agreements are no longer reflective of reality, leading to disagreements. He expressed concern that disagreements lead to allegations of research misconduct, which are serious offenses, noting that conflicts could usually be resolved through other means. Dr. Ragsdale stressed the importance for individuals to understand the seriousness of allegations of research misconduct before escalating their disagreements to this level. Senator Kirk noted that roughly one third of cases have led to findings of research misconduct and suggested implementing a more robust system to triage complaints to avoid lengthy investigations.

In response to Senator Salameh’s question on ways to improve the investigation process, Dr. Ragsdale mentioned that a new process is being implemented this year whereby the RIO would discuss matters that arise with the two Deputy RIOs in order to share insights.

3.2 Policy on Harassment and Discrimination Prohibited by Law (D20-04)

Senator Campbell presented this report for Senate’s information, in accordance with the *Policy on Harassment and Discrimination Prohibited by Law*. She highlighted that 170 inquiries were received between September 1, 2019 and August 31, 2020, and that 157 cases (92%) did not proceed beyond the inquiry stage. She reported that in total, 13 complaints were filed, noting two of the cases were withdrawn, four proceeded to an informal resolution process and seven proceeded to an investigation and formal resolution (although one investigation is still in progress). She mentioned that administrative measures could still be imposed in cases where there is no finding of misconduct.

3.3 Joint Board-Senate Committee on Equity (D20-05)

Senator Campbell presented this report for Senate’s information. She highlighted that during the 2019-2020 governance year, the Joint Board-Senate Committee on Equity (JBSCE)’s activities focused on the creation, development, review and implementation of a Strategic Equity, Diversity and Inclusion (EDI) Plan. She noted that plans and priorities for 2020-2021 included (among others) overseeing the implementation of the Strategic EDI Plan and the forthcoming action plan to address anti-black racism as well as providing support to further the University’s response to the 52 Calls to Action set out in the Report of the Provost’s Task Force on Indigenous Studies and Indigenous Education. Finally, she mentioned that the JBSCE would play an advisory role to departments developing equity ambassadors / first responders.

In response to Senator Riddle-Merritte’s question for further information regarding first responders, Senator Campbell clarified that these positions were one of the measures for progress included in the Strategic EDI Plan. She explained that many departments in the University are creating local EDI Committees and are being encouraged to appoint individuals who can act as resources for staff and students seeking support for issues related to EDI. Senator Campbell noted that the Equity team provides training to these committees and individuals and this model is growing in popularity across different units. Senator Riddle-Merritte asked if there were any plans to make this initiative University-wide. Senator Campbell indicated that it was too early in the process to make any recommendations as the EDI Plan was only endorsed last April.

Senator Leckey acknowledged the work done by Senator Campbell and her team, noting that the mechanisms in place to deal with harassment, discrimination and EDI matters have been strengthened considerably under the tenure of Senator Campbell.

4. Other Business

There being no other business, on a motion duly proposed and seconded, the meeting ended at 4:20 p.m.

END

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