

Minutes

Wednesday, May 16, 2018 17-18:09

Minutes of the meeting of Senate held on Wednesday, May 16, 2018 at 2:30 p.m. in the Robert Vogel Council Room (Room 232, Leacock Building)

PRESENT

Allison, Paul

Animesh, Animesh

Arseneault, Louis

Bajeux-Besnainou, Isabelle

Barg, Lisa

Bartlett, Joan

Beauchamp, Yves

Bedjanian, Tatiana

Bernard, Daniel

Buddle, Christopher

Campbell, Angela

Cook, Colleen

Crago, Martha

Dhir, Sabine

Di Paola, Antonia

Doucette, Elaine

Eidelman, David

Engle-Warnick, Jim

Fortier, Suzanne (*Chair*)

Fussmann, Gregor

Geitmann, Anja

Gold, Richard

Gonnerman, Laura

Grütter Peter

Gyakum, John

Harpp, David

Hébert, Terence

Holmes, Amanda

Kalil, Alex

Lach, Lucyna

Lane-Mercier, Gillian

Lannes, Marcelo

Lefebvre, Alice

Lenetsky, Jed

Lennox, Bruce

Lowther, David

Maioni, Antonia

Manfredi, Christopher

Mansdoerfer, Richard

Mikkelson, Gregory

Nalbantoglu, Josephine

Ndao, Momar

Nicell, Jim

Oke, Isabelle

Potter, Judith

Rassier, Dilson

Ravenscroft, Brenda

Richard, Marc

Robaire, Bernard

Rogowska, Edyta

(Secretary)

Roulet, Nigel

Saroyan, Alenoush

Sladek, Robert

Snider, Laurie

Stephens, David

Theodore, David

Tojiboeva, Muna

Voudouris, Nellie

Walsh, Anna

Weinstein, Marc

Winer, Laura

Yalovsky, Morty

Zorychta, Edith

REGRETS: Isabella Anderson, Fatima Anjum, Stephane Bayen, Jacqueline Bede, Masad Damha, Nicholas Dunn, Ollivier Dyens, Gael Eakin, Eleanor Elstein, Hans-Ola Ericsson, Nahal Fansia, Lawrence Goodridge, James Gutman, Kenneth Hastings, Qi Yue He, Tina Hobday, Mari Kaartinen, Amine Kamen, Erik Larson, Hans Larsson, Robert Leckey, Margaret Levey, Odile Liboiron-Ladouceur, Eva Maciasz, Mary Jo McCullogh, Jeffrey McKenzie, Michael A. Meighen, Guy Mineau, Jarrod Nichol, Ronald Niezen, Michael Nwabufu, Philip Oxhorn, Ram Panda, Nathaniel Quitariano, Fiona Ritchie, Jerome Savaria-Carriere, Eran Shor, Ada Sinacore, Marianna Sosa, Ignacio Spiousas, Lisa Starr, Stefano Stifani, Maria Tippler, Michel Tremblay, Ahmer Wali, Natalie Waters, Salma Youssef, Shufeng Zhou.

SECTION I

1. Welcoming Remarks

The Chair welcomed Senators to the ninth Senate meeting of the 2017-2018 governance year. She reminded Senators, guests and spectators that the use of electronic devices is permitted for viewing meeting documents, but the Senate Rules of Procedure prohibit the recording of sound or images, and the communication or posting of Senate deliberations.

2. Memorial Tributes for Professors Philip Gordon, Bruce Downey and John Lewis

On behalf of Senate, the Chair welcomed Rosalie Gordon, who was present for the memorial tribute for her late husband, Professor Philip Gordon. Senator Eidelman then read the following memorial tribute for Professor Gordon, which Senate subsequently unanimously approved:

It is with great sadness that we share the news of the passing of Dr. Philip Gordon, Professor in the Departments of Surgery and Oncology at McGill University's Faculty of Medicine and pioneering colorectal surgeon.

A native of Saskatoon, Dr. Gordon received his medical degree from the University of Saskatchewan before completing his general surgery training at the Jewish General Hospital in Montreal and at the Montefiore Hospital in Pittsburgh. He subsequently pursued extensive specialized training in colon and rectal surgery at the University of Minnesota and at St. Mark's Hospital in London, England, which were ranked among the world's best training centres for the field. In 1974, he returned to the JGH as the first person in the city fully trained for the specialized domain of colorectal surgery.

Known for his wit and for his compassion for the patients in whose lives he made such a significant difference, Dr. Gordon was equally known among his colleagues for his seemingly endless energy and for his persistence. When it was suggested early in his career that he would not be able to make a living restricting himself to such a narrow focus, he did not relent on his beliefs, becoming recognized as the go-to authority for colorectal surgery in Montreal.

Dr. Gordon was the founding Chief of the JGH Division of Colorectal Surgery and the principal architect responsible for establishing the Canadian Society of Colon and Rectal Surgeons. He was the only non-American to be elected President of the American Society of Colon and Rectal Surgeons and President of the American Board of Colon and Rectal Surgeons. In October 2017 he was honoured with a Lifetime Achievement Award from McGill.

Internationally recognized, Dr. Gordon was a productive scholar with more than 140 publications. Most notably, he literally wrote the book on colorectal surgery in Canada, co-authoring what is considered the authoritative reference work in the field. More recently, after his own cancer diagnosis, Dr. Gordon wrote perhaps his most poignant piece. In an article published in the March 2018 edition of the journal *Diseases of the Colon & Rectum*,

he described his own experience as a patient, calling on fellow doctors to work harder at empathizing with their patients.

A devoted and passionate clinician-scientist and educator, Dr. Gordon's memory will live on in the generations of surgeons and health care professionals he had a hand in training and in the legion of patients and families who benefited from his passionate care.

We extend our heartfelt condolences to his wife Rosalie, to his children Laurel and Elliot, to their respective partners, to his grandchildren and to the numerous friends, former students, colleagues and patients whose lives he touched in so many ways. He will be missed.

The Chair then welcomed on behalf of Senate, Peggy Downey, who was present for the memorial tribute for her late husband Professor Emeritus Bruce Downey. Senator Geitmann then read the following memorial tribute for Professor Downey, which Senate subsequently unanimously approved:

Professor Emeritus Bruce R. Downey passed away peacefully on April 4, 2018, following a prolonged illness. He was 78. Following a career of thirty years at McGill, that included terms as Chair of the Department of Animal Science and Director of the Bellairs Research Institute, Bruce retired in 2004.

Born on October 15, 1939, Bruce grew up on a small mixed farm near Pakenham, Ontario. After obtaining a DVM from Ontario Veterinary College in 1963, he worked briefly at a mixed veterinary practice in Smithville (Ontario), and later for the Hamilton District Cattle Breeding Association. He then spent eight years as a Senior Scientist at Ayerst Research Laboratories – first in their Pharmacology Department in Montreal, and then in their Animal Health Division in Chazy, NY, where he worked on the use of prostaglandins and hypothalamic-releasing factors as potential agents for ovulation control in domestic animals. During this time, his collaboration with Macdonald College researchers led to his joining the staff of the Animal Science Department in 1974, with responsibility for the Macdonald Embryo Transfer Unit (known today as LARU, and renowned for its nuclear-transfer and cloning research in goats and pigs). In fact, Bruce spearheaded the many ground-breaking initiatives from that unit: the production in 1973 of only the second embryo-transfer calf, born in North America; the arrival of only the third calf ever to be born from a frozen embryo – aptly named Popsicle – in 1976; and the successful non-surgical embryo-transfer of six calves, on the College Farm, from Macdonald Princess Oleana 3rd (1981). He was also involved in the research that produced the World's first cloned goats at LARU in 1999. With all of this cutting-edge research, Bruce also managed to complete his PhD in 1981, and was, thereafter, appointed as Associate Professor of Reproductive Physiology in the Department of Animal Science. Bruce was promoted to Full Professor in 1990, and to Professor Emeritus upon his retirement in 2004, crowning a 30-year service at McGill.

During his time in the department, Bruce was responsible for courses in Mammalian Physiology, Comparative Anatomy, and Advanced Reproductive Physiology; he was

involved in numerous research initiatives, supervising some twenty graduate students along the way, and producing more than 70-refereed publications. He was particularly active in CIDA projects that allowed him to share his expertise in many parts of the world – China, Egypt, Hungary, Jordan, and Zimbabwe. He served two terms as Chair of the department (1985 – 1995) and finished his illustrious career as Director of the Bellairs Research Institute in Barbados (2001 onward).

Bruce was an avid golfer and, in recent years, took up curling to replace his many years playing ice hockey, mainly on McGill staff teams. He was a former Warden and long-time member of the choir at St. George's Anglican Church, and a member of the Baie d'Urfe Curling Club and the Braeside Golf course in Senneville. He will be greatly missed by Peggy, his wife of 55 years – herself, a former Associate Professor in McGill's Department of Physical Education – his sons Steve, Mike, and Tom, as well as his eight grandchildren Melissa, Andrea, Thomas, Jenna, Katelyn, James, Joel, and Marla.

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

It is with great sadness that we share the news of the passing of Dr. John Bradley Lewis, Professor Emeritus in the Department of Biology. Professor Lewis was born in Ottawa in 1925 and passed away peacefully in October 2017 at Kamloops Seniors Village, BC.

John (known as “JB” to many of his friends, colleagues and students) was both a naturalist and a scholar. After serving in the Canadian Infantry in Holland in the late stages of World War II, John followed his passion and earned his PhD in Marine Biology at McGill University. Over his career, his research interests took him over a broad range of locations from the arctic to tropical marine environments.

Beginning with his early work at McGill's Bellairs Research Institute in Barbados, John developed an international reputation for his research on tropical coral reefs and their ecology. As a scientist, teacher and mentor, John guided many undergraduate and graduate students in the joys of researching the complexities of marine life and the interactions amongst the abundant and different organisms that inhabit the Caribbean Sea. John is the author of more than 100 scientific publications, including his book “Darwin's Coral Atoll.”

John was very much a Montrealer and an esteemed member of the McGill community. From 1954 to 1992, he was first an assistant professor, then associate and full professor in the Department of Biology. John also served as the Bellairs Research Institute's first on-site Director until 1971 and was the Director of McGill's Redpath Museum from 1971 until 1985. Upon retirement, John became Professor Emeritus. While living in Montreal, John shared close to 40 years of love as husband to Virginia Douglas Lewis, Professor in McGill's Department of Psychology.

At the time of his death, John was survived by his wife, Dr. Virginia Douglas, Emeritus Professor in the Department of Psychology, who passed away in December 2017.

With Dr. Lewis's passing, we extend our heartfelt condolences to his children Deborah, Judith and Michael and grandson Eric. In his personal and professional lives, John touched many people. Everyone who knew John felt the joy of his genuine care, warmth and gentle nature.

3. Report of the Steering Committee: Part I (17:18-09)

Senate received the Report of the Steering Committee: Part I (17-18:09).

Item 1. Approval of Minutes of Senate – April 19, 2018.

Item 2. Speaking Rights. Upon approval of the report, speaking rights were granted to Professor Shaheen Shariff, Chair of the Ad Hoc Panel to Conduct a Campus Study of Sexual Violence, for item IIB3 (Update on the Implementation of the Policy against Sexual Violence); and Professor Nandini Ramanujam, Co-Chair of the Principal's Task Force on Respect and Inclusion in Campus Life, for item IIB4 (Final Report from the Principal's Task Force on Respect and Inclusion in Campus Life).

Item 3. Confidential Session – item IIB10, Report of the Honorary Degrees and Convocations Committee (D17-76).

Item 4. Approval of the Agenda.

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

4. Business Arising from the April 19, 2018 Senate Minutes

Senator Manfredi reminded Senators that he was asked by the Principal to develop guidelines on intimate relationships between teaching staff and students to clarify existing regulations and policies. He stated that the Guidelines were distributed to the McGill community, and noted that they reflected practices established by current policies and regulations.

5. Chair's Remarks

The Chair began her remarks by reporting on government relations. She indicated that the provincial government had released guidelines on how to frame the assessment of requests for religious accommodation under Bill 62, the legislation on state neutrality and religious accommodation. She noted that the University had reviewed the guidelines and concluded that current policies and practices are in conformity, and that all members of the McGill community could continue to carry out their functions and activities in the same manner as before. She stressed that inclusion is a fundamental value of the McGill community and the University will continue to promote a climate of diversity and tolerance.

The Chair then reported on the new funding policy for universities. She explained that, effective May 1, 2018, the government simplified the methodology of grant distribution for the various teaching activities on campuses (going from 583 classifications to 107), and had abolished many

specific envelopes to specific institutions delivering a particular mission, which Concordia and McGill never received. She informed Senators that further details would be available once the University receives the *règles budgétaires*. Finally, she mentioned that the government had reviewed the model of tuition fees. She highlighted that undergraduate international student tuition will be deregulated starting in 2019-20, allowing McGill to retain the fees international students contribute, and noted that the fee policies for graduate research programs will remain unchanged.

Regarding community relations, the Chair spoke of her participation at the Leaders' Alliance, a summit for McGill's ambassadors and volunteer leaders from around the world. She highlighted that speakers included Governor General Julie Payette, the Right Honourable Brian Mulroney, Joseph Tsai (co-founder and executive vice-chair of Alibaba Group), Dominic Barton (Managing Director of McKinsey & Company), Santa Ono (President and Vice-Chancellor of the University of British Columbia), and Marc Tessier-Lavigne (President of Stanford University). The Chair then announced that McGill received a \$15M gift from the Doggone Foundation to launch the McGill Interdisciplinary Initiative in Infection and Immunity, a collaborative endeavour by McGill and the McGill University Health Centre (MUHC), and a \$5M gift from McGill alum Garvin Brown (BA'91) and his wife Steffanie Diamond Brown for a new Chair in Democratic Studies for the Max Bell School of Public Policy. She noted that a few more gifts would be announced over the coming months. The Chair then reminded Senators that Spring Convocation begins on May 29 and encouraged all Senators to participate and join in congratulating the graduating class of 2018. She noted that 14 outstanding individuals will receive honorary degrees and over 7,600 students are graduating, the youngest student being 19 years old and the oldest, 69.

The Chair concluded her remarks by giving highlights of the kudos circulated prior to the meeting. She congratulated Professor Daniel Wise (Department of Mathematics and Statistics) on being elected as a Fellow of the Royal Society and Professors Hanadi Sleiman and Chao-Jun Li (Department of Chemistry) on being awarded Killam Research Fellowships. She then shared that nine McGill scholars were awarded Canada Research Chairs and four McGill chair holders had their terms renewed. She congratulated Professor Joëlle Pineau (School of Computer Science and current Director of Facebook Artificial Intelligence Research (FAIR) Montreal) on being awarded an E.W.R Steacie Memorial Fellowship and Professor Jozsef Kövecses (Department of Mechanical Engineering) on receiving the Synergy Award for Innovation. Finally, she shared that Professor Emeritus Charles Taylor was awarded the 2018 International Grand Prix of the Blue Metropolis Montreal International Literary Festival at the *Bibliothèque et Archives nationales du Québec*.

Senator Robaire asked if any progress was being made on eliminating the additional fees for international PhD students. The Chair reported that she was unaware of any discussions on that topic but noted that the grant for PhD students will increase and that there are a limited number of fee waivers available. She mentioned that this could be included in the proposals that would be made to the government.

This being the final meeting of Senate for the academic year, the Chair thanked all Senators for their service and commitment to academic governance. She acknowledged those who were completing their term on Senate and encouraged them to consider a further term in the future. In particular, she acknowledged that this was the last meeting for the student Senators as well as for

Senators Dyens, Allison and Potter as their terms as Deputy Provost (Student Life and Learning), Dean of Dentistry and Dean of the School of Continuing Studies, respectively, were ending.

6. Report of the Steering Committee: Part II (17:18-09)

The Steering Committee reviewed the following motion, which was submitted by Senator Mikkelson, on the topic of divestment:

Section 6.3.8 of the McGill Statutes authorizes the Senate to "make such representations, through the Principal, to the Board of Governors as may from time to time become necessary or desirable, touching any claims and needs of the University or any part thereof."

This motion calls for a change in the university's current policy of investing endowment funds in fossil fuel corporations. McGill has divested for moral and political (as opposed to purely financial) reasons at least three times in the recent past: in the 1980's, from companies – including fossil fuel corporations – doing business in South Africa; and in the first decade of the 21st Century, from corporations doing business in Myanmar and tobacco firms. Such divestment campaigns nearly always result in stronger government action effectively reducing the harms caused by offending companies.

www.smithschool.ox.ac.uk/publications/reports/SAP-divestment-report-final.pdf

McGill's mission is "the advancement of learning and the creation and dissemination of knowledge, by offering the best possible education, by carrying out research and scholarly activities judged to be excellent by the highest international standards, and by providing service to society." (<https://www.mcgill.ca/secretariat/mission>) By adopting the Climate and Sustainability Action Plan, the university has begun acting upon the best research, and fulfilling its obligation to society, in this area. This plan commits the university to substantial reduction in the consumption of fossil fuel. Meanwhile however, the university's investment policy contradicts this goal by promoting expansion of the fossil fuel industry. Divesting the endowment from fossil fuel would resolve this contradiction, and help promote the necessary rapid transition to a low-carbon economy. The students we have educated so well have consistently, over a multi-year period, demanded such divestment.

WHEREAS all 196 nations in the United Nations Framework Convention on Climate Change (UNFCCC) have agreed on a target of limiting emissions to a level that would prevent global temperature increase beyond 2°C above pre-industrial levels, based on research from the Nobel-Prize winning Intergovernmental Panel on Climate Change, in order to "prevent dangerous anthropogenic interference with the climate system";

WHEREAS the major fossil fuel companies severely impair the global community's ability to adhere to the UNFCCC's protocols, by continuing exploration and extraction of fossil-fuel reserves beyond sustainable limits, and by actively undermining the transition toward renewable and sustainable energy sources;

WHEREAS divestment campaigns have historically been a successful means by which public institutions can apply pressure on and change the practices of regimes and industries engaged in documented social injury;

WHEREAS McGill University has a proud history of socially responsible investment, divesting from companies doing business in South Africa's apartheid regime in 1985, and divesting from tobacco companies in 2007;

WHEREAS Cambridge, Oxford, and more than 60 other institutions of higher education in the UK; Stanford, Columbia, and more than 40 others in the US; the University of Laval in Canada; and many others around the world have already committed to partial or full divestment from fossil fuel companies; and

WHEREAS organizations that together represent all students, professors, and librarians at McGill have passed resolutions with strong majorities, calling for divestment of the endowment from fossil fuel – i.e., the Students' Society of McGill University (SSMU), Post-Graduate Students' Society (PGSS), and McGill Association of University Teachers (MAUT) – as have the faculties of Arts and Law and the McGill School of Environment;

BE IT RESOLVED that the Senate, through the Principal, advises the Board of Governors to divest the endowment from 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.

The Chair noted that the Steering Committee had a long discussion on the suitability of the motion in light of the jurisdictional authority that the Board has over the matter and the particular section of the Statutes that enables the Senate to make representations, through the Principal, to the Board as may from time to time become necessary or desirable. She stated that, due to the complexity of the issue, the Steering Committee agreed to submit the motion to Senate but asked that Senate's reflection take into account whether it was *necessary* or *desirable* to express an opinion on the matter of divestment.

Senator Mikkelson thanked the Steering Committee for presenting the motion to Senate and framing the discussion. He expressed that in order for Senate to determine if it is necessary or desirable to make representations to the Board on this matter, Senators should review the report of the Committee to Advise on Matters of Social Responsibility (CAMSR). He asked that Senate receive the CAMSR Report in preparation for Senate's discussion on the motion, which he proposed Senate consider in September. It was noted that the CAMSR Report was available online and that Senate's discussion on the matter should be based on the document (motion) that had been reviewed by the Steering Committee, for submission to Senate. Senator Mikkelson expressed that the CAMSR Report would help Senate frame the discussion surrounding the questions of the desirability or necessity for Senate to make representations to the Board on this matter.

On a motion duly proposed and seconded, Senate approved to defer consideration of the motion regarding divestment from fossil fuel to the September 2018 Senate meeting.

SECTION II

Part "A" – Questions and Motions by Members

1. Motion Regarding Divestment from Fossil Fuel

As noted above, on a motion duly proposed and seconded, the motion regarding divestment from fossil fuel was deferred to the September 2018 Senate meeting.

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

1. 487th Report of the Academic Policy Committee (D17-69)

Senator Manfredi presented this report for Senate's consideration.

On a motion duly proposed and seconded, Senate approved the proposed Certificate of Proficiency in Bilingual Professional Communication.

On a motion duly proposed and seconded, Senate approved the proposed Diploma in Professional Practice in Finance (30 cr.).

On a motion duly proposed and seconded, Senate approved the proposed Professional Development Certificate in Global Trends in Education (12 CEUs).

On a motion duly proposed and seconded, Senate approved the proposed Graduate Diploma in Medical Radiation Physics (31 cr.).

On a motion duly proposed and seconded, Senate approved the proposed Graduate Certificate in Performance – Choral Conducting (15 cr.).

On a motion duly proposed and seconded, Senate approved the proposed B.Sc.; Major in Statistics (54 or 57 cr.).

On a motion duly proposed and seconded, Senate approved and recommended to the Board of Governors for approval the creation of a provisional Department of Emergency Medicine.

2. Report of the Senate Nominating Committee (D17-70)

Senator Manfredi presented this report for Senate's consideration. He explained that it contained proposed terms of reference for an ad hoc committee on teaching staff-student intimate relationships and recommendations to fill vacancies on various committees. In addition to the recommendations contained in the report, Senator Manfredi asked Senate to approve the reappointment of Professor Jessica Ruglis (Department of Educational and Counselling

Psychology, Faculty of Education) to the Joint Board-Senate Committee on Equity, for a three-year term beginning September 1, 2018 and ending August 31, 2021.

Regarding the membership of the Ad Hoc Senate Committee on Teaching Staff-Student Intimate Relationships, Senator Manfredi explained that 15 professors were nominated to serve on the ad hoc committee. He informed Senators that, as there were three seats to fill and, in light of the time constraints, the Nominating Committee requested that the Secretariat contact the nominees to determine their willingness to serve and submit the shortlisted nominees to the Committee for ranking by means of an electronic vote. He also noted that the student associations collaborated to identify suitable student members to serve on the ad hoc committee.

Senator Oke expressed that Senate's approach to increasing diversity is seldom intentional in areas other than gender leading to student distrust in the administration. She stated that committees and task forces pursue widespread consultations but often fail to prioritize different perspectives within their membership. She explained that marginalized community members are asked to speak on their realities without official recognition and their experiences are translated by individuals who historically have not had the capacity to understand them without the proper context or support. She mentioned that SSMU will be promoting the inclusion of different experiences through its representatives on the Ad Hoc Committee but encouraged Senators to address this issue in the future. The Chair thanked Senator Oke for her comments and indicated that diversity is a shared responsibility as recommendations for student positions are submitted by the student associations. Senator Campbell noted the importance of intentionality and diversity and expressed that these principles were respected in recommending the appointment of Professors Debra Titone (Science), Jean-Jacques Lebrun (Medicine) and Brian Lewis (Arts). She explained that diversity can take a multitude of forms and may not always be obvious. She then spoke in favour of the recommendations and mentioned that the proposed membership includes representation from the two largest faculties and the Faculty of Medicine (which faces particular issues around instructor-student relationships that are not seen in other faculties) as well as an experienced member in the area of graduate supervision. Senator Campbell noted that students were the first to be consulted on the draft terms of reference and composition of the Ad Hoc Committee. She stated that the chair is not a faculty member further to a request by the students and noted that one of the nominees even declined to serve on the Ad Hoc Committee as a result. As a member of the Senate Nominating Committee, Senator Saroyan stated that the procedure recommended by the Committee was followed and expressed that it was not possible to increase diversity even more as the Committee is composed of only three members of the academic staff.

On a motion duly proposed and seconded, Senate approved the recommendations contained in the Report of the Senate Nominating Committee (D17-70), as presented.

3. Update on the Implementation of the Policy against Sexual Violence

Professor Shariff and Senator Lach presented an update on the work of the Ad Hoc Panel to Conduct a Campus Study of Sexual Violence and the Committee for the Implementation of the Policy against Sexual Violence respectively, for Senate's information.

Professor Shariff mentioned that the Panel conducted a climate study of perceptions and experiences of students, faculty, staff and administrators across the University, held student focus groups and is currently conducting interviews with members of the senior administration. She informed Senators that an interim report was submitted to the Associate Provost (Equity and Academic Policies) and the final report will be submitted in September 2018. Professor Shariff reported that some of the issues identified have already been addressed and noted that the Panel will be working closely with the Implementation Committee, the Office for Sexual Violence Response, Support and Education (O-SVRSE) and the new Ad Hoc Committee. She also expressed her hope that the Panel's work would inform the independent investigator appointed to deal with sexual misconduct allegations. She highlighted that survey respondents (who were 90% female) noted a climate of sexual violence, misogyny, sexism, online harassment and an undergraduate drinking culture. Other findings included a need to study supervisor-staff intimate relationships, allowing anonymous disclosures, enhancing communications and providing more education and awareness on consent as well as on the legal constraints of the University with respect to procedural fairness and privacy.

Senator Lach then informed Senators that the Implementation Committee has been examining the *Policy against Sexual Violence* in light of Bill 151 (*An Act to prevent and fight sexual violence in higher education institutions*) with a view to identifying areas in need of reform. She mentioned that a gap was identified with respect to the procedures concerning disclosures and reports. She stated that the Implementation Committee will work with O-SVRSE, the new ad hoc committee, unions, HR, and the Office of the Provost and Vice-Principal (Academic) to clarify procedures, noting that the Associate Provost (Equity and Academic Policies) and the Dean of Students created a set of FAQs addressing some of the issues. She then informed Senators that the Implementation Committee created a toolkit for faculty members on supporting survivors and addressing disclosures and is working with Teaching and Learning Services to draft a notice for course syllabi. She reported that an environmental scan was conducted of different groups on campus regarding their capacity to respond to disclosures and that the Implementation Committee would launch a survey in September on disclosures. Finally, Senator Lach noted that the Committee is exploring a web-based training module for students, faculty and staff that is being developed at Concordia.

4. Final Report of the Principal's Task Force on Respect and Inclusion in Campus Life (D17-71)

The Chair reminded Senators that she struck the Task Force on Respect and Inclusion in Campus Life in Fall 2017 with a mandate to “recommend a set of concrete measures by which the University may ensure the full and effective operationalization of its core principles across all University activities, but with particular consideration paid to student life at McGill.” She stated that the Task Force delivered its final report, which will be shared with the McGill community after the Senate meeting. She thanked the members of the Task Force for their hard work in preparing the report in a relatively short span of time and thanked everyone who participated in the consultations. She noted the importance of carefully reading the report, reflecting on its proposals and thinking about how to build a more respectful and inclusive McGill. She stated that the report's observations and recommendations would be discussed collectively by the McGill community in the months ahead, noting that some of the discussions will require openness, courage, humility, leadership and resolve to move forward in a respectful and inclusive way. The

Chair then informed Senators that she will respond to the Task Force’s specific recommendations and suggested action items in the fall, once conversations with the community have taken place. She emphasized that this report is an important step in a continuing process and invited the Task Force Co-Chairs, Senator Lennox and Professor Ramanujam, to deliver a presentation on the report.

Senator Lennox stressed that the report is a holistic document and requires a careful read. He noted that respect and inclusion are collective endeavours that are the responsibility of all members of the McGill community. He stated that no crisis was identified by the Task Force and explained that the opinions and experiences of all members of the McGill community who participated in the consultations were taken into account. The Co-Chairs then provided an overview of the Task Force’s recommendations on each of the five themes presented to Senate at the March Senate meeting (i.e. mission (drift), trust, governance, communications and space) and highlighted some of the specific action items identified by the Task Force. In closing, Professor Ramanujam stated that the recommendations should serve as the basis for future discussions, including focus groups organized around the recommendations and more formal University gatherings such as faculty meetings, the Academic Leadership Forum, Deans’ retreats, and others. She noted that an implementation plan with goals, objectives, and timelines needs to be specified for each accepted recommendation and regular progress reports to the McGill community was important to build trust.

Senator Richard asked for clarification on the next steps, more specifically if Senate would have an opportunity to discuss the content of the full text of the final report. The Chair responded in the affirmative, noting that she anticipates Senate will have an open discussion on the report during the next governance year and that discussions will occur at many other venues as well.

Senator Saroyan commented that MAUT’s submission to the Task Force highlighted academic freedom as an important core principle and asked whether the action items under the theme of mission (drift) included accommodating and respecting academic freedom. Senator Lennox responded in the affirmative, noting that the intention is to institutionalize such discussions.

5. Annual Report of the Committee on Staff Grievances and Disciplinary Procedures (2016-17) (D17-72)

Senator Bernard presented this report for Senate’s information in accordance with the *Regulations Relating to the Employment of Academic Staff*. He highlighted that two grievances were filed between September 1, 2016 and August 31, 2017, one of which was withdrawn by the Grievor. He explained that any staff member may file a grievance if he or she believes that he or she has been unfairly treated by the University in regard to the interpretation or application of University policy or has been subjected to arbitrary, discriminatory, or unreasonable actions taken against him or her by the University, either by act or omission. He stated that the grievance process is a multi-stage process, noting that grievances are heard by the Committee on Staff Grievances and Disciplinary Procedures (the “Committee”) if attempts to resolve the matter are unsuccessful at the local level or at the level of the dean. He explained that the Committee reviews the grievance and determines whether it is appropriate to have a hearing and whether the grievance is academic or administrative in nature (most are administrative). He mentioned that a hearing is held in front of a panel

consisting of the chair of the Committee and two members selected by the parties from the Committee membership, which later makes recommendations to the Principal. He noted that the process sometimes leads to changes in University policies as grievances could reveal a lack of clarity in the policies or a need for a policy when one is not in place.

In response to a question by Senator Animesh on how conflicts between practices and policies are resolved, Senator Bernard stated that he has not seen such conflicts during his tenure on the Committee.

6. Annual Report on the Policy on Safe Disclosure (“Whistle Blowing”) (D17-73)

The Secretary-General presented this report for Senate’s information, in accordance with the *Policy on Safe Disclosure (“Whistle Blowing”)*. She noted that two confidential reports were filed in accordance with the process established by the Policy during the period of September 1, 2016 to August 31, 2017, one of which resulted in a finding of Improper Activity (as defined in the Policy) and led to disciplinary and administrative action.

6. Report from the Board of Governors to Senate (D17-74)

Senator Kalil presented this report for Senate’s information. He explained that the report contains an overview of the Board meeting of April 26, 2018 and the Executive Committee meeting of March 29, 2018. He highlighted that the Board approved the reappointment of Professor Jim Nicell as the Dean of the Faculty of Engineering for a second five-year term commencing July 1, 2018. He reported that the Board also approved three new academic units, based on Senate’s recommendations: the Yan P. Lin Centre for the Study of Freedom and Global Orders in the Ancient and Modern Worlds; the Azrieli Centre for Autism Research; and the Bensadoun School of Retail Management. Finally, he noted that the Board approved revisions to CAMSR’s Terms of Reference and the 2018-19 University budget.

6. Senate Calendar of Dates 2018-19 (D17-75)

The Secretary-General reminded Senators to reserve the dates for the 2018-19 Senate and Senate Committee meetings in their calendars.

9. Other Business

There being no other business to deal with, Senate moved into confidential session to receive the Report of the Honorary Degrees and Convocations Committee.

Confidential Session

10. Report of the Honorary Degrees and Convocations Committee (D17-76)

Senate moved into confidential session to review the Report of the Honorary Degrees and Convocations Committee (this minute is approved by the Senate Steering Committee and is not published or circulated, but is attached to the permanent minutes of Senate as Appendix A).

There being no other business to deal with, on a motion duly proposed and seconded, the meeting adjourned at 4:55 p.m.

END

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