

**Minutes**

Wednesday, April 19, 2023 22-23:10

Minutes of the meeting of Senate held on Wednesday, April 19, 2023, at 2:30 p.m. in the Robert Vogel Council Room (Room 232) of the Leacock Building (future site of the Rimer Building).

**PRESENT**

Arseneault, Louis	Grignon, Chantal	Quitoriano, Nathaniel
Baron, Sam	Hastings, Kenneth	Richard, Marc
Bartlett, Joan	Hébert, Terry	Robillard, Martin
Bede, Jacqueline	Hickman, Miranda	Rohrbach, Petra
Behzadi, Houman	Hnatchuk, Darlene	Saini, Deep
Borenstein, Bonnie	Khoury, Lara	Sekhon, Harmehr
Breau, Sébastien	Kirk, Andrew	Shapiro, Lisa
Campbell, Angela	Kochkina, Svetlana	Shor, Eran
Chan, Yolande	Leckey, Robert	Snider, Laurie
Crago, Martha	Lennox, Bruce	Soehl, Thomas
Cumming, Julie	Levine, Alissa	Sroka-Fillion, Nathalie
Cummings, Beth	Levy, Jacob	Theodore, David
Czemmel, Nancy	Low, Bronwen	Tonin, Patricia
Eidelman, David	McKenzie, Jeffrey	Tureli, Ipek
Ellis, Jaye	Mittermaier, Anthony	Weil, Carola
Elstein, Eleanor	Moore, Catriona	Weinstock, Daniel
Emami, Elham	Nicell, Jim	Werber, Joshua
Ferguson, Sean	Nycum, Gillian	Yang, Kerry
Flanagan, Tara	Nystrom, Derek	Zorychta, Edith
Geitmann, Anja	Perepichka, Dima	
Girard-Lauriault, Pierre-Luc	Poirier, Étienne	

**REGRETS:** Yves Beauchamp, Guylaine Beaudry, Robin Beech, Maryse Bertrand, Mathieu Blanchette, Francesca Carrieri, Jean Deschenes, Luciano D'Iorio, Melanie Dirks, Susan Drouin, Gael Eakin, Elizabeth Elbourne, Mustafa Fakhri, Michael Fronda, Maiya Rachel Geddes, Patrick Hansen, Claire Hunter, Juliet Johnson, Roubina Karaminassian, Kristi Kouchakji, Srinivasan Krishnamurthy, Fabrice Labeau, Margaret Levey, Sonya Liu, Jose Londono, Christopher Manfredi, Saku Mantere, John McCall MacBain, Ahmed Anwar Mohamed, Josephine Nalbantoglu, Momar Ndao, Laura Nilson, Hossein Poorhemati, Dilson Rassier, Dakota Rogers, Jennifer Ronholm, Alireza Roosta, Francisco Ruge-Murcia, Karsten Steinhauer, Narendra Subramanian, Mahidul Syed, Ghali Benjoullon Touimi, Brigitte Vachon, David Vaillancourt, Manon Vennat, Coco Jie Wang, Marc Weinstein, Laura Winer, Risann Wright, Isabella Xia.

## **1. Welcoming Remarks**

The Chair welcomed Senators to the eighth regular Senate meeting of the 2022-2023 governance year, held in-person in the Robert Vogel Council Room (Room 232) of the Leacock Building (future site of the Rimer Building). As it was the first Senate meeting since beginning his appointment, he thanked Senators for their warm welcome, and acknowledged the service of Senator Manfredi as both Interim Principal and Vice-Chancellor and Chair of Senate. He offered a reminder that the use of electronic devices was permitted for viewing meeting documents, but that the Standing Rules of Procedure prohibit the recording of sound or images, and as well the communication or posting of Senate deliberations. He also mentioned that the meeting was being livestreamed, and that the audio recording would be accessible until the meeting minutes are approved at Senate's next meeting.

## **2. Memorial Tributes**

The Chair informed Senators that three memorial tributes had been submitted for the April 19, 2023, meeting of Senate.

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

“It is with great sadness that we share the news of the passing of Hanna Pappius, OC, PhD, Professor Emerita in the Department of Neurology and Neurosurgery who passed away on March 29, at the age of 97. Born in Poland, Professor Pappius completed her scientific education at McGill University with a BSc in 1946, a MSc in 1948 and a PhD in 1952. She joined the Donner Laboratory of Experimental Neurochemistry in 1953, working with K.A.C. Elliot. She was a professor in the Department of Neurology and Neurosurgery, and an associate member in the Department of Biochemistry at McGill. A dedicated, pioneering researcher and colleague at The Neuro for close to 70 years, Professor Pappius made significant contributions to her field by pursuing studies on cerebral edema and the effects of brain injury on neurotransmitter and receptor mechanisms. She published more than 100 scientific papers over her distinguished career. She also co-authored a book titled *Brain Electrolytes and Fluid Metabolism*, now considered a classic in the field. She mentored and trained many experts who are now internationally renowned neurologists and neuroscientists. Following her retirement from lab science in 1995, Professor Pappius served as Chair of The Neuro's Animal Care Committee until 2016 and Co-chair of the Research Ethics Board for more than a decade, both critically important for the research enterprise. Among her numerous honours are the Order of Canada, the Commemorative Medal for the 125th Anniversary of the Confederation of Canada in recognition of significant contribution to compatriots, community and to Canada (1992), the 1993 Award from the Polish Minister of Foreign Affairs for her outstanding contribution to the advancement of Polish culture in the world and, in 2005, a Neuro Lifetime Achievement Award. In 2009, the honorific Emerita Professor was conferred upon her in recognition of her years of devoted and meritorious service as Full Professor. Through her exceptional work and contributions, Hanna Pappius leaves a lasting legacy as an exceptional

neurochemist and community leader. We extend our heartfelt condolences to her family, friends, colleagues, and all those whose lives she touched. She will be greatly missed.”

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

“It is with great sadness that we share the news of the passing of Robert MacKenzie, Professor Emeritus in the Department of Biochemistry. Endearingly referred to as Bob, he was a remarkable professor and researcher, and a well-respected member of the McGill community. Born in Truro, Nova Scotia, Bob graduated from McGill University in 1963 with a Bachelor of Science degree in Agriculture. He then pursued graduate studies at Cornell University, where he obtained his Master’s degree in Nutritional Sciences, specializing in Nutritional Biochemistry, in 1965, and his PhD in Biochemistry in 1969. He completed his postdoctoral studies at the University of California, Berkeley, within the Department of Biochemistry. Bob and his wife, Carol Lynds, lived in Ithaca, New York and Berkeley, California before moving to Montreal in 1971. That year, Bob joined the McGill Department of Biochemistry as Assistant Professor, rising through the academic ranks to Associate Professor in 1976 and Full Professor in 1983. In 1997, Bob became the Associate Dean of Research for the Faculty of Medicine - a role he led with great integrity, professionalism and respect for eight years. In 2009, Bob became the first University Research Integrity Officer. He was conferred the title of Professor Emeritus in 2010. Bob’s research laboratory investigated folate-mediated processes, specifically those in the mitochondria and in the cytoplasm of eukaryotes, in order to determine whether these processes played a role in fetal development and/or mitochondrial biogenesis. It has been shown that folate supplements taken by pregnant women decrease the incidence of neural tube defects in babies by up to 66%; however, the way in which this is achieved metabolically is unclear – a question to which Bob’s lab worked hard to find answers for. Alongside teaching and research, Bob sat on multiple department-, Faculty- and University-wide committees. He was a member of the Canadian Society for Biochemistry and Molecular and Cellular Biology and the American Society for Biochemistry and Molecular Biology. Bob was invited to numerous global conferences and symposia. He produced more than 85 publications. Through his teaching and research, Bob left an indelible mark on his colleagues, peers, students and trainees. His former students and current McGill faculty and staff remember him as a dedicated and genuine mentor with a sharp sense of humour. As per the words of one former colleague, “Bob was one of the kindest and most welcoming professors in Biochemistry, when I joined the department as a new Assistant Professor. A great teacher and researcher, he shared thoughtful advice, helping me orient my teaching and providing encouragement with our research. [...] He was very dedicated to the University, and his work as Associate Dean speaks a lot about his commitment to his colleagues and the institution.” Bob’s contributions extended past the University’s walls; he was deeply involved in local schools and recreation programs. Post-retirement, Bob found joy in volunteering with the palliative care program at the Brockville General Hospital in Ontario. He enjoyed cycling and cross-country skiing, and he loved spending time with his grandchildren. We extend our heartfelt condolences to Professor MacKenzie’s children Kevin and Lisa, to his grandchildren, as well as to his

extended family, friends, colleagues, and all those whose lives he touched. He will be greatly missed.”

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

“It is with great sadness that we share the news of the passing of Dr. William “Bill” Novick on March 23, seven months shy of his 100th birthday. A decorated war hero, outstanding ENT physician and surgeon, and competitive athlete, Dr. Novick was a well-respected and dedicated member of the McGill community for 60 years. Born and raised in Montreal, Dr. Novick attended Baron Byng High School. At the age of 18, he trained as a Royal Canadian Air Force pilot. He was sent to England to serve as a bomber pilot in the 433 Squadron of the Royal Canadian Air Force during World War II, successfully completing 35-night bombing missions. In honour of his heroism and bravery, Dr. Novick was awarded the Distinguished Flying Cross medal in 1945. In 1954, Dr. Novick graduated with a medical degree from Queen’s University and pursued training across hospitals in Montreal and New York City. In 1960, he joined the Royal Victoria Hospital as an attending staff in the Department of Otolaryngology – Head and Neck Surgery. An Associate Professor in the Faculty of Medicine, Dr. Novick mentored generations of students, trainees and peers, and treated tens of thousands of patients with comfort and care during his 60-year practice at the Royal Victoria Hospital and McGill University Health Centre. He also had his private practice and led the weekly ENT clinic at the MUHC, teaching residents until his retirement in 2020. Dr. Novick held positions in various associations and societies; he was the President of the Canadian Society of Otolaryngology – Head and Neck Surgery in 1976. His exceptional work resulted in many publications and invitations to speak across the country. Dr. Novick received accolades and honours for his exemplary contributions as a war hero, physician and community member; In 2004, he was an invited member of the Canadian delegation for the 60th anniversary of D-Day in Normandy, France. He was an impressive athlete; He ran three marathons and was a two-time Bronze medalist as a tennis player in the 2005 and 2009 Maccabiah Games. Dr. Novick leaves a lasting legacy. His junior and senior colleagues, trainees, patients and the Montreal community describe him as courageous, inspiring, humble and graceful. A true gentleman, he was a role model to all those he crossed paths with. While he stood tall and was a “larger than life” character, he was a “gentle human warrior.” We extend our heartfelt condolences to Dr. Novick’s wife of almost 70 years, Vita Carson Novick, his children Richard, Howard, Shari and Randy, his grandchildren, as well as to his entire family, friends, colleagues, and all those whose lives he touched. May his memory be a blessing.”

**3. Report of the Steering Committee** (22:23-09)

Senate received the Report of the Steering Committee (22-23:09).

*Item 1. Approval of Minutes of Senate. Meeting of March 22, 2023.*

*Item 2. Speaking Rights.* Upon approval of the report, speaking rights were granted to Professor Christopher Buddle, Associate Provost (Teaching and Academic Planning), for item IIB2 (Report of the Academic Policy Committee); Mr. Richard Martin, Executive Director, Analysis, Planning, and Budget, for item IIB5 (Proposed University Budget (2023-2024)); and Ms. Diana Dutton, Associate Vice-Principal, Human Resources, for item IIB6 (2023 University Staffing Report).

*Item 3. Approval of the Agenda.*

*Item 4. Review of Questions and Motions.* Two questions were submitted for the April 19, 2023, meeting of Senate.

#### **4. Business Arising from the March 22, 2023, Minutes**

The Chair informed Senators that the Secretariat had noted one item arising from a question posed by Senator Rogers, regarding the consequences that may be faced by students who do not complete the ‘It Takes All of Us’ Module’. He went on to share that, following the meeting, Senator Nycum had confirmed to the Secretariat that any student who does not complete the ‘It Takes All of Us’ module will have a hold placed on course registration.

*Secretary’s Note: This point has also been included in the March 22, 2023, Minutes as a Secretary’s Note, on page 12.*

There was no other Business Arising from the March 22, 2023, Minutes.

#### **5. Chair’s Remarks**

The Chair began his remarks on the topic of Government and External Relations, and informed Senators that both the Provincial and Federal governments had tabled their budgets in March 2023. Regarding the Provincial budget, the Chair noted that an additional \$300M had been added to previously announced investments in Quebec universities (\$1.3B), and that this funding would be spread across five years and allocated to existing priorities including improvement of student access to higher education, student retention, and graduation rates. He also informed Senators that the Provincial Government had reconfirmed that it will compensate universities for the shortfall of revenues resulting from the gap between the anticipated 5% increase in regulated tuition rates, and the increase of 3% announced in December 2022 for the following four years, after the adoption of Bill 1 by the National Assembly. He went on to share that the Government had announced an increase to the Québec Infrastructure Plan, and that as part of this commitment, the University will receive a total of \$890M (including the previously announced \$620M committed for the New Vic Project). Regarding the Federal Budget, the Chair noted that the Federal Government had indicated that it would seek to minimize new spending commitments, and that for the higher education sector, this resulted in a lack of new investments in major priority areas. No additional funding was provided to support graduate students, to which the Chair expressed his concern, given the current inflationary context. He did share his optimism regarding the Report of the Advisory Panel of the Federal Research Support System (Bouchard Report), which contained important recommendations for improving Canada's research funding ecosystem, as well as a call

for urgent funding increases of 10% per year for 5 years to ensure Canada can remain globally competitive in terms of research.

Concerning Kudos, the Chair highlighted the achievements of Professor Johanna Nešlehová, for being selected as the 28th recipient of the Krieger-Nelson Prize by the Canadian Mathematical Society, Professor Annmarie Adams, for having been named a Fellow of the Society of Architectural Historians, and Student swimmers Pablo Collin and Isabel Sarty, for being named both the University’s male and female athlete of the year, and also their respective teams’ ‘Most Valuable Player’.

## **SECTION II**

### **Part A – Questions and Motions by Members**

1. Question regarding the Practice of labelling McGill Professors as Personal Employers at the RI-MUHC

Senator Hébert submitted the following Question:

“Is McGill University aware of this practice of labelling McGill professors as personal employers at the RI-MUHC? If McGill University is aware of this practice, can it explain why the practice is not being disclosed to McGill professors at the time of their recruitment to the University and their appointment to the RI-MUHC? If McGill University is not aware of this practice, then I ask if it will now either: a) Intervene with the RI-MUHC to ensure that this practice of burdening McGill professors with the label of personal employer stops immediately; or, b) Declare that the research personnel in question are actually McGill employees since they are reporting to McGill professors who themselves are McGill employees.”

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

“Thank you very much for your question, Senator Hébert. I can confirm that McGill has been made aware of this practice at the Research Institute of the McGill University Health Centre (RI-MUHC), which we understand is currently under review by RI leadership. The RI-MUHC is a separate entity from McGill University; while it is affiliated with the Faculty of Medicine and Health Sciences, it is not governed by the HR policies of McGill University. An update will be provided to Senate later should additional information be available from the RI-MUHC.”

Senator Hébert restated his concerns on the matter, and Senator Manfredi indicated that the University was working with the Research Institute to address case-by-case issues until a systematic response may be implemented. Senator Quitariano inquired as to how the University protects the academic freedom of students working at the Research Institute. Senator Campbell informed him that physical location is not relevant in that case, they just need to be working in a University context. Senators suggested that the Provost and Vice-Principal (Academic) should

communicate a message to Professors working at the Research Institute, to inform them that the University was looking into the matter.

2. Question regarding the Methods for identifying University Advancement Priorities

Senator Hébert submitted the following Question:

“How does UA determine the needs critical for McGill University? If a particular donation to be obtained requires McGill University to invest its own resources in a project that it does not itself identify as critical, does this draw money away from McGill’s own priorities? Does the funding model for UA personnel serve the interests of donors more than the interests and needs of the University?”

Senator Manfredi and Senator Weinstein provided the following written response prior to the meeting:

“Thank you for your question, Senator Hébert. We would like to start with a point of clarification. University Advancement staff members do not receive commission in lieu of salary. No employee receives any portion of a philanthropic gift as compensation for efforts in fundraising. Fundraising staff in University Advancement are paid an annual salary in line with the salary scales established for the University’s management and professional staff. Some may be eligible for an annual incentive-based payment in addition to their base salary, based on their performance across several key metrics that support UA’s overall philanthropic commitment. The generous philanthropic support of donors to McGill – at all levels – has been and will continue to be an important component of the pursuit of academic priorities, as it is at most Universities. Such support is much appreciated and our relationships with our donors, many of whom are alumni, are important. At the same time, institutional and academic autonomy remain essential guiding principles; donor support must enable or enhance scholarly pursuit and should not define it. University Advancement is mandated to pursue philanthropic support of priority initiatives as identified by University leadership – by the Principal, the Provost, and the Deans, in particular. The University’s core academic priorities are articulated in, for example, the Strategic Academic Plan, and in Faculty-level strategic plans developed by the Deans. Commitments made in the McGill University Master Plan, the Strategic Research Plan, and in various other planning documents reviewed by Senate and the Board of Governors reflect the core academic priorities of the University. As always, excellence in research and teaching and support of student accessibility and the student experience are central. Colleagues in UA seek to align donor interest with opportunities that reflect and support these priorities. No philanthropic gift is accepted from a donor without the agreement of the senior member of the unit of the University which would benefit from and be responsible for such a gift. In practice, that is most frequently the Dean of a Faculty, as most fundraising efforts support Faculty-based priorities. Any donation of a value greater than \$1 million must be reviewed and approved by the Provost and Vice-Principal (Academic) regardless of its intended purpose. In certain instances, McGill will agree to invest University resources in a project or initiative for which philanthropic support is offered. Such investment can be made in a variety of ways including, for example, physical space to house research and/or teaching

activity, financial contribution to salaries of academic or support staff, or contribution to the development of new infrastructure. As no gift would be accepted that has not been determined to address an institutional priority and to be in the best interest of the University, it would never be the case that such investment would not be in pursuit of McGill’s core needs and aspirations.”

Senator Hébert expressed his frustration in his interactions with University Advancement, sharing that he found it difficult to engage its staff despite his priorities of concern being noted in his Faculty’s and the University’s strategic plans. Senator Manfredi noted that the McGill24 Day of Giving provided an opportunity for projects and units led by staff and students alike to appeal for, and benefit from, community generosity and philanthropic endeavours, and Senator Weinstein reminded members that University Advancement priorities are vetted by Faculty leadership. The Chair underscored that University Advancement does not set University priorities, and that they are indeed identified by academic leadership. He went on to remind Senators that not all aspects of the Strategic Plan become top priorities for fundraising, not because there is no desire to do so, but possibly because currently accessible donors may not be interested, among other challenges.

## **Part B – Motions and Reports from Organs of University Government**

### **Open Session**

#### **1. Report of the Senate Nominating Committee (D22-58)**

Senator Manfredi presented this report for consideration. He explained that the report included recommendations concerning appointments to Senate Standing Committees (being the Committee on Student Services), Committees arising from University Regulations (being the Panel on Research Misconduct, the Committee on Staff Grievances and Disciplinary Procedures, and the University Appeals Committee), as well as the Advisory Committee for the Possible Reappointment of the Deputy Provost (Student Life and Learning).

*On a motion duly proposed and seconded, Senate approved the recommendations for appointments to Senate Standing Committees contained in the Report of the Senate Nominating Committee (D22-58).*

*On a motion duly proposed and seconded, Senate approved the recommendations for appointments to Committees arising from University Regulations contained in the Report of the Senate Nominating Committee (D22-58).*

*On a motion duly proposed and seconded, Senate approved the recommendations for appointments to Advisory Committees contained in the Report of the Senate Nominating Committee (D22-58).*

#### **2. Report of the Academic Policy Committee (D22-59)**

Senator Manfredi presented this report for consideration. He explained that it provided an overview of matters considered by the Committee at its meeting of March 16, 2023, and electronic



vote of March 20, 2023. Senator Kirk suggested that Senate approve the proposed definitions and terminology, but defer consideration of the proposed approval and notification pathways relating to blended/hybrid courses. Professor Buddle reminded Senators that there has been longstanding demand for the University to provide concise clarity on these matters. Senator Richard expressed his confusion with respect to the sequencing of the approvals, to which Professor Buddle clarified that the content would be included in the upcoming year’s eCalendar and disseminated to Faculties as soon as approved. Senator Cummings asked for clarification regarding the urgency of the approvals, to which Professor Buddle noted that the content would be used to produce recommendations for the Provost and Vice-Principal (Academic), and inform policy updates as well as resource allocation. Senator Hastings suggested reviewing the approval and notification pathways relating to blended/hybrid courses after one year (April 2024), which Senate deemed to be an acceptable timeline. Senate approved an amendment to indicate that the approval and notification pathways will be reviewed by Senate in one year, at the April 2024 meeting.

*On a motion duly proposed and seconded, Senate approved the creation of the proposed B.Sc.(Nutr.Sc.); Honours in Nutrition (90 cr.).*

*On a motion duly proposed and seconded, Senate approved, on the recommendation of the Academic Policy Committee, the proposed terminology relating to online/blending learning, the proposed definitions of program types, and the definition of experiential learning.*

*Senate also approved the proposed approval and notification pathways relating to blended/hybrid courses, on the understanding that such approval and notification pathways are subject to review by Senate in one year (April 2024).*

**3. Proposed Policy on Academic Freedom** (D22-60)

Senator Campbell presented this policy for information. She highlighted that well before the Provincial Government had mandated the creation of the proposed Policy, the University had adopted its own Statement on Academic Freedom, in March 2016. It was noted that the proposed Policy recommits to those principles, while becoming compliant with recent legislation. She provided an overview of the consultation and drafting process, core commitments, and proposed complaint pathways. Senator Richard requested that the presentation slides be made available to Senators in advance of the next presentation regarding the proposed Policy. Senator Campbell informed him that they would be made available following the meeting.

*Secretary’s Note: The presentation slides have been added onto the [online document for this item](#).*

Senator Levy inquired if units may serve as complainants or respondents. Senator Campbell stated that these roles would need to be filled by human persons. Senator Kirk requested more information on the proposed Policy’s relation to Quebec employment law loyalty clause, to which Senator Campbell indicated that she will follow-up with him privately after doing some research. Senators voiced their suggestions with respect to the proposed Policy, which included the amendment of ‘scientific rigour’ to ‘scholarly rigour’, the exclusion of the member of the senior administrative staff on the subcommittee in favour of an additional member of the academic staff,

the establishment of the subcommittee as a Subcommittee of Senate, and minor formulaic revisions, to which Senator Campbell replied that she welcomes formulaic proposals via email. Senator Quitariano inquired if the proposed Policy would allow the Chair of the Academic Policy Committee to recommend specific disciplinary actions. It was confirmed that only the relevant authority on a case-by-case basis would make any final determinations regarding discipline.

**4. Proposed Revisions to the Policy on Safe Disclosure ("Whistle Blowing") (D22-61)**

The Secretary-General presented this policy for information. She explained that the review of the Policy focused on further aligning the Policy with the *Act to facilitate the disclosure of wrongdoings relating to public bodies*, and provided an overview of the ongoing consultation process and the Act's requirements. Senator Baron inquired as to how the University will determine if a disclosure is made for a 'personal purpose', and how any dismissed disclosures would be redirected. The Secretary-General explained that any disclosure would be considered with reference to the requirements of the Act, and that a situation may fall under the scope of another, more applicable, University policy, procedure, or mechanism, and would be redirected as is necessary or appropriate. Senator Kirk suggested that 'good faith' be defined in the new Policy. Senator Quitariano suggested that the French-language title of the 'Public Protector' be included under section 4.2. The Secretary-General thanked Senators for the comments, noting that appropriate updates would be made in the Policy and that the entire Policy would be made available in French, once approved. It is anticipated that the Policy will be presented to Senate for approval at the May 10, 2023 meeting.

**5. Proposed University Budget (2023-2024) (D22-62)**

Senator Manfredi presented this item for information. He began by thanking Senator Labeau for his work on the planning of the University Budget for 2023-2024. He highlighted that the University was on track to end the current fiscal year with a balanced budget, and that a balanced budget is expected for 2023-2024 as well. It was noted that as outcomes related to the COVID-19 pandemic abated, inflationary issues became the new reality. He stated that difficult decisions were made in order to achieve a balanced budget, and that while the University was on track to meet its enrolment targets, presenting balanced budgets for future years would likely become more difficult. Senator Baron inquired as to why 'Miscellaneous Revenues' included revenues generated from the sale of food, and if those revenues came from dining halls. Senator Manfredi confirmed that those revenues fully encompass food and dining services, and that the Province does not provide funding towards residences or food and dining operations. Senator Kirk asked if the increased threshold of Quebec students in deregulated programs from 50% to 55% was to be applied on a program-by-program basis, or as an overall statistic. Senator Manfredi confirmed that it is to be applied institution-wide, and that the current percentage is 52%.

**6. 2023 University Staffing Report (D22-63)**

Senator Manfredi presented this report for information. He highlighted that the number of newly-recruited Tenure-Track Professors was increasing, and that their hiring was returning to pre-pandemic levels. He went on to indicate that a larger number of retirements than usual had caused the figures concerning departures to increase. It was noted that efforts to diversify the Tenure-

Track Professor pool had been achieving great success, and that female faculty now outnumbered male faculty at the junior level, while female Full Professors now exceed the targeted 25%. He shared that the number of Indigenous and Black faculty had increased as well. Ms. Diana Dutton reported that the number of Administrative and Support Staff members had increased by 213 over the past two years, bringing to total number to about 4400. She highlighted that most of these staff are full-time, with only 5% working part-time. It was noted that turnover had increased to 12.7%, which represents a 2% increase over the previous year, and that efforts are ongoing to support attraction and retention. Senator Quitoriano inquired as to information regarding exit interviews, to which Senator Campbell informed him that those numbers would be included in the Biennial Report on Employment Equity, which is to be presented at the May 10, 2023, meeting of Senate. Senator Hnatchuk inquired as to statistics regarding student staff members, to which Ms. Dutton replied that the number and composition of the student staff workforce is in constant flux, and that the numbers included in the report are a snapshot of statistics on January 31, 2023, and do not reflect the full range of individuals through the year.

**7. Report on the Biennial Results of the Student Census** (D22-64)

Senator Nycum presented this report for information. She explained that the Student Census resulted from the call for the collection of student demographic data in the University’s Equity, Diversity, and Inclusion Strategic Plan and the Action Plan to Address Anti-Black Racism, and noted that it was launched in September 2020 on Minerva. Senator Hnatchuk inquired as to why the question regarding language proficiency was removed. Senator Nycum replied, stating that it was not necessary since students indicate their language preference upon application. Senator Low asked if it was possible to aggregate the data by Faculty. Senator Nycum invited her to submit a form through the Equity website to request the desired data. Senator St-Arneault asked if the report contained statistics regarding adult learners, to which Senator Nycum replied that the McGill Community for Lifelong Learning is not included, though the School of Continuing Studies is.

**8. Report of the Equity, Diversity, and Inclusion Committee (EDIC)** (D22-65)

Senator Leckey presented this report for information. He provided an overview of matters considered by the Committee at its meeting of April 17, 2023. Senator Flanagan inquired if the matter of physical inclusion had been considered in the Committee’s work in supporting the availability of gender-inclusive washrooms on campus. Senator Leckey explained that Facilities Management and Ancillary Services (FMAS) was aware of the need to develop physical accessibility to washrooms, and that work was ongoing on that front. He went on to share that the Committee favours a tiered development approach, where the signage of single-user washrooms may be updated as soon as possible in order to render them gender-inclusive, without slowing down FMAS’ efforts to support physical accessibility.

**9. Report of the Joint Board Executive and Senate Steering Committees Meeting** (D22-66)

The Secretary-General presented this report for information. She informed Senators that the general topic selected for the upcoming Joint Board of Governors-Senate Meeting, taking place in November 2023, is ‘Building on McGill’s Record of Excellence for the Third Century: Challenges

and Opportunities Ahead.’ She invited any Senators who may be interested in participating in the working group tasked with the development the details of the program and any background materials for the joint meeting to reach out to her directly.

**10. Annual Report on Research and Innovation (2021-2022) (D22-67)**

Senator Crago presented this annual report for information. She explained that it contained information and relevant statistics with respect to the University’s recent research funding performance, as well as performance in areas related to innovation and partnership-building between the University and external communities. She highlighted the University’s favourable comparison to other comparable schools regarding sponsored research funding per faculty member, Tri-Agency funding, *Fonds de recherche du Québec* funding, industry-sponsored research funding, publications, and Royal Society of Canada Fellows and New College Members. Senator Geitmann inquired as to the implications of the University becoming a DORA signatory, which discourages emphasizing individuals’ impact factors, and what effect this may have on the awarding of merit. Senator Crago informed her that the matter was indeed being considered within the context of the University.

**11. Other Business**

There being no other business to deal with, on a motion duly proposed and seconded, the meeting ended at 5:04 p.m.

**END**

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