

Minutes

Wednesday, February 15, 2017 16-17:06

Minutes of the meeting of Senate held on Wednesday, February 15, 2017 at 2:30 p.m. in the Robert Vogel Council Room (Room 232, Leacock Building)

PRESENT

Allison, Paul
Arseneault, Louis
Bartlett, Joan
Bayen, Stephane
Beauchamp, Yves
Buddle, Christopher
Campbell, Angela
Carter, Mindy
Chin, Joshua
Cleveland, William
Cook, Colleen
Corriveau, Jade
Covo, David
Crelinsten, Gordon
Cumming, Julie
Damha, Masad
Doucette, Elaine
Dow, Alexander
Dunn, Nicholas
Dyens, Ollivier
Eidelman, David
Elbourne, Elizabeth
Ettlin, Guy
Fortier, Suzanne
Fussmann, Gregor
Galaty, John

Gehr, Ronald
Gehring, Kalle
Geitmann, Anja
Gold, Richard
Goldstein, Rose
Gore, Genevieve
Grütter, Peter
Gyakum, John
Hastings, Kenneth
Hocevar, Casarina
Holmes, Amanda
Kamen, Amine
Keita, Charles
Krupiy, Tetyana
Lach, Lucyna
Lane-Mercier, Gillian
Larsson, Hans
Leckey, Robert
Levey, Margaret
Lowther, David
Maciasz, Eva
Magdzinski, Alexandre
Manfredi, Christopher
Massey, Kathleen
McCulloch, Mary Jo
Montaque, Amanda
Mucci, Alfonso

Nalbantoglu, Josephine
Nicell, Jim
Oxhorn, Philip
Potter, Judith
Quitoriano, Nathaniel
Rassier, Dilson
Ray, Saibel
Richard, Marc
Riches, Caroline
Ritchie, Fiona
Robaire, Bernard
Roulet, Nigel
Russo, Mitchel
Rogowska, Edyta
(*Secretary*)
Saroyan, Alenoush
Singh, Jaaved
Snow, Shannon
Sobat, Erin
Steinhauer, Karsten
Stephens, David
Taylor, Sean
Voudouris, Nellie
Yalovsky, Morty
Zorychta, Edith

REGRETS: Isabelle Bajoux-Besnainou, Lisa Barg, Jacqueline Bede, Daniel Bernard, Stuart Cobbett, Terence Coderre, Antonia Di Paola, Eleanor Elstein, Jim Engle-Warnick, Victor Frankel, Rebecca Fuhrer, Ben Ger, Lawrence Goodridge, James Gutman, David Harpp, Terence Hébert, Brett Hooton, Mari Kaartinen, Alex Kalil, Marcelo Lannes, Bruce Lennox, Antonia Maioni, Michael A. Meighen, Guy Mineau, Felicia Moye, Jarrod Nichol, Ram Panda, Alexandre Perron, Trevor Ponech, Cynthia Price Verreault, Jerome Savaria-Carriere, Laurie Snider, Natalie Waters, Marc Weinstein, Laura Winer.

SECTION I

1. Welcoming Remarks

The Chair welcomed Senators to the sixth Senate meeting of the 2016-2017 governance year. She reminded Senators, guests and spectators that the use of electronic devices is permitted for viewing meeting documents, but that the *Senate Rules of Procedure* prohibit the recording of sound or images, and the communication or posting of Senate deliberations.

2. Memorial Tribute for Professor Emerita Blema Steinberg

Senator Manfredi read the following memorial tribute for Professor Steinberg, which Senate subsequently unanimously approved:

It is with deep sadness that we announce the death of our longtime colleague and valued friend Dr. Blema Steinberg, Professor Emerita in the Department of Political Science.

Born in 1934, Blema received a First Class Honours BA in Economics and Political Science from McGill in 1955. After completing her MA in International Politics and Comparative Politics at Cornell University in 1957 she returned to McGill where she completed her PhD in International Relations in 1961. In that same year she joined the Department of Political Science as a Lecturer. Blema retired in 2001 as Professor Emerita.

In these 40 years in which she taught in the Department, Professor Steinberg established a distinguished international reputation for her research on foreign policy behavior, superpower relations and Middle East politics. She became a leading expert in the political psychology of elite decision-making in international politics where she carved out an intellectual niche as an authority on the application of psychological theory, notably psychoanalytic theory, to the analysis of the behavior of world leaders.

Blema wrote a major monograph on the role of shame and humiliation in presidential decision making during the Vietnam War, published by the University of Pittsburgh Press in 1996. Her crowning achievement was a character study of three women in power – Indira Gandhi, Goldie Meir and Margaret Thatcher -- published in 2008 by McGill-Queen's University Press.

Blema was not only an intellectual force in the field of international relations. She made many contributions to the Department, Faculty and University. She was a valued mentor to dozens of students at McGill at a time when very few women held either PhDs or tenured positions in universities. She was a voice of reason and clarity on those occasions when the Department faced thorny issues or difficult choices. Her wit and humour graced many meetings.

Blema will be remembered for her original path-breaking research, yet it is also her human qualities – her graciousness and wisdom, and her empathy – that those who knew her well will remember perhaps most of all.

We extend our heartfelt condolences to her family. A memorial gathering will be held in the Faculty of Arts in the spring to mark Professor Steinberg's contributions to McGill.

3. Report of the Steering Committee (16:17-06)

Senate received the Report of the Steering Committee (16-17:06).

Item 1. Approval of Minutes of Senate – January 18, 2017.

Item 2. Speaking Rights Upon approval of the report, speaking rights were granted to Professor Jane Everett, Chair of the Advisory Council on the Charter of Students' Rights, for item IIB5 (Annual Report on the Advisory Council on the Charter of Students' Rights (2015-16).

Item 3. Senate Open Discussion – “McGill University Strategic Academic Plan 2017-2022”

Item 4. Questions and Motions

The Chair reported that the Steering Committee received one question and two motions. She explained that one of the motions was linked to the Report on the Open Forum presented to Senate at the last meeting and it requested that Senate recommend that the Board of Governors review its governance practices. She stated that the Steering Committee agreed that the motion was not ready for presentation to Senate and was informed that the President of SSMU had already made the Board aware of the same request. A process for the consideration of the matter has been established. The Chair informed Senate that she would notify the Board's Nominating, Governance and Ethics Committee of the Steering Committee's request to keep Senate apprised of the outcome.. She also reminded Senators that, as part of standard practice to keep Senate informed of Board activities, Senate would continue to receive reports from the Board on a regular basis.

Item 5. Approval of the Agenda.

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

5. Business Arising from the January 18, 2017 Senate Minutes

Further to Senator Robaire's question regarding interpersonal issues with research and thesis supervisors following the presentation of the Annual Report of the Ombudsperson for Students, Senator Nalbantoglu noted that McGill offers workshops to supervisors and students developed by Teaching and Learning Services and Graduate and Postdoctoral Studies. She also mentioned that there is a graduate supervision [website](#) with resources on supervision.

In response to Senator Saroyan's question about the criteria used to evaluate the Board's performance and the availability of the information, the Secretary-General stated that the performance and overall effectiveness of the Board and its committees is undertaken as an exercise by the Nominating, Governance, and Ethics (NGE) Committee on an annual basis. She mentioned that the results are reviewed by the NGE Committee and a summary is presented to the Board. She added that Part I of the summary contains the overall assessment while Part II contains the

performance of Board and committee members individually and the skills looked at when recruiting new Board and committee members. She added that the information is available online, on the Board webpage.

In response to Senator Robaire's question regarding benefits costs to supervisors of postdoctoral fellows, Senator Manfredi stated that benefits costs were a result of the labour negotiations. The Chair added that the McGill community was informed that a union was being formed and it would enter negotiations for a first collective agreement. She noted the need to respect a fair bargaining process. Senator Krupiy expressed that the University did not take steps sufficiently in advance to take into account the lower net revenue of postdoctoral students and to enable supervisors to make provisions for higher salaries.

6. Chair's Remarks

Before moving to her remarks, in light of recent events around the world, in Quebec and at McGill, the Chair reminded Senators of the commitment made when Senate approved the revised mission statement in April 2015. She noted that the revisions included the following principles: "In fulfilling its mission, McGill University embraces the principles of academic freedom, integrity, responsibility, equity, and inclusiveness." She stated that Senators must commit to these principles and ensure that they are adhered to at the University.

Regarding government relations, the Chair reported that in December, she joined fellow Executive Heads from Quebec universities in a meeting with Minister of Finance Carlos Leitão and Minister of Higher Education Hélène David. She stated that they jointly conveyed the need for Quebec to reinvest in its universities. She shared that she and Senator Manfredi also made a case for more funding during a private meeting with Minister Leitão in January. Finally, she noted that Minister Leitão came to McGill on February 6th to host a pre-budget consultation.

Regarding external relations, the Chair mentioned that McGill participated as the only Canadian member of the Global University Leaders Forum at the 2017 World Economic Forum Annual meeting in Davos. She highlighted that there were discussions on the changes caused by disruptive technologies, such as robotics and AI, and their impact on the future of the work force. She then spoke about her participation on a panel that discussed the impact of automation and digitization on labour markets and on a panel titled "Pathways to a 1.5 Degree World." The Chair then spoke about the Business Higher Education Round Table, noting that it includes 27 leaders from post-secondary institutions and the private sector. She reported that the group continues its discussion of the importance of work-integrated learning opportunities for students and on post-secondary institution partnerships with business R&D. Finally, she noted that last month, she participated in a meeting of U15 Executive Heads and the Federal Minister of Science. She stated that they also met with the Minister of Health and talked about various topics, including mental health and funding for research in the health disciplines. She noted that the meeting also included a round table with members from the private sector and the topics discussed included opportunities for students for internships, work-integrated learning opportunities and the collaborative model for private sector and universities in R&D.

The Chair then moved to kudos. She congratulated McGill student Beatrice Yeung (double major in Molecular and Cellular Biology) who has been awarded a 2017 Rhodes Scholarship as well as McGill Students Neha Rahman (History and Classics) and Simone Cavanaugh (Law) who were selected by Prime Minister Trudeau to join his Youth Council. She also congratulated Desautels Faculty of Management students Aman Aroa, Santiago Monroy, Jose Nunez Gutierrez and Timothy Lane on winning second place at an international MBA competition, “Business for a Better World.” She shared that McGill alumna Karina Gould (BA, 2010) was named to the Federal cabinet as Minister of Democratic Institutions. She reported that the 2016 McGill-Centraide campaign raised a total of \$512,000, surpassing the target of \$500,000. She thanked to all those who participated in the campaign, including Senators Dyens and Rassier and the four student leader co-chairs. She congratulated Professor Tomislav Frišćić (Department of Chemistry) who was awarded the E.W.R Steacie Memorial Fellowship by the Natural Sciences and Engineering Research Council of Canada (NSERC) as well as the team of McGill Economics students who won the Bank of Canada’s Governor’s Competition for the second year in a row.

The Chair then spoke of her participation at Universities Canada Converge 2017. She reported that the event brought together students, community leaders and academic leaders from universities from across the country and that the Prime Minister had a one-hour Q&A session with the young leaders. She shared that she moderated a discussion on how Canada can best achieve national aspirations of becoming a global leader in innovation and discovery, as well as champion of openness, inclusion, and diversity. She noted that on that same day, the Advisory Council on Economic Growth released a set of recommendations that is publicly available on the government of Canada [website](#).

The Chair ended her remarks by discussing the QS ranking, an annual index that ranks the world’s leading urban destinations for international students. She shared that the QS named Montreal as the number one city in the world for students to pursue university studies, noting that Montreal ranked seventh last year.

The Chair then opened the floor to questions and comments. Senator Snow inquired as to the actions McGill is taking to help refugees affected by the Executive Order, issued by U.S. President Donald Trump, restricting entry to the United States by citizens of seven Muslim-majority countries. Senator Massey stated that in response to the Executive Order, McGill immediately extended its application deadlines. She added that since refugees face challenges in securing school transcripts, the University allows them to provide sworn affidavits in lieu of official documentation where necessary. Other measures that were already in place include refunding or waiving the application fee and providing support to the students through the Scholarships and Student Aid Office. Senator Manfredi added that the University recently entered into a partnership with the Al Ghurair Foundation for Education. He explained that the Foundation provides access to high-quality education for underprivileged students mainly from the GCC region. He noted that McGill offered to assist the Foundation to place students from the seven countries affected by the travel ban. Senator Massey then mentioned that McGill recruiters were participating with other Canadian institutions in the Middle East to give admission information sessions to refugees.

Senator Dow noted that the University of British Columbia has established a task force with a \$250,000 budget to determine how to help students, staff and visiting scholars affected by the travel ban and wondered if McGill was planning to do the same. He also noted that a number of

other executive orders have come into effect in the United States, such as a gag order on certain scientific bodies, and wondered whether McGill was prepared to take action to preserve scientific information and academic integrity. Senator Manfredi responded that a financial assistance fund is being established but the amount of the fund has not been publicized. The Chair reminded Senate that the current US Government was in place following a democratic election. She mentioned that McGill is part of the American Association of Universities and offered to help professors and students affected by the travel ban.

SECTION II

Part "A" – Questions and Motions by Members

1. Question Regarding Graduate Student Teaching at McGill

Senator Dunn submitted the following question:

A majority of PhD students aspire to an academic job as their primary career goal, and teaching is a fundamental aspect of an academic career. Moreover, teaching should be considered as part of academic training. Senate took up the broad question of the future of PhD programs at McGill at its Open Discussion in November 2016, though the issue of graduate student teaching was not addressed.

The 2016-2017 academic year is the first in which the Collective Agreement between McGill and the Course Lecturers & Instructors Union (MCLIU) has been implemented—in particular, its course exclusion provision, which allows the University to reserve up to 15% of courses not allocated to ranked academic staff in order to offer them to graduate students (article 15.03). The University should allocate these courses on the basis of need—that is, on the basis of which Faculties have historically assigned course lecturer positions to graduate students.

Given the perception by some that this did not happen, this process could benefit from further clarification.”

The lack of opportunities for graduate students to be the primary instructor for a course threatens the ability of McGill’s graduate programs to recruit top graduate students, to fund their graduate programs, and to prepare their graduates to be competitive on the job market.

1. What is the University doing to ensure a better distribution of courses for graduate students for the upcoming academic year compared to last year?
2. Is the University willing to guarantee at least one teaching opportunity for all incoming PhD students?

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

Thank you for your question, Senator Dunn.

The preamble to your question suggests that article 15.03 of the MCLIU collective agreement “allows the University to reserve up to 15% of courses not allocated to ranked academic staff in order to offer them to graduate students.” In fact, article 15.03 allows the University to use this 15% “reserve” to assign courses without posting to a range of categories of individuals, among which graduate students are included.

The distribution of the reserve clause courses is determined in consultation with each Faculty and according to the need expressed by each. This distribution is recalibrated on an annual basis. Some Faculties regularly employ graduate students as instructors while others do not, according to established teaching practices, program structure, and disciplinary convention. While teaching units may assign courses to graduate students through article 15.03, graduate students are also free to apply for Course Lecturer positions posted through the established process.

We agree that teaching experience can be a valuable component of a PhD student’s experience at McGill, but the University cannot guarantee employment as an instructor to each doctoral student. Teaching assignments are made at the Department (or Faculty) level, and assignments to non-ranked academics are made according to budget availability and the year-to-year needs of the unit.

Senator Dunn commented that graduate students are concerned over how the allocation of course exclusions will affect their respective programs and asked how the University plans to improve the distribution of courses across faculties and departments during the current year. He recognized that graduate students are free to apply to the courses posted but explained that normally students do not have the required points to be assigned a course. He also expressed concern over how this situation would affect recruitment and placement, noting students may choose programs that offer a guaranteed teaching opportunity and that PhD students may not be competitive on the job market. Senator Manfredi responded that the distribution is recalibrated annually, based on consultations with faculties. He noted that in the allocation this year, the Faculty that uses graduate students most frequently for teaching received the largest allocation of courses available through the reserve clause. Senator Saroyan asked for the distribution by faculty of the positions for the current year and an explanation of the logic that was used for the distribution. She noted that she is a graduate program director for a department with 120 doctoral students and five positions and asked that opportunities be made available to students.

Senator Elbourne noted that certain faculties have permanent lecturers who require job protection while others have an overarching need to provide training to their students. She expressed that the agreement is not reflecting this diversity and wondered if there would be a willingness on the part of the University and the union to recognize these diverse needs. Senator Manfredi responded that the University will honour the collective agreement in place and indicated that the suggestions could be taken into account when it is time to renegotiate the agreement.

2. Motion Regarding the Annual Celebration of Black History Month (D16-36)

Senator Keita presented a two-part motion regarding Black History Month for Senate's consideration.

On a motion duly proposed and seconded, Senate endorsed the formal recognition and promotion of February as Black History Month by McGill University and supported the University's plans to provide resources for the annual celebration of Black History Month;

On a motion duly proposed and seconded, Senate endorsed McGill University exploring additional opportunities to support: (a) academic initiatives that highlight the contributions and scholarship of the Black community; and (b) facilitate the enhanced representation of Black community members on campus.

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

Open Session

1. Open Discussion - "McGill University Strategic Academic Plan 2017-2022" (D16-37)

Senators discussed how McGill could be a 21st century global university. Senator Quitoriano suggested performing a SWOT analysis to determine the University's strengths, weaknesses, opportunities and threats in order to gain strategic direction. Senator Hastings suggested that McGill develop a presence in the area of public information validation. With respect to the well-being of the McGill community, Senator Snow suggested adopting a university-wide harm reduction approach and protocols such as the Good Samaritan Protocol. She also expressed the need for reduced wait times for accessing health services and preventive tests.

Senator Cleveland noted that the Strategic Academic Plan promotes sustainability, as did ASAP 2012. He wondered what the barriers were with respect to sustainability during the implementation of ASAP 2012 and whether the new plan addresses them. He also noted that the Strategic Plan promotes carbon neutrality and asked if it is a university-wide goal or faculty-specific. Senator Manfredi stressed that the Strategic Academic Plan is not designed to be the entire strategic plan of the University, noting that McGill will still have a strategic research plan, Vision 2020, and others. He clarified that the purpose of this document is to help make transparent the objectives driving decisions and resource allocation decisions from the Office of the Provost and Vice-Principal (Academic).

Senators were asked to reflect on what could be done to facilitate the transition from the current risk-averse culture at McGill to the culture of calculated risk-taking encouraged in the Strategic Academic Plan. Senators Saroyan commented that it would be easier to judge what is considered risk-taking if a clear framework and principles to guide activities were in place. She also expressed that a reward system that uses standard metrics discourages risk-taking. Senator Robaire added that the element of risk could be interpreted many ways by different people.

Senators also discussed the five key objectives included in the Strategic Academic Plan. Regarding being open to the world, Senator Gehr suggested investing in infrastructure. He explained that if McGill is making a commitment to internships and exchanges, it should start by renovating the Bellairs Research Institute in Barbados. Senator Gehring expressed that it is necessary to lower the barriers faced by students wanting to go on an international exchange during their final semester. Senator Dow shared this concern, adding students face challenges when they go abroad with respect to course equivalencies. He stated that he would like to see the level of bureaucracy reduced. Senator Manfredi responded that he is committed us to reducing administrative barriers.

With respect to expanding diversity, Senator Sobat stated that he was pleased to see the commitments to increasing Indigenous student enrolment and suggested improving support for other marginalized groups. He recognized that there are existing initiatives through Enrolment Services, Student Services, the SEDE Office and individual faculties, but spoke in favour of creating a more coordinated and comprehensive approach that takes into account the full scope of the student life cycle.

With respect to leading innovation, Senator Hastings commented that it is difficult for members of the academic staff to be innovative when they are spending much of their time on administrative tasks. Senator Dow suggested that it could be difficult for programs with strict accreditation guidelines to be innovative, as they must fit into guidelines set by the accreditation bodies. Senators Saroyan and Robaire noted that the Strategic Academic Plan contains specific objectives and wondered how they were determined. Senator Manfredi explained that the targets, such as delivering five online programs, were determined further to consultations on what would constitute meaningful change and what would be reasonable to achieve in five years. He informed Senators that he plans to present a review and implementation plan each September. Senator Elbourne suggested reframing the goal of active learning classrooms. She explained that since active learning classrooms would be seen as having one specific use, it would be difficult to use them in other respects. Due to the limited space on campus and issues with room bookings, she suggested consulting with faculty on how best to innovate and promote curricular reform.

Regarding connecting across disciplines and sectors, Senator Dow spoke in favour of interdisciplinary teaching as it enables students to develop themselves and learn from each other. He noted that courses that would help students broaden their horizons require special permission for programs with strict accreditation guidelines, as they do not fit within the list of courses used for accreditation purposes.

The Chair thanked Senators for their input and invited them to send additional comments directly to Senator Manfredi. She informed Senators that the final Strategic Academic Plan would be presented to Senate in April for endorsement.

2. 478th Report of the Academic Policy Committee (D16-38)

Senator Manfredi presented this report for Senate's consideration.

On a motion duly proposed and seconded, Senate approved the proposed revisions to the Guidelines for the Principal's Prize for Excellence in Teaching.

3. Report of the Senate Nominating Committee (D16-39)

Senator Manfredi presented this report for Senate’s consideration. He explained that it contained recommendations to fill vacancies on the Senate Standing Committees and Committees arising out of University Regulations. In addition to the recommendations contained in the report, Senator Manfredi asked Senate to approve the appointment of Professor Nancy Addler (Management) to the Statutory Selection Committee Senate Pool, for a three-year term beginning September 1, 2017 and ending August 31, 2020.

On a motion duly proposed and seconded, Senate approved the recommendations contained in the Report of the Senate Nominating Committee (D16-39), as amended.

4. McGill University Staffing Report (2015-16) (D16-40)

Senators Manfredi and Beauchamp presented this report for Senate’s information.

Senator Richard wondered if the gradual reduction in the number of full-time tenure-track/tenured librarian staff over the past nine years is cause for concern. Senator Manfredi responded in the negative, as this was a strategic decision by the Dean of Libraries.

Senator Hastings commented on the increase in Contract Academic Staff (CAS) and asked for the University’s perspective with respect to the ratio of tenured and tenured track professors to CAS. Senator Manfredi responded that the majority of teaching programs should be delivered through the use of tenured/tenure track faculty, which is what is currently being done. He highlighted that CAS are primarily engaged in the Faculty of Medicine, largely to deliver clinical teaching. He noted that the University made significant investments in tenure track staff and continues to do so. Senator Krupiy expressed concern that an increase in CAS would result in precariousness. Senator Manfredi clarified that many CAS have job security. Senator Robaire noted that the number of ranked full-time CAS has gone from 161 to 292 and wondered if these appointments were also mainly in the Faculty of Medicine and more specifically, in the research institutes. He suggested including a breakdown in future staffing reports. Senator Eidelman stated that, in the Faculty of Medicine, the largest increase in CAS related to clinical teaching. He mentioned that there has been an increase in the number of individuals now properly registered as CAS for accreditation purposes. He added that in the professional schools, especially in the Ingram School of Nursing, there was an increase related to teaching needs. With respect to the Research Institute of the MUHC and the Lady Davis Institute, he stated that many of the existing CAS researchers could not be put on tenure track due to technical reasons.

In response to Senator Snow’s and Singh’s questions regarding employment equity data, Senator Campbell noted that the *Employment Equity Policy* provides that a report on the status of employment equity be presented to Senate every two years. She explained that two years is the minimum amount of time required to see any movement on a given issue.

Senator Robaire commented that the “management-professional” category has grown by 9.8%, noting that several faculties have undergone extensive reorganization. He stated that the Faculty of Medicine is going to review the AEC process and asked if the University is planning to have a

cyclical review of the AECs. Senator Manfredi responded in the negative, noting that it is up to the individual faculties that have implemented those models.

Senators Saroyan and Mucci expressed concern over the decrease in support staff, especially in the number of technical personnel. Senator Manfredi responded that there was a decrease in staff due to the voluntary retirement program. In response to Senator Gehr's question on hiring new support staff, Senator Manfredi explained that Deans assess their needs and could replace positions or hire staff without permission as long as they have the budget available to them. He stated that if they require additional funding, they make their requests through the annual budget exercise, noting that not all requests could be met.

Senator Saroyan noted that there were 28 voluntary departures of tenure-track and tenured staff in 2015-2016 and asked why they left the university. Senator Manfredi responded that he is unaware if faculties conduct exit interviews but stated that it seems to be a normal level of turnover.

In response to Senator Quitariano's question regarding international professors, Senator Campbell stated that the Academic Personnel Office deals with immigration issues. She shared that two certified immigration consultants were hired to help facilitate questions surrounding permits for work in Quebec and for permanent residency. She also noted that there is also a designated staff member dealing with relocation issues with a view of easing the transition.

In closing, Senator Manfredi invited Senators to submit feedback with respect to the format of the annual staffing report, as he is considering ways of making it more concise.

5. Annual Report on the Advisory Council on the Charter of Students' Rights (2015-16) (D16-41)

Professor Everett presented this report for Senate's information. The report contained a record of the Council's activities, which included one meeting during which it had been decided that the complainant was not a member of the University. She also noted that the members of the Council agreed that the term "member of the University" should be defined in the *Charter of Students' Rights* and that records of deliberations should be kept in a central location.

Senator Richard suggested that a useful starting point for a definition is the newly adopted *Policy against Sexual Violence*. However, he recognized that the Policy uses the term "member of the University community" which is broader. Senator Buddle noted that the suggestions are timely as the *Charter of Students' Rights* is currently under review.

6. Other Business

There being no other business to deal with, on a motion duly proposed and seconded, the meeting adjourned at 4:27 p.m.

END

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