

Minutes

Wednesday, May 11, 2016 15-16:09

Minutes of the meeting of Senate held on Wednesday, May 11, 2016 at 2:30 p.m. in the Robert Vogel Council Room (Room 232, Leacock Building)

PRESENT

Barg, Lisa
Bartlett, Joan
Bede, Jacqueline
Brunot, Benjamin
Campbell, Angela
Carter, Mindy
Chatel-Launay, Nicolas
Coderre, Terence
Cook, Colleen
Cooke, Rosemary
Covo, David
Crelinsten, Gordon
Damha, Masad
Di Grappa, Michael
Di Paola, Antonia
Doucette, Elaine
Dudek, Gregory
Dumont, Marie-Josée
Dyens, Ollivier
Eidelman, David
Elstein, Eleanore
Ferguson, Sean
Fortier, Suzanne
Fuhrer, Rebecca
Gehr, Ronald

Gehring, Kalle
Geitmann, Anja
Gold, Richard
Gore, Genevieve
Green, Garth
Gruenheid, Samantha
Grütter, Peter
Gyakum, John
Harpp, David
Hastings, Kenneth
Hébert, Terence
Hill, Reghan
Holmes, Amanda
Hooton, Brett
Ibrahim, Kareem
Ismail, Ashraf
Jutras, Daniel
Kartinen, Mari
Kalil, Alex
Lach, Lucyna
Lannes, Marcelo
Lennox, Bruce
Lowther, David
Manfredi, Christopher
Massey, Kathleen
McCulloch, Mary Jo

Meadwell, Hudson
Mills, Devin
Mucci, Alfonso
Nalbantoglu, Josephine
Nicell, Jim
Noyhouzer, Tomer
Panda, Ram
Potter, Judith
Rassier, Dilson
Richard, Marc
Riches, Caroline
Ritchie, Fiona
Robaire, Bernard
Rourke, Chloe
Saroyan, Alenoush
Smailes, Marina
Snider, Laurie
Sobat, Erin
Stephens, David
Strople, Stephen
(*Secretary*)
Waters, Natalie
Winer, Laura
Yalovsky, Morty
Zorychta, Edith

REGRETS: Paul Allison, Darine Bader, Isabelle Bajoux-Besnainou, David Benrimoh, Daniel Bernard, Daniel Cere, Parvesh Chainani, Allen Chen, Julie Choi, Kathleen Chu, Stuart Cobbett, André Costopoulos, Jim Engle-Warnick, Doaa Farid, John Galaty, Rose Goldstein, Amine Kamen, Alexander Kpeglo-Hennessy, Ruth Kuzaitis, Gillian Lane-Mercier, Margaret Levey, Olivier Marcil, Michael A. Meighen, Guy Mineau, Timothy Moore, Felicia Moye, Philip Oxhorn, Trevor Ponech, Cynthia Price, Saibal Ray, Nigel Roulet, Devon Sanon, Karsten Steinhauer, Joshua Thon, Danielle Toccalino, Marc Weinstein, Josefina Zalba.

SECTION I

1. Welcoming Remarks

The Chair welcomed Senators to the ninth and final Senate meeting of the 2015-2016 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. Report of the Steering Committee (15:16-09)

Senate received the Report of the Steering Committee (15-16:09).

Item 1. Approval of Minutes of Senate – April 20, 2016.

Item 2. Speaking rights. Upon approval of the report, speaking rights were granted to Ms. Robyn Wiltshire, Interim Senior Director for Student Services, for item IIB6 (Progress Report on McGill's Health and Wellness Strategy) and Mr. Glenn Zabowski, Associate Dean of Students, for item IIB8 (Progress Report of the Ad Hoc Committee to Review the *Charter of Students' Rights*).

Item 3. Confidential Session - IIB13, Report of Honorary Degrees and Convocations Committee (D15-65).

Item 4. Approval of the Agenda.

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

3. Business Arising from Previous Senate Minutes

3.1 Further Response to the Question Regarding Course Outlines *Verbal Update* (Question at February 17, 2016 Senate Meeting)

Further to a follow-up question by Senator Kpeglo-Hennessey at the last Senate meeting, Senator Winer confirmed that a pilot program for the Learning Object Repository will be available for the fall term, noting that, thus far, the Departments of Political Science, Integrated Studies in Education, and Mathematics and Statistics, as well as the Faculty of Engineering will be participating.

3.2 Further Response to the Question Regarding the Resolution of *13.2* Grievances under the Committee on Student Grievances (Question at April 20, 2016 Senate Meeting)

Further to a request made at the last Senate meeting, a revised table of grievances was circulated. The Secretary-General explained that two columns were added to the table indicating the date of the incident giving rise to the grievance and the

sections of the *Charter of Students' Rights* that were referred to in the statement of grievance.

4. Principal's Remarks

The Chair thanked Senator Nicell for acting as Chair at the last Senate meeting. She then discussed government relations, updating Senators on the University's submissions for the new Post-Secondary Institutions Strategic Investment Fund. She noted that McGill and its affiliated hospitals submitted thirteen proposals, for more than \$100 million in federal funding, to the Quebec government for an initial review. She explained that the proposals focus on upgrading research space and reducing McGill's carbon footprint.

The Chair then moved to Principal's Priorities. She reminded Senators that in March 2014, she shared a vision to create a more open, connected and purposeful McGill, noting that the five following priorities were developed: (1) student life and learning (2) research (3) community engagement (4) McGill's work culture and (5) transforming McGill's physical and virtual campuses. She shared that progress on these projects has been made and invited Senators to review the updates for each priority, which are available online, and submit comments either to her or to the project lead(s).

The Chair then spoke about the Advisory Committees to the Principal that were struck, in accordance with the University Statutes, for the selection of a Vice-Principal (Administration and Finance) and a Vice-Principal (Research and Innovation). In order to assist in its deliberations, the Advisory Committees will be holding open consultations in May and also welcome written comments and suggestions from members of the McGill community.

The Chair then discussed the Open Forums on Sustainability and on the CAMSR report's recommendations, which will take place in September 2016 in three sessions: two at the Downtown Campus and one at the Macdonald Campus. She noted that the Provost and Vice-Principal (Academic) will work with a small committee of four to six members, including faculty, staff and student representatives, to establish the forums.

The Chair spoke about the upcoming Spring Convocation and encouraged all Senators to participate in its events which begin on May 31st. She stated that all ceremonies will take place on McGill's lower campus, except for the two ceremonies for the Faculty of Agricultural and Environmental Sciences on June 3rd, which will be held at Macdonald Campus.

The Chair then moved to kudos. She congratulated Professor Graham Bell (Biology) on being elected as a Fellow of the Royal Society in the U.K. She shared that the fourth annual McGill Equity and Community Building Awards ceremony was held on May 3, 2016, recognizing outstanding students, faculty and support staff members for their work fostering links with the local community and nurturing an environment of equity at McGill. She also congratulated Professor Daniel Jutras on receiving the Barreau du Québec 2016 Mérite award in recognition of his exceptional career as a jurist and academic. Finally, the Chair shared that the Canada Foundation for Innovation's John R. Evans Leaders Fund awarded \$1.2 million to McGill. She explained that, in total, six McGill research projects will be funded, covering subjects ranging

from the creation of a mobile ecology lab for the study of Arctic environmental change to studying the underlying processes behind the pain that comes from doing physical exercise.

This being the final meeting of Senate for the 2015-16 governance year, the Chair thanked all Senators for their service and commitment to academic governance, and acknowledged those who were completing their term in Senate. The Chair also noted that this is the last Senate meeting for Mr. Stropole as Secretary-General and for Vice-Principal Di Grappa. On behalf of Senate, she extended her sincere gratitude and appreciation to both of them for their professionalism, leadership, wise counsel and important contributions to the University, and wished them well.

Regarding the selection of the Vice-Principals, Senator Saroyan asked whether there is a process in place for soliciting input from the McGill community. The Chair responded that there will be several town hall meetings and opportunities for members to express their views in writing. The Secretary-General added that the dates of the meetings are May 24th (for the selection of a Vice-Principal, Research and Innovation) and May 30th (for the selection of a Vice-Principal, Administration and Finance). Another meeting will also be scheduled and the dates will be posted, circulated by email and featured in the Reporter.

In response to Senator Crelinsten's question regarding the list of projects submitted for consideration to the Post-Secondary Institutions Strategic Investment Fund, the Chair responded that the list will be made available on the Senate website.

SECTION II

Part "A" – Questions and Motions by Members

1. Question Regarding the Application of the Preferred Name and Non-Binary Gender Disclosure Policies

Senators Brunot, Ibrahim, and Kpeglo-Hennessy submitted the following question:

WHEREAS trans* students whose birth first name do not reflect their gender may use a Preferred First Name according to McGill's Preferred Name Policy;

WHEREAS major issues with the application of the preferred first name policy application in McGill's system have been reported;

WHEREAS, when applying for jobs on MyFuture, the birth name (which trans* people may also refer to as "deadname" since it is not to be used anymore) appears first in all electronic communications, including in the object of notification emails employers receive about that application; for instance the employer receiving an application for a Policy Intern position from a student whose actual name in use would be Matt White, but who was born as Amanda White, would receive an email entitled "Resume Submitted: For job Policy Intern From Matt (Amanda) White";

WHEREAS the birth name may be displayed first on MyCourses, on the McGill Outlook Address Book and on McGill Yammer (McGill's Social Network);

WHEREAS there is no comprehensive documentation of how this may hinder a full implementation of the preferred first name policy elsewhere;

WHEREAS it is also difficult to obtain an official transcript with the preferred name on it;

WHEREAS these issues are critical for trans* students applying for jobs through MyFuture or that require transcripts as part of the application package, including for placements that fulfill academic or professional requirements such as those required by the Faculties of Law, Medicine, Engineering, Social Work, and Medicine;

WHEREAS the average age of transition for trans* individuals falls well into usual university study years;

WHEREAS trans* people and students are particularly vulnerable to discrimination when their gender at birth is disclosed;

1. Given this example of practical limitations to the application of the preferred name policy, when does the university expect to be able to resolve these problems?
2. Will the preferred first name policy be made available to faculty and staff? If so, when do they expect this to be implemented?
3. How has the University incorporated and reacted to data collected from the as yet-to-be released Student Diversity Survey, and when do they expect to circulate that report fully?

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

Question 1:

Students' use of a preferred first name is supported by McGill University, regardless of the reason for choosing a preferred first name. Currently, 6306 students have recorded a preferred first name in Minerva.

In 2006, the McGill Equity Subcommittee on Queer People and the University Registrar worked together to begin the implementation of the use of a preferred name, starting with its inclusion, along with the legal first name, on the class list.

In 2013, a much broader implementation was undertaken, resulting in the preferred first name (and not the legal first name) appearing in the following places:

- McGill I.D. cards; Minerva Class lists; Student Unofficial/Advising Transcripts; and the McGill email alias.

The preferred first name has been included in MyFuture since 2013, along with the legal first name. In 2015, it became possible to include a preferred first name in MyCourses on a case-by-case basis, although the mechanism for doing so is not optimal as the change is overridden each time a student's Minerva profile is edited.

Details about these changes are included here:
<https://www.mcgill.ca/students/records/address/preferred>

A further implementation phase is planned to ensure that the Preferred First Name will appear systematically and reliably in more systems (MyCourses, Yammer, MyFuture).

One of the prerequisites for a fuller implementation of the Preferred First Name is to centralize identification information about a person within McGill's systems. The Identity and Access Management project is underway and will address this need. This project spans 3 years and is currently in the planning phase.

Not all issues identified in the Senate Question may be resolved with technology. There are external organizations and legal obligations that limit the overall implementation. The legal first name cannot be replaced with a preferred name on some McGill official documents because of these limitations (e.g. external government audits and immigration). The affected documents include examples such as:

- Official university transcripts; reports to government; letters of attestation; diplomas and certificates; and tuition fee e-bills.

It is possible to change one's legal name on the above documents by submitting official legal change of name documentation to Enrolment Services. In such cases, the former legal name will be replaced by the new legal name in the student information system and reflected on all official documentation.

Question 2:

Employees may have their preferred name reflected in MyCourses, but this is affected by the same technical limitation that students currently experience and that will be addressed in the next phase of implementation.

Further, employees may use the same process as students to adjust the first name that appears as part of their McGill email address alias.

The process is described here:

<https://www.mcgill.ca/students/records/address/preferred>

Regarding the McGill ID card, IT Services is currently investigating the inclusion of employees' preferred names and expects to provide an estimated timeline for doing this by the end of May 2016.

Question 3:

The survey is being presented at this Senate Meeting (May 11, 2016) and will include a series of follow up actions.

Senator Brunot asked whether there is a timeline for implementing the centralized identification system. Senator Massey responded that Enrolment Services is working with IT Services. Since this is a technology project, she could not commit to a precise timeline but assured Senators that she considers this to be an important matter.

2. Question Regarding Overhead Charges Applied to Student Services

Senators Rourke and Kpeglo-Hennessy submitted the following question:

Whereas, during the Senate meeting of April 20, 2016, it was indicated that certain self-funded units are exempted from overhead charges, and that this list could be provided;

Whereas, overhead charges for Student Services have increased from \$30 679 in FY10 to \$651 385 in FY17 (an increase of over 2100%)¹;

Whereas, 75.3% of total revenue comes from student fees or Frais Institutionnelles Obligatoires (FIOs) and 16% comes from designated government grants²;

Whereas, student demand for Mental Health and Counselling Services continues to increase on an annual basis with no signs of this trend slowing in the near future;

Whereas, at the April 22, 2015 Senate meeting concerns were raised over the transparency of decisions made around the Student Services budget and over the redistribution of government grants designated for "services for students"³;

1. Which units are exempted from overhead charges, and why? What factors are considered when exempting particular units?
2. How are overhead charges determined? Why is there no set formula for determining overhead charges?
3. How are Student Services viewed in relation to McGill's academic mission?

¹ <https://www.mcgill.ca/studentservices/about/budget#One-Time>

² <https://www.mcgill.ca/studentservices/about/budget#One-Time>

³ https://www.mcgill.ca/senate/files/senate/1_question_regarding_student_services_funding_sustainability_with_response.pdf

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

Exemptions from overhead charges are not determined at the unit level; rather, exemptions are applied to particular types of revenues. While some units on campus, by nature of their purpose and activities, are able to generate income separate from that which is provided through central budget allocations, no unit on campus is entirely “self-funded”: all do receive at least some of their operating funds from a central allocation and, importantly, all benefit from institutional support of their activities. This institutional support includes support by Financial Services, Human Resources, Information Technology, Facilities Management (building maintenance, utilities, etc.) and governance, including legal services. The cost of these services is partially offset through an “overhead charge,” which is met through the transfer of a small portion of self-generated revenues to a central fund. Centrally-allocated “revenues” to units, e.g., the annual operating budget allocated to a teaching department, are not subject to an overhead charge because the cost of institutional support of that department’s activities are considered in the determination of its annual operating budget at the outset.

The University collects “overheads” on a range of revenues, including revenues from the sale of goods and services (e.g. tickets to sporting events, food sold on campus, and parking fees), residence fees, and fees for student services. Revenues from which the University does not collect overheads include revenues from academic activities (such as fees collected from students who participate in a field study program), revenues from research activities, revenues from philanthropic organizations and private gifts, and endowment income. In the case of exemptions for certain academic activities, the overhead is deemed to have been funded through the academic program’s related provincial grant. With respect to research, the federal and provincial governments provide separate funding envelopes for the indirect costs of research. In FY2016, the overhead cost allocation to McGill from the federal and provincial governments was 17% and 27%, respectively, of research grants awarded to McGill researchers

As you have noted in the preamble to your questions, in FY2010, the overhead charge to Student Services was just over \$30,000 and is anticipated to be just over \$650,000 in FY2017. While this does indeed represent an increase of about 2100% over seven years, this should be understood in the context of a unit whose current revenues reach nearly \$12M. It should also be noted that the published figures for “overhead charges” of roughly \$600,000 for FY2016 and \$650,000 in FY2017 include approximately \$200,000 - \$300,000 each year in reductions to the centrally-allocated operating funds. These measures, applied to all units across the University, were implemented to address the reduction in operating grant revenues from the provincial government and were necessary to assure that the University maintained financial stability. They were not a “clawback” but rather a real and permanent reduction to the University’s operating budget.

The initial flat-rate \$30,000 charge to Student Services was implemented many years ago and had remained unchanged even as revenues and costs increased over time. A move to normalize processes in FY2012 saw a change to a percentage rather than a flat-rate overhead fee. This fee was initially 1.5% in FY2012, with increases reaching 5% in FY2018. Thus, while overhead charges may have increased *relative to past years*, they

remain a very small percentage of total unit revenues – and well below generally accepted norms for calculating true overhead costs of “self-funded” activities.

It is important to understand that overhead charges on self-funded revenues do not represent a “profit” to the University’s central administration. Instead, they are a contribution by revenue-generating units to the true cost of the institutional support of their activities. The University itself still bears the majority of that cost on its own.

Services to students continue to be central to the University’s academic mission. This is reflected in the McGill Commitment, in the range of support services provided by Student Services, and in the full spectrum of student-oriented activity supported by the Office of the Deputy Provost, Student Life and Learning.

Senator Sobat stated that the overhead charges on student services have increased by 2100% between FY10 and FY17 while the services have not. He expressed that the approach taken by the administration is unsustainable since the surplus will run out and students will not be in favour of a fee increase. He added that government regulations provide that ancillary fees should not be abused as a means of increasing institutional revenues. Senator Manfredi responded that the overhead charges represent a small percentage of the actual cost of supporting the services provided. He also stressed that McGill acts consistently within the regulatory framework detailed in the *Règles budgétaires*.

Senator Rourke stated that it is not possible to predict the increase in overhead charges since there is no set formula. However, she mentioned that a formula that does not take the changing demands for services into consideration would not be appropriate since demand, particularly for mental health services, increases every year. She expressed that the decision to continue to increase overhead charges without any transparency sends a message that the University does not appreciate the urgency of this matter. Senator Manfredi noted that the annual Budget Book provides details on the overhead charges.

Senator Brunot stated that students worry about not having access to the services they need, especially with no sustainable plan to deal with the increasing needs. He expressed that a plan to decrease the need for these services should be developed, for example by using universal design for learning. Senator Manfredi noted that Senator Dyens is working on a mental health strategy for the entire McGill community. Senator Dyens added that new needs have been multiplying quickly over the last few years and his unit is committed to developing a plan to address this issue. However, he stressed that the resources have not decreased.

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

Open Session

1. 473rd Report of the Academic Policy Committee (D15-57)

Senator Manfredi presented this report which contained five items for Senate’s consideration.

On a motion duly proposed and seconded, Senate approved the proposed graduate certificate in Teaching in Indigenous Schools for Non-Indigenous Teachers, within the School of Continuing Studies, as detailed in Appendix A of D15-57.

On a motion duly proposed and seconded, Senate approved the proposed professional development certificate in Business Analysis, within the School of Continuing Studies, as detailed in Appendix B of D15-57.

On a motion duly proposed and seconded, Senate approved the proposed Bachelor of Arts (Education), Major in Education in Global Contexts, as detailed in Appendix C of D15-57.

On a motion duly proposed and seconded, Senate approved the proposed Graduate Certificate in Surgical Innovation, within the Faculty of Medicine, as detailed in Appendix D of D15-57.

Senator Manfredi moved to approve, and recommend to the Board of Governors for approval, the addition of the Research Portfolio Guidelines as an appendix to the *Regulations Relating to the Employment of Tenure Track and Tenured Academic Staff*, which was duly seconded. Senator Richard asked if similar guidelines would be developed for the *Regulations Relating to the Employment of Librarian Staff*, and if so, will the McGill Association of University Teachers Librarians' Section be included in the consultation process. Senator Campbell responded that the librarian regulations will be reviewed in due course although there is no plan to do so in the near future. She noted that if a similar appendix should be added, librarians would be consulted and may be asked to take the lead on developing the guidelines.

On a motion duly proposed and seconded, Senate approved and recommended to the Board of Governors for approval, the addition of Appendix B, Research Portfolio Guidelines, to the Regulations Relating to the Employment of Tenure Track and Tenured Academic Staff, as detailed in Appendix E of D15-57.

2. Report of the Senate Nominating Committee (D15-58)

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 appointments of Professors Geneviève Bassellier (MANAGEMENT) and Marie Brossard-Racine (Physical and Occupational Therapy, MEDICINE) to the Appeal Committee for Student Discipline and Grievances, for three-year terms beginning September 1, 2016 and ending August 30, 2019.

On a motion duly proposed and seconded, Senate approved the recommendation contained in the Report of the Senate Nominating Committee (D15-58), and the appointments of Professors Geneviève Bassellier (MANAGEMENT) and Marie Brossard-Racine (Physical and Occupational Therapy, MEDICINE) as members of the Appeal Committee for Student Discipline and Grievances, for three-year terms beginning September 1, 2016 and ending August 30, 2019, as presented.

3. Calendar of Academic Dates for 2018-19 and 2019-20 (D15-59)

Senator Massey presented this report for Senate's consideration. She stated that the dates follow the Senate approved guidelines from 2011 and highlighted that the final exam period for the fall terms have been increased from 10 days to 11 days. She explained that there has been a 25% increase in official conflicts during the fall exam period and an increased number of unofficial conflicts; therefore a day was added to spread out the exams.. She then moved to approve the calendar of academic dates, which was duly seconded.

Senator Mills asked about the possibility of adding a reading week in the fall term. Senator Massey responded that consultations are ongoing, noting that a proposal will be developed and presented to the relevant committees at an appropriate time. If approved, a revised Calendar of Academic Dates will be presented to Senate for consideration.

On a motion duly proposed and seconded, Senate approved the Calendar of Academic Dates for 2018-19 and 2019-20.

4. Appointment of Assessors under the Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law (D15-60)

Senator Campbell presented this report for Senate's consideration. She explained that it contained a recommendation to replace an assessor whose terms is expiring at the end of June.

On a motion duly proposed and seconded, Senate approve the appointment of Professor Luis Agellon for a three-year term beginning 1 July 2016 and ending 30 June 2019, as an assessor under the Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law.

5. Implementation of Name Change in University Policies and Regulations (D15-61)

The Principal reminded Senators that international institutional strategy and activities will be under the portfolio of the Provost and Vice-Principal (Academic) under his portfolio. In light of this change, she stated that the Research and International Relations unit will be renamed "Research and Innovation". She then explained that the unit's name and the Vice-Principal's title need to be updated in all policies and regulations. She then moved a motion to amend University policies to reflect the name change, which was duly seconded.

Professor Hastings wondered about the impact of this change on the total number of senior administrative positions. The Principal responded that the number of positions would remain the same. However, she noted that the Provost may want to fill the position for an Associate Provost that has been left vacant for many years. Senator Manfredi confirmed that he will consider filling the position with an Associate Provost (International), which would be a member of the academic staff seconded on a part-time basis.

Senator Robaire asked for a definition of the term "innovation". The Chair responded that the Council of Canadian Academies Assessment's definition would be included in the minutes.

[*Secretary’s Note: The Council of Canadian Academies Assessment defined innovations as “new or better ways of doing valued things” in [Innovation and Business Strategy: Why Canada Falls Short, Report of the Expert Panel on Business Innovation](#), p. 3]

On a motion duly proposed and seconded, Senate approved and recommended to the Board of Governors for approval, the following amendments to University policies:

1. *Replace the title “Vice-Principal (Research and International Relations)” with “Vice-Principal (Research and Innovation)”;*
2. *Replace “Research and International Relations” with “Research and Innovation”.*

6. Progress Report on McGill’s Health and Wellness Strategy

Ms. Wiltshire delivered a verbal report for Senate’s information. She stated that mental health is a concern on campuses worldwide and that mental health and counselling services are struggling to meet the increased demand. She mentioned that Student Services is working to improve service delivery and investing in early intervention and proactive programming in order to free up services for students requiring more intense intervention. She explained that work on the strategy commenced after the 2013 Joint Board-Senate Meeting on Mental Health. Since that time, Human Resources has launched a suite of programs to support staff health and well-being and on May 20th, MUNASA is hosting the *Conférence des associations de cadres et de professionnels des universités québécoises* (CACPUQ) forum on Stress in the University Workplace.

She stated that there is a need for a comprehensive, overarching strategy that will include the whole campus. A steering group was established whose members include the Deputy Provost and the directors of the health and wellness units at Student Services. She explained that the wellness strategy will go further than simply strengthening and expanding McGill’s services. Through increasing education, reframing policy, students, faculty, staff and alumni will learn to care for themselves and for each other. She noted that the purpose of the strategy is to articulate the supportive and healthy campus McGill has resolved to become, as well as the actions it must take to get there. With the strategy’s execution, McGill will foster a more responsive, inclusive, and caring campus that will be equipped to adjust to the changing needs of students, faculty, and staff. This will be accomplished by establishing metrics to monitor success.

She explained that in the first phase of the project, an advisory group was consulted which included staff and students. A vision, mission, objectives and timeframe were established. She noted that the framework recognizes that support is needed from institutional structures and policies, through knowledge and literacy, self-directed resources, to crisis management. It also recognizes that there are many sources of support on campus (student groups, campus services, university community, external community). She stated that the framework will be developed over the summer using existing data and methods of collecting additional information will be determined. Finally, she welcomed suggestions from Senators, especially with respect to what is needed to create a healthier learning and working environment.

Senator Chatel-Launay asked whether the reporting structure of Student Services at Macdonald campus will be changed. Ms Wiltshire responded that it is part of the cyclical review. She stated that a working group will be struck over the summer and will include members from MCSS, MCGSS and Professor Christopher Buddle (Associate Dean of Student Affairs for FAES). Senator Rourke wondered why the name of the strategy was changed from “Mental Health Strategy” to “Health and Wellness Strategy”. Ms. Wiltshire responded that mental health is an important part of health and cannot be looked in isolation. However, mental health will be included in the final presentation. Senator Brunot suggested that the strategy emphasize the importance of the health and wellbeing of academic and non-academic staff since they will be unable to meet the needs of students if their needs are not met first.

7. Results of the Survey on Diversity and Discrimination

(D15-62)

Senator Dyens presented this report for Senate’s information. He explained that the delay in bringing the report to Senate was caused partly by the need to redraft the original report. He cautioned that the report contains limitations, such as the low response rate of 17% and the reliance on self-reporting. He noted that the literature regarding survey participation suggests that certain students are much more likely to respond than others. Among these students are those with very positive or very negative attitudes towards discrimination at McGill.

Senator Dyens stated that, while the data seems to indicate that overall the situation is relatively good, some groups feel the situation is problematic. He therefore mentioned that it is worthwhile to further investigate the types and frequency of discrimination experienced at McGill. He highlighted that action items identified include striking a working group charged with developing a plan for designing and implementing actions that reflect needs signalled by the survey and working with the Office of the Associate Provost (Policies, Procedures and Equity), with the student leadership and with University Communications to develop a campaign of inclusivity and respect of all members of our community.

Senator Crelinsten pointed out that the majority of the qualitative comments in the report are negative and wondered if there were any positive reports identifying areas of excellence within the University. Senator Dyens responded that he only read what was available in the report but noted that the report reflects what was in the qualitative comments.

Senator Chatel-Launay suggested that future reports contain a breakdown by faculty. Senator Dyens agreed that a breakdown by faculty is preferable but stated that it is difficult to do with the current response rate.

Senator Rourke recommended having consultations with SEDE and SSMU Equity to develop future surveys that will yield more findings. As an example, she noted that it is expected that discrimination towards people with disabilities is low since the percentage of people in that category is small.

Senator Brunot expressed the view that the positive conclusions of the report are at variance with the data and give the impression to victims of discrimination that discrimination does not exist on campus. Senator Lannes added that the report is overly optimistic, especially considering the low response rate. Senator Dyens responded that it is difficult to make conclusions without

looking at data from other universities and stated that in the future, it may be more appropriate to let the community make its own conclusions from the data provided.

8. Progress Report of the Ad Hoc Committee to Review the *Charter of Students' Rights*

Mr. Zabowski delivered a verbal report for information, on behalf of Senator Costopoulos who was unable to attend the meeting. He explained that the work of this Committee was set aside in order to allow focus on developing a sexual assault policy at McGill. However, the Dean of Students will present a revised *Charter of Students' Rights* for Senate's consideration during the 2016-17 academic year.

9. Annual Report on the *Policy on Safe Disclosure ("Whistle blowing")* (D15-63)

The Secretary-General presented this item for Senate's information, noting that four confidential reports were filed in accordance with the process established by the *Policy on Safe Disclosure ("Whistle blowing")*. He noted that three out of the four reports had been subsequently withdrawn.

10. Report from the Board of Governors to Senate (D15-64)

Senator Panda presented this report for Senate's information. He explained that the report provided an overview of the Board of Governors meetings of March 23, 2016 and April 21, 2016 as well as the Executive Committee of the Board of Governors meeting of March 22, 2016 and the electronic votes held on April 5, 2016 and April 29, 2016. He highlighted that the Board of Governors, on the recommendations of Senate, approved a Statement of Academic Freedom and the creation of the School of Public Policy within the Faculty of Arts. He also mentioned that the Board of Governors received and endorsed the CAMSR Report in March. Finally, he mentioned that the Board of Governors approved the appointment of Professor Robert Leckey as Dean of the Faculty of Law of McGill University, succeeding Professor Jutras as Dean on July 1st.

In response to Senator Chatel-Launay's question regarding the servitude on the Macdonald Campus in favour of Gaz Métro and the extension to the gas supply line, Senator Panda explained that it is necessary due to the conversion of the heating system serving the farm buildings from heating oil and propane to natural gas.

Senator Sobat then asked about the public consultations with respect to the CAMSR report. Senator Manfredi responded that he submitted a plan to the Principal in April. He explained that Professor Frédéric Bachand (Law) has agreed to act as chair and has been instructed to convene a small committee of students, faculty and staff to help with the planning process. The open forums will take place early in the fall.

11. Senate Calendar of Dates 2016-2017 Verbal Report

The Secretary-General reminded Senators that the 2016-2017 Senate meeting dates had been circulated earlier in the year.

12. 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

13. Report of the Honorary Degrees and Convocations Committee (D15-65)

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 4:25 p.m.

END

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