

**Minutes**

Wednesday, November 23, 2016 16-17:03

Minutes of the meeting of Senate held on Wednesday, November 23, 2016 at 2:30 p.m. in the auditorium of the Redpath Museum

**PRESENT**

Allison, Paul

Bajeux-Besnainou, Isabelle

Barg, Lisa

Bartlett, Joan

Bayen, Stephane

Bede, Jacqueline

Buddle, Christopher

Campbell, Angela

Chin, Joshua

Cleveland, William

Coderre, Terence

Cook, Colleen

Corriveau, Jade

Covo, David

Cumming, Julie

Damha, Masad

Doucette, Elaine

Dow, Alexander

Dunn, Nicholas

Dyens, Ollivier

Eidelman, David

Elbourne, Elizabeth

Ettlin, Guy

Fortier, Suzanne

Frankel, Victor

Fuhrer, Rebecca

Fussmann, Gregor

Galaty, John

Gehring, Kalle

Ger, Ben

Geitmann, Anja

Gold, Richard

Goldstein, Rose

Gore, Genevieve

Grütter, Peter

Gyakum, John

Harpp, David

Hastings, Kenneth

Hébert, Terence

Hocevar, Casarina

Hooton, Brett

Kartinen, Mari

Kalil, Alex

Kamen, Amine

Keita, Charles

Lach, Lucyna

Larsson, Hans

Leckey, Robert

Lennox, Bruce

Levey, Margaret

Lowther, David

Maciasz, Eva

Magdzinski, Alexandre

Maioni, Antonia

Manfredi, Christopher

McCulloch, Mary Jo

Montaque, Amanda

Mucci, Alfonso

Nalbantoglu, Josephine

Nicell, Jim

Nichol, Jarrod

Perron, Alexandre

Potter, Judith

Rassier, Dilson

Ray, Saibal

Richard, Marc

Riches, Caroline

Ritchie, Fiona

Robaire, Bernard

Russo, Mitchel

Rogowska, Edyta

*(Secretary)*

Singh, Jaaved

Sobat, Erin

Steinhauer, Karsten

Stephens, David

Taylor, Sean

Voudouris, Nellie

Waters, Natalie

Weinstein, Marc

Winer, Laura

Yalovsky, Morty

Zorychta, Edith

**REGRETS:** Daniel Bernard, Mindy Carter, Stuart Cobbett, Gordon Crelinsten, Antonia Di Paola, Eleanor Elstein, Jim Engle-Warnick, Ronald Gehr, Lawrence Goodridge, Samantha Gruenheid, James Gutman, Amanda Holmes, Tetyana Krupiy, Gillian Lane-Mercier, Marcelo Lannes, Kathleen Massey, Michael A. Meighen, Guy Mineau, Felicia Moye, Philip Oxhorn, Ram Panda, Trevor Ponech, Cynthia Price Verreault, Nathaniel Quitariano, Nigel Roulet, Jerome Savaria-Carriere, Laurie Snider, Shannon Snow.

## **SECTION I**

### **1. Welcoming Remarks**

The Chair welcomed Senators to the third Senate meeting of the 2016-2017 governance year. She thanked everyone who participated in the joint Board-Senate meeting on November 10, 2016, as well as everyone who helped plan and organize the event.

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 Tributes for Professors Allan Sherwin and John Richardson**

Senator Eidelman read the following memorial tribute for Professor Emeritus Sherwin, which Senate subsequently unanimously approved:

It is with sadness that we announce the death of Dr. Allan Leonard Sherwin, Professor Emeritus of Neurology at McGill University and Attending Neurologist Emeritus at the Montreal Neurological Institute and Hospital.

Born in Montreal in 1932, Dr. Sherwin trained at McGill, receiving a Bachelor of Science (Honours) degree in Biochemistry in 1953 and his MDCM in 1957. He subsequently engaged in what we now would call a clinical medicine-PhD program, again at McGill. After graduation, he went on to pursue an academic career of more than 35 years, comprised simultaneously and continuously of both clinical and research activities.

Allan Sherwin practised clinical neurology at the Neuro with a special interest in epilepsy. He directed the clinical neuropharmacology laboratory and sustained, with no interruption, an MRC-supported neuropharmacology research program. He is recognized for his pioneering work in the pharmacology of antiepileptic drugs and on the importance of monitoring drug levels in epilepsy patients. His investigations were inspired by the simple but bright idea that comparing neurotransmitter changes in areas with spiking activity and areas without might provide new insights into the generation of epileptic activity.

Allan Sherwin was one of the founders of the Canadian League Against Epilepsy and a longstanding member of the scientific committee of the Savoy Foundation for Epilepsy. He also served as neurological consultant to the Mohawks of Kahnawake First Nation. When he retired, he created the Allan Sherwin Fonds, consisting of research materials he had gathered and related to the life biography of Chief Peter E. Jones, one of the first Aboriginals to obtain a medical doctor's degree from a Canadian medical school. In 2012, he published *Bridging Two Peoples: Chief Peter E. Jones, 1843-1909*.

Allan Sherwin will be remembered for his kindness, his generosity and his open-mindedness, together with his strong dedication to his patients.

We extend our heartfelt condolences to Dr. Sherwin's wife, Fiona Clark, his children, Cindy and Pamela, his stepchildren and his family.

Senator Eidelman then read the following memorial tribute for Professor Richardson, which Senate subsequently unanimously approved:

With sadness we announce the death of Dr. John B. Richardson, following a brief terminal illness from cancer. Dr. Richardson was the Miranda-Fraser Professor of Comparative Pathology, with a long and distinguished career as a pathologist, research scientist, teacher, administrator and mentor to his students and colleagues.

A native of Winnipeg, Dr. Richardson obtained his BSc and MDCM at McGill, and specialty training in Pathology here and at the University of Toronto. Research at the Karolinska Institute in Stockholm and a PhD in Pharmacology and Therapeutics from McGill initiated his pivotal work on lung disease, and he joined the academic staff in 1971 as a Scholar of the Medical Research Council of Canada, also becoming a consultant for the National Institutes of Health in the United States.

Dr. Richardson was a dedicated teacher and an experienced administrator, and at various times he was Chair of the McGill Department of Pathology, the Research Advisory Committee for the Montreal General Hospital, the McGill Daycare, and the Council of Physicians, Dentists and Pharmacists at the Montreal Neurological Institute. He was the Pathologist-in-Chief of the Royal Victoria Hospital, then became a senior pathologist at the Montreal General Hospital, where he intensified his clinical and research focus on neurological disorders, subsequently becoming a Professor of Neurology and Neurosurgery and the Director of Neuropathology at the Montreal Neurological Institute.

John Richardson was vibrantly engaged with life, with a passion for learning and a multitude of interests. He had a profound love for his family and cared deeply about his friends. His intellect, sense of humor and quiet way of giving to others will be irreplaceable, and we extend our condolences to his spouse, Dr. Edith Zorychta, and his children, Eric, Karen, Celia, Eva and Alan.

His love of music is reflected in the John B. Richardson Scholarship Fund for Early Music, established at the McGill Schulich School of Music in his honour.

**3. Report of the Steering Committee** (16:17-03)

Senate received the Report of the Steering Committee (16-17:03).

*Item 1. Approval of Minutes of Senate – October 19, 2016.*

*Item 2. Approval of Confidential Minutes of Senate – October 19, 2016.*

*Item 3. Confidential Session – item IIB9, Report of the Honorary Degrees and Convocations Committee.*

*Item 4. Senate Open Discussion – November 2016*

*Item 5. Senate Questions*

*Item 6. Approval of the Agenda.*

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

**4. Business Arising from the October 19, 2016 Minutes**

There was none.

**5. Chair's Remarks**

The Chair began her remarks by discussing university rankings. She shared that Maclean's has ranked McGill as the top university in Canada among institutions with medical schools and a broad range of PhD programs for the 12<sup>th</sup> year in a row. Despite university rankings not being an exact science, the Chair stated that McGill performing consistently well is attributable to the University community's talents and dedication. She also informed Senators that McGill ranked 18<sup>th</sup> in the Times Higher Education 2016 Global University Employability ranking, noting that Canada is ranked fourth.

Regarding government relations, the Chair reported that McGill worked with other universities through the *Bureau de coopération interuniversitaire* (BCI) to develop a common university position regarding the mandate, responsibilities, and composition of the new *Conseil des universités du Québec*. She also informed Senators that McGill has made a submission on the *Plan de conservation du site patrimonial du Mont-Royal*, further to the consultation undertaken by the *Conseil du patrimoine du Québec*. The Chair then spoke about the changes to the immigration policy introduced by the federal government. She stated that the changes facilitate international students, researchers and academics becoming permanent residents. She explained that the changes do not apply to Quebec since the province has its own rules for choosing immigrants, but McGill has called on the provincial government to make it easier to attract and retain top global talent. She then shared that the Deputy Minister of Canada Economic Development for Quebec Regions recently visited McGill's downtown campus and met with Deans Lennox, Geitmann and Bajoux-Besnainou.

Regarding external relations, the Chair mentioned that she is continuing her work with the Advisory Council on Economic Growth. She stated that Montreal's Remembrance Day ceremony was held at Place du Canada due to road work outside the Roddick Gates. She then informed Senators that she will be moderating a Universities Canada Roundtable, with ambassadors from France, Germany and Mexico, called Open Mind Open Borders. She noted that the event is geared to senior decision makers in Ottawa and will provide an opportunity to stress the need for support and investment in Canadian outbound student mobility.

The Chair concluded her remarks by giving highlights of the kudos circulated prior to the meeting. She congratulated Professor Claudia Mitchell (Integrated Studies in Education) on being awarded the Social Sciences and Humanities Research Council's Gold Medal. She shared that two McGill students, Mr. Aaron Gluck-Thaler (Mechanical Engineering) and Ms. Angela Yu (Biology), have been awarded 2017 Rhodes Scholarships. She also shared that the Government of Quebec bestowed the Prix du Québec on two McGill researchers: Professor John Hall (Sociology) received the Prix Léon-Gérin for human and social sciences, and Professor Alan Evans (MNI) received the Wilder-Penfield prize for biomedical research. Finally, she congratulated the McGill Redmen on winning the 2016 Canadian Collegiate Baseball Association National Championship as well as McGill student François Jarry (Kinesiology and Physical Education) on being named among the Top Eight Academic All-Canadians for the 2015-16 season.

## SECTION II

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

#### 1. Question Regarding University Regulation of Unpaid Internships

Senator Sobat submitted the following question:

Whereas, numerous McGill units post and promote unpaid student internship opportunities, including but not limited to Faculty internship and career offices, University internship and career offices, and academic departments;

Whereas, these opportunities may be distributed through channels including, but not limited to, University websites, databases, emails, social media, posters, handbills, and events;

Whereas, according to Quebec's *Act Respecting Labour Standards*, unpaid internships or *stages* are illegal unless they meet the following criteria:

1. internships that are part of a program provided by an approved educational institution;
2. internships where the student is working for a non-profit organization with social or community purposes;
3. internships that are part of a programme of vocational training;

Whereas, some campus internship and job listings include disclaimers indicating that students are responsible for determining the legality and benefits of any internship opportunities.

What steps does the University currently take to regulate the posting and promotion of unpaid internship opportunities?

- a. What mechanisms or criteria are in place, either at the University or unit level, to ensure compliance of these opportunities with government regulations?
- b. How can community members report issues or concerns regarding unpaid internship postings?

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

Thank you for your question, Senator Sobat.

I would like to address an aspect of the preamble to your question, first. Internship and job postings do not include disclaimers making students solely responsible for determining the *legality* of an advertised position. It does remain the responsibility of students to ensure that they meet the appropriate eligibility requirements for off-campus employment if they are neither citizens nor permanent residents of Canada, and that any necessary permissions for posts in other countries are obtained. With respect to the benefits of an internship, the student is best placed to decide for himself or herself what sort of experience is desired but there are advisors available to help with decision making.

Currently, for example, the Internship Offices Network includes the following statement with its advertised internship opportunities:

*By publishing these databases, neither McGill University nor the Internships Office is, in any way, endorsing the internship opportunities contained herein. These databases are provided simply as a resource to assist students in the process of exploring existing internship opportunities. Each individual student must explore on her/his own the strengths and weaknesses of each internship opportunity and the extent to which it might meet her/his needs.*

The McGill Career Planning Service includes this statement:

*The McGill Career Planning Service (CaPS) has prepared the information contained in this system from data supplied by our employers. Should you encounter any difficulties with these employers, or find inaccuracies, please contact the CaPS office immediately. CaPS reserve the right to decide which job advertisements we will post. Please note that certain individuals may offer you "special" employment and/or training services in return for a fee that may be charged to your credit card. They may ask you to sign a contract. Please do not accept these offers without first checking with the CaPS office. Anyone using the information obtained from or through this website shall do so at his or her own risk and shall be deemed to have waived and released the McGill Career Planning Service (CaPS) and McGill University of any and all causes of action at law or in equity, rights, and claims or damages or other relief as a result of such use.*

We believe that outside-the-classroom experiences such as internships, stages, field courses or other activities, allow students to develop important skills and help them prepare for the job market. We believe that experiential learning is a hallmark of a 21<sup>st</sup> century education, and through the McGill Commitment, aim to provide as many such experiential opportunities as possible to all of its students.

To answer your question with respect to the regulation of postings:

To the best of our knowledge, internships offered through the University comply with Quebec Labour Standards Act. The Act excludes students from the definition of “employee” when they work during the school year “in an establishment selected by an educational institution pursuant to a job induction program approved by the Ministère de l’Éducation, du Loisir et du Sport or the Ministère de l’Enseignement supérieur, de la Recherche, de la Science et de la Technologie”. This would include, for example, the stages that are core components of some of McGill’s professional degree programs.

McGill internship offices also follow the Canadian Association of Career Educators and Employers (CACEE) Statement on Unpaid Internships as a guideline to vet placements that are not degree program requirements. The statement, available in full at the link below, recommends ten criteria by which to assess the legitimacy of unpaid internships:

1. The training is similar to field-specific or applied training that can be found at a post-secondary institution.
2. The training is for the benefit of the intern.
3. The organization providing the training derives little, if any, benefit from the activity of the intern while he or she is being trained.
4. The intern does not displace employees of the organization providing the training.
5. The intern is not accorded a right to become an employee of the organization providing the training.
6. The intern is advised that he or she will receive no remuneration for the time that he or she spends in training.
7. The skills and/or experience gained must be transferable to other employment settings.
8. There are clearly defined and articulated learning outcomes for the intern to realize by the conclusion of the internship.
9. Regular supervision is given by a professional pertinent to the internship.
10. Internships must be for a defined period of time.

[http://www.cacee.com/CACEE\\_Statement\\_on\\_Unpaid\\_Internships.html](http://www.cacee.com/CACEE_Statement_on_Unpaid_Internships.html)

Anyone wishing to report a concern is invited to contact the Internship Offices Network (ION), the internship office within his or her Faculty, or the Office of the Deputy Provost, Student Life and Learning.

Senator Sobat commented that many students are not able to access unpaid opportunities due to financial or other reasons and expressed concern over the University not having the responsibility to evaluate the postings. He then asked if the University would be willing to

formally adopt a framework for all published postings. Senator Manfredi mentioned he did not believe there was a need to formally adopt a framework as the McGill internship offices already apply the criteria in the CACEE Statement on Unpaid Internships. However, he agreed to contact the internship offices to ensure that they are systematically and universally applying the criteria. He added that faculties raise philanthropic funding to support students doing unpaid internships.

## **2. Question Regarding Campus Accessibility During Construction Periods**

Senators Dow, Cleveland and Sobat submitted the following question:

Whereas, significant accessibility barriers already exist across McGill's campuses;<sup>1</sup>

Whereas, current City of Montreal construction work has further reduced physical accessibility to University buildings and services, particularly along McTavish, Sherbrooke, and Doctor Penfield Streets;<sup>2</sup>

Whereas, this includes uneven surfaces and thoroughfares; steep ramps and stairs; and insufficient clearance for both individuals and vehicles;

Whereas, this has posed particular problems for wheelchair users and other community members with reduced mobility;<sup>3</sup>

Whereas, the City of Montreal stated that it has received no formal complaints regarding this construction work;

Whereas, the Office for Students with Disabilities (OSD), the Students' Society of McGill University (SSMU), and other campus groups have all received numerous complaints;

Whereas, the preferred feedback process through municipal channels is unclear;

Whereas, the Deputy Provost (Student Life and Learning) has indicated that the hours of the Brown Building will be extended in order to facilitate access to Doctor Penfield via the University Centre.

1. How can community members raise concerns regarding ongoing construction projects to the University? To the City of Montreal?
2. What steps has the administration taken to ensure that the City prioritizes accessibility considerations during construction work?

---

<sup>1</sup> [https://www.mcgill.ca/osd/files/osd/accessibilityguide\\_downtowncampusupdate.pdf](https://www.mcgill.ca/osd/files/osd/accessibilityguide_downtowncampusupdate.pdf)

<sup>2</sup> <https://www.mcgill.ca/construction/city-montreal-projects/promenade-urbaine-fleuve-montagne>

<sup>3</sup> <http://www.cbc.ca/news/canada/montreal/blocked-from-medical-appointment-mcgill-student-with-disabilities-speaks-out-against-construction-1.3818240>

3. Is the University willing to lobby for improvements to current municipal practices, such as stricter accessibility standards or sensitivity training for construction workers?

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

I would like to thank the Senators for their questions on a subject I am sure has inconvenienced many members of our community this fall and, unfortunately, will continue to affect us all until sometime next Spring and perhaps beyond. In answer to the three questions:

1. The McGill community can best raise concerns by sending an email to [construction.feedback@mcgill.ca](mailto:construction.feedback@mcgill.ca). We generally receive several emails a week. Where relevant, the concerns raised are relayed rapidly to the City of Montreal. In addition, the Office for Students with Disabilities website (<http://www.mcgill.ca/osd/construction-accessibility>) contains a form which allows the community to raise concerns. These concerns are immediately forwarded to Campus Public Safety and relayed to the City of Montreal where appropriate. At the bottom of the City of Montreal's Info-Travaux website, there is information on how to communicate with the City by email or via the 311 phone service.
2. We have been proactively managing this file since early July. Initial meetings between McGill staff and the City of Montreal took place last summer, and we have been in regular contact with the City ever since. The University's concerns about access to our buildings were raised right from the start. The University assigned a project manager from Facilities Management and Ancillary Services to work with the City on this file. That individual has been and continues to be in daily contact with the City, often more than once a day. They discuss the timing of changes to the location and nature of the work, the realignment of pathways around and through the construction site, the need to maintain access for pedestrians, safety concerns, issues about noise and inconvenience and a host of other issues including access for delivery vehicles. Accessibility concerns are high priority issues in these discussions.
3. McGill has already pressed upon the City the need to improve standards for accessibility and safety and has raised issues about the comportment of some of the workers responsible for dealing with the public. We will continue to make the City aware of shortcomings we observe in any of these areas. Where we have identified unsafe situations, we have communicated these to the City and have also made emergency services like the Montreal Fire Department aware. The McGill community's concerns have been expressed vigorously and frequently, and we will continue to express them until the completion of the construction projects.

Senator Dow stated that by the time McGill addresses the complaints received, many of the pathways may have already been moved and asked if there was a way to receive immediate

intervention or forewarning. Senator Yalovsky responded that McGill is in constant communication with the City but the contractors do not always follow the agreements.

Senator Cleveland expressed concern over some of the permanent modifications that have been completed. He stated that the gaps between the sidewalk and the street outside the Bronfman Building and the Brown Building make the buildings inaccessible to wheelchairs and wondered who to contact with such complaints. Senator Yalovsky advised that the best approach is to contact McGill and agreed to inform the project manager of this matter.

Senator Sobat stated that students using the adaptive transport services are experiencing difficulties on campus. He explained that either the vehicles are unable to access the various buildings due to the construction or the buildings are not accessible. He noted that since these services need to be booked in advance, students could end up stranded and safety concerns have been raised. He wondered whether there are any other services available that do not have to be planned in advance. Senator Yalovsky suggested that students contact Security Services. Senator Sobat then asked if the University is planning to claim damages from the City regarding the situation. Senator Yalovsky responded that no decision has been made but he is not optimistic on the success of such a claim, noting that the University is still trying to obtain compensation from the City for the damages caused by the flood after the water main break in 2013.

Senator McCulloch wondered how fire trucks would access McTavish in the event of an emergency. Senator Yalovsky responded that they have access at all times via the lane behind the buildings.

Senator Ettlín commented that students, especially those with disabilities, may be late for class due to the construction, noting it is problematic for classes that have a participation mark with attendance taken right at the beginning of the class. Senator Manfredi responded that a notice went out to all faculty at the beginning of the term asking them to be tolerant of students who come late. He agreed to send out another notice since the situation has not improved since August.

[\*Secretary's Note: On November 25, 2016, Senator Manfredi sent out a reminder to professors and instructors to be tolerant of students arriving late to classes as a result of difficulties travelling from one building to the next.]

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

### **Open Session**

#### **1. Open Discussion – “Preparing PhD Students for Careers Inside and Outside Academia” (D16-19)**

Senator Mucci started the discussion by suggesting that the information provided in the background documents be transmitted to PhD students for their information. He asked why postdoctoral fellows were not included in the study. Senator Nalbantoglu responded that the

recent reports all focused on PhD students but the discussion can be extended to postdoctoral students as well.

Senator Singh noted that McGill already has programs to develop soft skills for graduate students but students may not be aware that they are allowed to leave the lab to take advantage of them. He suggested that supervisors and supervisory committees tell students they are permitted to do so.

Senator Elbourne wondered whether the University would be interested in pursuing internships for graduate students and whether there is any possibility of developing teaching fellowships, noting it is difficult to get a job, even at the CEGEP level, without any teaching experience. Senators expressed support for such internships and fellowships. Senator Frankel added that encouraging internships or facilitating the pathways for students to engage with business and social entrepreneurship would be beneficial to McGill and its students. He suggested that this may be done as part of the curriculum or by adding an extra semester with reduced course fees. He also spoke in favour of allowing graduate students access to the course programs for young faculty in order for them to participate in the workshops for developing a curriculum. Senator Dunn agreed that graduate school teaching is an essential part of the PhD program, especially in the arts and humanities, noting that concerns have been raised due to the McGill Course Lecturers and Instructors Union and the collective agreement in place.

Senators then discussed reviewing the PhD program requirements. Senator Hébert commented that students are not being prepared for careers beyond academia. He mentioned that students know what training they need and it would therefore be useful to relax the required coursework in order for the coursework to be more in line with their interests. Senator Keita added that, even at the undergraduate level, students are taught as though they are expected to continue their studies and become professors, even though most of them will join the private sector. Senator Nicell expressed the view that there are ways of demonstrating impact and significant contributions that are different from the classical form of a thesis. He suggested that the PhD program be streamlined and, in certain cases, aligned with the type of deliverable expected within industry. Senator Lennox commented that there have not been any discussions on the expectation of the academic content of a PhD thesis. He mentioned that a six year PhD experience creates secondary and tertiary problems, noting that the United Kingdom has three year PhD programs. Senator Fuhrer expressed the view that the three-year degrees are not necessarily of the same quality and may not be ideal for interdisciplinary studies.

Senators also agreed that inviting alumni to talk to students about their careers would be beneficial. Senator Cumming shared her experience of inviting alumni from the Schulich School of Music who are not working in a university or playing in a major orchestra to speak to students. She mentioned that even though the alumni were trained in Music Performance, they developed a variety of skills at McGill such as discipline and networking but were not aware they had these transferable skills. Similarly, Senator Grütter shared that he regularly invites local alumni from the Department of Physics to talk to students.

As the new Job Placement Officer in the Department of English, Senator Ritchie mentioned that she noticed a stigma around alternative careers. She stated that they are seen as a failure or back-up plan. Senator Dunn wondered what the University can do to change this way of thinking. Senator Lach suggested that discussions with the Tri-Council Agencies may be useful as there appears to be inferred incentivization to train more students which only contributes to the supply and demand issue.

Finally, Senator Robaire stated that the needs of the students should be clearly identified and then the University must act and respond to those needs.

At the end of the discussion, Senator Nalbantoglu responded that PhD students should be trained for their careers, for a knowledge-based economy and society. She noted that students develop many critical skills during their academic studies but do not fully take advantage of their competencies. . She then spoke about existing programs at McGill such as the Individual Development Plan and the TRaCE project and noted that Graduate and Postdoctoral Studies (GPS) is looking into redesigning the thesis and PhD programs. Senator Dyens added that his office is collaborating with GPS to expand the SKILLSETS program, noting that teaching could also be done outside the classroom.

The Chair thanked Senators for their input and suggestions, noting that the challenge for the University is to prepare students not only for tomorrow but for the next twenty or thirty years.

**2. 476<sup>th</sup> Report of the Academic Policy Committee** (D16-20)

Senator Manfredi presented this report which contained two items for Senate's consideration. Senator Mucci asked whether the Graduate Certificate in International Leadership in Educational and Administrative Development is a private program. Senator Rassier responded that it will be a self-sustainable program, noting that the Faculty of Education is not permitted to have deregulated programs in Quebec.

*On a motion duly proposed and seconded, Senate approved the proposed Graduate Certificate in International Leadership in Educational and Administrative Development.*

*On a motion duly proposed and seconded, Senate approved the proposed Professional Development Certificate in Parliamentary Management.*

**3. Report of the Senate Nominating Committee** (D16-21)

Senator Manfredi presented this report for Senate's consideration. He explained that it contained recommendations to fill vacancies on Senate Standing Committees and Committees Arising from University Regulations, as well as proposed revisions to the Terms of Reference of the Joint Board-Senate Committee on Equity.

*On a motion duly proposed and seconded, Senate approved the recommendations contained in the Report of the Senate Nominating Committee (D16-21).*

**4. Proposed Policy against Sexual Violence** (D16-22)

Senator Manfredi presented the proposed Policy for Senate's consideration and moved that it be approved. Senator Dyens spoke strongly in favour of the Policy, noting that the next step is for everyone to commit to addressing this issue. Senator Frankel extended his gratitude to the student working group and to the members of the McGill community who helped shape the Policy as well as to the members of the senior administration, particularly Senator Campbell. He expressed that the Policy can be used as a model for integrating input from the McGill community into future policies.

*On a motion duly proposed and seconded, Senate approved and recommended to the Board of Governors for approval, the proposed Policy against Sexual Violence, as detailed in Appendix 2 of D16-22.*

[Fellows of Senate applauded the approval of the Policy]

**5. Annual Report of the Committee on Enrolment and Student Affairs** (D16-23)

Senator Dyens presented this report for Senate's information. Senator Sobat questioned whether the Committee on Enrolment and Student Affairs (CESA) is fulfilling its mandate. He stated that CESA has a broad mandate but primarily deals with awards while work related to student affairs is carried out by the Enrolment and Student Affairs Advisory Committee (ESAAC). Senator Dyens clarified that ESAAC is not a subcommittee of CESA but an advisory committee. He stated that he would review this matter. He explained that ESAAC encourages open discussions on difficult issues and stressed that approval items are always presented to CESA for consideration.

**6. Annual Report from the Committee on Student Discipline (2015-16)** (D16-24)

Senator Buddle presented this report for Senate's information. He highlighted that 272 students participated in the discipline process last year resulting in 286 different cases. He noted that 281 of the cases were handled by a Disciplinary Officer and five were handled by the Committee on Student Discipline.

Senator Sobat noted that undergraduate and graduate student breakdown is not provided in order to protect confidentiality of outcomes but wondered if a general sense of the breakdown can be provided. He also asked if there is potential overlap with issues covered by the *Policy on Research Misconduct* as academic integrity can include issues such as misrepresentation of facts and information. Senator Buddle invited Senators to contact him directly for additional information regarding the report. He explained that other parallel processes are possible and the *Code of Student Conduct and Disciplinary Procedures* does not exclude them.

**7. Report of the Joint Board-Senate Meeting: “McGill’s Sustainability Plans (D16-25) and Initiatives”**

The Principal presented this report for Senate’s information.

Senator Robaire suggested that a plan be developed with yearly follow-up to ensure the University is meeting its objectives. The Principal responded that the Office of Sustainability is working on the University’s next strategic plan and there is a task force in place.

Senator Singh commented that the report lists “credit students/faculty for community outreach” as a way for McGill to advance in its sustainability objectives. He clarified that this should not be added on top of the students’ responsibilities. For example, he mentioned that community outreach can be incorporated as part of the thesis, degree requirements, or by means of an optional semester, as mentioned earlier during the open discussion by Senator Frankel.

In response to Senator Taylor’s question regarding divestment from fossil fuels, the Principal responded that it was not among the recommendations that emerged from the roundtable discussions.

Senator Ger wondered if there is an intent to increase funding to existing programs in sustainability. Senator Manfredi responded that \$10 million dollars over the next five years was already put aside to support initiatives in sustainability sciences, noting that funding will be discussed by the Advisory Council on Sustainability. The Principal reminded Senators that Sustainability Sciences was chosen as an anchor theme for the RVH site.

Senator Cleveland suggested focusing on existing practices. He stated that students have seen custodial staff empty recycling bins into the same bin as trash. Senator Hocevar requested that the University look into whether it is following through with recycling policies.

The Principal brought up that the lowest score in AASHE’s STARS 2.1 Report concerned water use and management and noted that it is an important area to focus on. Senator Hébert suggested getting rid of bottled water. Senator Singh added that Ryerson University replaced all the bottled water in their vending machines with refillable bottles. Senator Montague suggested that toilets be checked to ensure they are not leaking and that working dryers be added to every washroom.

**10. 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**

**2. Report of the Honorary Degrees and Convocations Committee (D16-26)**

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.