

Minutes

Wednesday, November 16, 2022 22-23:03

Minutes of the meeting of Senate held on Wednesday, November 16, 2022, at 2:30 p.m. in the Robert Vogel Council Room (Room 232) of the Leacock Building (future site of the Rimer Building).

PRESENT

Arseneault, Louis
Baron, Sam
Beauchamp, Yves
Beech, Robin
Behzadi, Houman
Bertrand, Maryse
Blanchette, Mathieu
Borenstein, Bonnie
Campbell, Angela
Carrieri, Francesca
Chan, Yolande
Crago, Martha
Cumming, Julie
Czemmel, Nancy
D'Iorio, Luciano
Dirks, Melanie
Elbourne, Elizabeth
Ellis, Jaye
Emami, Elham
Fakih, Mustafa

Geitmann, Anja
Grignon, Chantal
Hansen, Patrick
Hickman, Miranda
Hnatchuk, Darlene
Johnson, Juliet
Karaminassian, Roubina
Kirk, Andrew
Kochkina, Svetlana
Leckey, Robert
Lennox, Bruce
Levey, Margaret
Levy, Jacob
Liu, Sonya
Manfredi, Christopher
Mittermaier, Anthony
Nalbantoglu, Josephine
Ndao, Momar
Nicell, Jim
Nilson, Laura

Poirier, Étienne
Quitoriano, Nathaniel
Rassier, Dilson
Richard, Marc
Robillard, Martin
Rodriguez Saenz, Maria
Rogers, Dakota
Ruge-Murcia, Francisco
Shapiro, Lisa
Snider, Laurie
Soehl, Thomas
Tonin, Patricia
Vachon, Brigitte
Vaillancourt, David
Weil, Carola
Weinstein, Marc
Weinstock, Daniel
Werber, Joshua
Yang, Kerry
Zorychta, Edith

REGRETS: Joan Bartlett, Guylaine Beaudry, Jacqueline Bede, Sébastien Breau, Beth Cummings, Jean Deschenes, Susan Drouin, Gael Eakin, David Eidelman, Eleanor Elstein, Sean Ferguson, Michael Fronda, Maiya Rachel Geddes, Pierre-Luc Girard-Lauriault, Kenneth Hastings, Terry Hébert, Claire Hunter, Lara Khoury, Kristi Kouchakji, Srinivasan Krishnamurthy, Fabrice Labeau, Alissa Levine, Jose Londono, Bronwen Low, Saku Mantere, John McCall MacBain, Jeffrey McKenzie, Catriona Moore, Gillian Nycum, Derek Nystrom, Dima Perepichka, Hossein Poorhemati, Petra Rohrbach, Jennifer Ronholm, Alireza Roosta, Harmehr Sekhon, Eran Shor, Nathalie Sroka-Fillion, Karsten Steinhauer, Narendra Subramanian, Mahidul Syed, David Theodore, Ghali Benjoullon Touimi, Ipek Tureli, Manon Vennat, Coco Jie Wang, Laura Winer, Risann Wright, Isabella Xia.

1. Welcoming Remarks

The Chair welcomed Senators to the third regular Senate meeting of the 2022-2023 governance year, held in-person in the Robert Vogel Council Room (Room 232) of the Leacock Building (future site of the Rimer Building). He extended a special welcome to Ms. Maryse Bertrand, Chair of the Board of Governors, who was attending the meeting in her capacity as a Senator. He reminded Senators and guests that the use of electronic devices was permitted for viewing meeting documents, but that the Standing Rules of Procedure prohibit the recording of sound or images, and as well the communication or posting of Senate deliberations. He mentioned that the meeting was being livestreamed, and that the audio recording would be accessible until the meeting minutes are approved at Senate's next meeting.

2. Memorial Tributes: Professors Emeriti Sylvia Cruess, Donald Lawrence, and Garth Bray

Senator Snider read the following memorial tribute for Professor Emerita Sylvia Cruess, which Senate subsequently unanimously endorsed:

It is with great sadness that we share the news of the passing of Dr. Sylvia Robinson Cruess on September 8, 2022, at the age of 92. Professor Emerita in Medicine and Health Sciences Education, Dr. Sylvia Cruess was an internationally recognized physician, professor, and medical education researcher. Dr. Cruess was born and raised in Cleveland and received a Bachelor of Arts from Vassar College in 1951. After graduating from Columbia's medical school in 1955, she and her new husband, Dr. Richard Cruess, wishing to stay together for the rest of their training, came to Montreal to undertake their internships in medicine and surgery at the Royal Victoria Hospital. The young couple fell in love with the Vic and with Montreal and in 1963, after completing their postgraduate training in endocrinology and orthopaedic surgery in New York, came back to take up positions at the hospital and at McGill. In 1968, Dr. Sylvia Cruess was asked to head up the Metabolic Day Centre, transforming it into a world-class multidisciplinary clinic that became a model for diabetes care across the country. In 1978, she became Medical Director (now Director of Professional Services, or DPS) of the Royal Vic, the first woman in Quebec and likely in Canada to hold such a high-ranking hospital position. She [told Health e-News](#) that, despite being the target of sexist remarks from time to time, she didn't really feel intimidated as a woman in leadership, saying she had been inspired by the example of trailblazing female leaders like Virginia Apgar (originator of the famous Apgar score for newborns) who had been her teacher at Columbia. In 1995, after steering the Vic through nearly three decades of rapid change, Dr. Cruess stepped down from her role, and together with her husband, embarked on a sabbatical year with a new project on medical professionalism. This set the pair on a new joint career path in medical education as part of the Centre for Medical Education (now the Institute of Health Sciences Education). Their work helped inform a transformation of the undergraduate medical education program at McGill, with an emphasis on professionalism and professional identity formation of physicians. Their research and writing have become seminal and is used to educate medical and health sciences students and practitioners around the world, to advance curricular design and advance scholarship in medical and health sciences around. Dr. David Eidelman, Vice-

Principal (Health Affairs) and Dean of the Faculty of Medicine and Health Sciences, feels privileged to have known Dr. Cruess over the course of his career at McGill and the Royal Vic: “Dr. Sylvia Cruess was an icon, revered for her dedication and generosity as a teacher, physician and leader. It was my honour to have worked with her over the years. We at the Faculty are grateful for having benefited from her wisdom, warmth and humour for so long. She will truly be missed.” Dr. Sylvia Cruess received many awards and honours, such as being Officer in the Order of Canada and the recipient of the Ian Hart Award for Distinguished Contribution to Medical Education. The McGill University Health Centre named its main lecture hall the ‘Sylvia and Richard Cruess Amphitheater’ and McGill established the Richard and Sylvia Cruess Chair in Medical Education. Dr. Cruess will be remembered as a warm and joyful human being. She was beloved by her academic colleagues and her wide circle of friends and her family. She was an excellent clinician, an outstanding administrator and colleague, and a role model and mentor to generations of students, trainees, and, most importantly, friends. She loved classical music, fly fishing, berry picking, birdwatching, skiing, traveling, cooking and doing crosswords. She loved spending time at the family summer cottage surrounded by family and friends. A memorial service will be held at the Glen Campus of the McGill University Health Centre at 3 p.m. on November 19 to celebrate Dr. Cruess’ remarkable life. We extend our heartfelt condolences to her husband Dr. Richard Cruess, her sons Leigh and Andrew, as well as to her family, friends, colleagues, and all those whose lives she surely touched. She will be greatly missed.

Senator Snider read the following memorial tribute for Professor Emeritus Donald Lawrence, which Senate subsequently unanimously endorsed:

It is with great sadness that we share the news of the passing of Dr. Donald Lawrence, Professor Emeritus in the Department of Neurology and Neurosurgery, earlier this year, on August 28. He was a renowned professor, neuroscience researcher, physician, friend of the Redpath Museum, and a deeply committed member of the McGill community. Born in Kingston, Ontario, Dr. Lawrence grew up in the Eastern Townships of Quebec. He attended Bishop’s University, where he was actively involved in student life; he served in the Air Force Reserve, played hockey, and was a member of the Dramatics Society and the Biology Club. Dr. Lawrence graduated first class with a Bachelor of Science degree from Bishop’s University in 1953, and he graduated with a medical degree from McGill in 1957. After completing his residency at the Montreal General Hospital, he moved to Boston to train in neurology with Simeon Locke at the Deaconess Hospital. It was at this point in his career, while doing rounds at Boston City Hospital and Massachusetts General, that Dr. Lawrence discovered his passion for neuroscience. In 1962, he was awarded an NIH-funded fellowship in neuroanatomy and physiology at the Case Western Reserve in Cleveland. In 1966, he brought along his family to Europe, where he completed a two-year fellowship at Oxford University and became an Assistant Professor in Anatomy at Erasmus University. Dr. Lawrence collaborated with top-class researchers and led cutting-edge work, resulting in prominent publications. His two classics, published in *Brain* in 1968, spoke to cortical and subcortical pathways that project to spinal motor neurons. In 1972, Dr. Lawrence and his family returned to Montreal. He was appointed as an Associate Professor in the Departments of Anatomy, Medicine and Neurology and Neurosurgery at McGill, and

concurrently, as an Assistant Physician in the Division of Neurology at the MGH. He taught with enthusiasm and fervor, and he cared for his patients with compassion and humility. Dr. Lawrence became Full Professor in 1980, and later, Senior Physician at the MGH in 1995. In 2009, he received the title of Professor Emeritus. Dr. Lawrence was an excellent administrator; he sat on numerous committees and was the Chair of the Admissions Committee in the Faculty of Medicine. He received multiple awards, such as the Osler Medal by the American Association for the History of Museum. He was invited to give lectures across the globe. After his retirement, Dr. Lawrence continued to volunteer in the paleontology preparation lab at the Redpath Museum, where he chipped away at stone to reveal the fossils beneath, eventually transitioning to repairing and rebuilding skeletal material for the mammal collection. His exceptional work yielded many specimens used for exhibit, teaching and research, supporting the mission and mandate of the museum. Dr. Lawrence was respected, admired, and appreciated by those who worked with him. The faculty at McGill's Centre for Research in Neuroscience describe him as "a soft-spoken and caring person with a delightful sense of humour." The Museum spoke about his "noble work ethic, amiable nature and enthusiasm... his charitable character and his devotion to helping others achieve their goals." We extend our heartfelt condolences to Dr. Lawrence's wife, Sheila, his children Christopher, Jennifer, and Jessica, as well as to his entire family, friends, colleagues, and all those whose lives he touched. He will be greatly missed.

Senator Snider read the following memorial tribute for Professor Emeritus Garth Bray, which Senate subsequently unanimously endorsed:

It is with great sadness that we share the news of the death of Dr. Garth M. Bray on September 26, 2022, at his home in Ottawa, surrounded by his loving family. Professor Emeritus in the Department of Neurology and Neurosurgery, Dr. Bray was a leader in neuroscience and clinical neurology, an accomplished cellist, pianist, and organist, a family man and a kind human being. Born in the rural town of Lenore, Manitoba, Garth was raised in a household that instilled in him the value of education and discipline. He graduated with a Bachelor of Science degree from Brandon College in 1957 and obtained his medical degree from the University of Manitoba four years later. During his residency training in neurology at the Winnipeg General Hospital he met and fell in love with Vega Stubbs, a nurse from Vancouver Island who became his wife in 1962. From 1963 to 1967 Dr. Bray completed his fellowship in neurology and neuropathology at the Cleveland Metropolitan General Hospital, where he was introduced to the study of the ultrastructure of muscle and nerve diseases, research he pursued on his return to the University of Manitoba in 1967 as a member of the Faculty of Medicine. In 1969, Garth was recruited by Dr. Donald Baxter to McGill to join a newly formed clinical neurology and neurosciences division at the Montreal General Hospital (MGH) -now the world-renowned 'Centre for Research in Neuroscience'. The move marked the beginning of a remarkable collaboration between Dr. Bray and many other researchers from McGill, Canada and abroad. He contributed his always meticulous laboratory skills to the studies of peripheral nerve biology and the capacity of the peripheral nerve milieu to promote the regrowth of injured central nervous system neurons. In 1981, Dr. Bray was appointed Professor at McGill becoming the Director of the Division of Neurology at the MGH from 1990 to 2007. In recognition of

his many contributions, he was named Professor Emeritus in 2007. Garth was an outstanding physician-scientist and teacher, a role model for students, medical residents and physicians. He was also a dedicated, caring physician and a champion at integrating modern science into neurological education and training. In 1988, he was elected President of the Canadian Neurological Society following an extensive service in several other Executive positions. Subsequently, he was involved for many years as Executive Vice President or Vice President of the Canadian Neurological Sciences Federation, an umbrella organization of the various clinical and scientific neurological organizations in this country. After retiring from McGill, he continued to be an advocate for those affected by neurological diseases and chaired various advisory committees for the National Population Health Study of Neurological Conditions, organized by Neurological Health Charities Canada and the Public Health Agency of Canada. His cutting-edge research and medical contributions to the field of neuroscience and neurology won him several prestigious awards, such as the Queen Elizabeth II Diamond Jubilee Medal in 2012. Dr. Bray was a loving husband, father, grandfather, and friend. In the words of his colleague, Dr. Albert Aguayo: *My friend Garth Bray and I published the first of our many papers together in 1971. For nearly 40 years he remained closely involved in almost every project related to the study of neural injuries and regeneration carried out in our shared McGill laboratories. Superb at the research bench, wise, reliable, hardworking, humble, kind and loyal, he was respected and loved as few are by his colleagues, trainees and patients. He shall remain in our mind, missed and always very dear. “What is there to do when people die – people so dear and rare – but bring them back by remembering?”* — May Sarton. We extend our heartfelt condolences to Dr. Bray’s wife Vega, his children Elizabeth, Garth, Jeff, Caroline, and Catherine, as well as to his entire family, friends, colleagues, and all those whose lives he touched. He will be greatly missed.

3. Report of the Steering Committee (22:23-03)

Senate received the Report of the Steering Committee (22-23:03).

Item 1. Approval of Minutes of Senate. Meeting of October 19, 2022.

Item 2. Approval of Confidential Minutes of Senate. Meeting of October 19, 2022.

Item 3. Speaking Rights. Upon approval of the report, speaking rights were granted to Professor Celeste Pedri-Spade, Associate Provost (Indigenous Initiatives), and Professor Terri Givens, member of the Senate Open Discussion Working Group, for item IIB2 (Open Discussion: *How do we think about and define Academic Excellence for Academic Staff?*); Dr. Christina Wolfson, Research Integrity Officer, for item IIB4.4 (Annual Report on the Investigation of Research Misconduct); and Professor Rob Wisnovsky, member of the Committee on Staff Grievances and Disciplinary Procedures, for item IIB4.5 (Annual Report on Staff Grievances and Disciplinary Procedures).

Item 4. Approval of the Agenda.

Item 5. Review of Questions and Motions. No questions or motions were submitted for the November 16, 2022, meeting of Senate.

4. Business Arising from the October 19, 2022 Minutes

There was none.

5. Chair's Remarks

The Chair began his remarks by reporting that the Board of Governors had approved the appointment of Professor Deep Saini as the University's 18th Principal and Vice-Chancellor, beginning April 1, 2023, for a renewable five-year term. He extended thanks to Ms. Maryse Bertrand, Chair of the Board of Governors, Mr. John McCall MacBain, Chancellor, members of the Advisory Committee for the Selection of the Principal and Vice-Chancellor, and Edyta Rogowska, Secretary-General, for their dedicated work on the selection process.

The Chair noted, with respect to Government Relations, that Premier François Legault had recently announced the composition of his cabinet, and that Pascale Déry was named Minister of Higher Education. He indicated that the University was looking forward to meeting her at an upcoming meeting on November 25, 2022, and discussing priority issues, including the review of the Ministry's funding formula for universities. Other notable appointments include Eric Girard (BCom'89) as Minister of Finance, and Minister Responsible for Relations with English-Speaking Quebecers, and Pierre Fitzgibbon as Minister of Economy, Innovation, and Energy, and Minister Responsible for Regional Economic Development, as well as Minister Responsible for the Metropolis and the Montréal Region.

On the topic of External Relations, the Chair indicated that he had recently attended the annual Fall meeting of The Association of American Universities (AAU), which is an organization of 60 leading public and private research universities in the United States, and two in Canada (McGill and the University of Toronto). He provided a brief overview of some of the sessions he attended as part of the meeting, and noted that the AAU was undertaking a re-conceptualization that focused specifically on lobbying for American universities. The University will monitor the situation and pay particular attention to its status in the organization.

Regarding Community Relations, the Chair shared news of several transformative gifts, including that of Victor Dahdaleh, which totalled more than \$30M. With this support, the University will launch the Victor Phillip Dahdaleh Institute of Genomic Medicine. A \$5M gift by McGill alumnus Charles Bronfman supports the McGill Institute for the Study of Canada (MISC), and another \$5M gift by McGill alumnus David Laidley supports the Laidley Centre for Business Ethics, which recently launched. A gift of \$15.3M from the Ludmer Family Foundation will support the launch the Ludmer Centre for Neuroinformatics & Mental Health.

Sharing selected Kudos, the Chair highlighted the achievements of Senator Jacob Levy, for being named a distinguished fellow by the Institute of Humane Studies (IHS), select members of the team behind the Canadian Hydrogen Intensity Mapping Experiment (CHIME) telescope for winning the Brockhouse Canada Prize for Interdisciplinary Research in Science and Engineering, and the Bicentennial planning group, led by Gérald Cadet, for their efforts in providing the community with a great period of celebration, noting the grand finale concert that took place at the *maison symphonique de Montréal* on October 23, 2022.

SECTION II

Part "A" – Questions and Motions by Members

1. There was none.

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

Open Session

1. **Report of the Senate Nominating Committee** (D22-06)

Senator Lennox presented this report to Senate for consideration. He explained that the report contained recommendations to fill vacancies on Senate Standing Committees and Committees arising from University Regulations, as well as proposed revisions to Committee Terms of Reference. Senate approved the recommendations, as presented.

On a motion duly proposed and seconded, Senate approved the recommendations for appointments to Senate Standing Committees contained in the Report of the Senate Nominating Committee (D22-13).

On a motion duly proposed and seconded, Senate approved the recommendations for appointments to Committees arising from University Regulations contained in the Report of the Senate Nominating Committee (D22-13).

On a motion duly proposed and seconded, Senate approved, on the recommendation of the Senate Nominating Committee, the proposed revisions to the Terms of Reference and Composition of the Senate Committee on Physical Development, as presented in Appendix A of the Report of the Senate Nominating Committee (D22-13).

2. **Open Discussion: How do we think about and define Academic Excellence for Academic Staff?** (D22-14)

The Chair introduced the topic of the Open Discussion, and provided an overview of the format and time allotments for each portion of the discussion. Senators were then divided into nine breakout groups, and assigned, for the discussion, one of the three following questions.

- 1. By what factors do/should we assess academic “excellence” in academic staff performance?*
- 2. Academic peers are typically understood as the best assessors of “academic excellence”. Does this idea continue to resonate today in the same way as has traditionally been the case? Are there circumstances where we might seek assessments from outside/beyond the academy in connection with academic performance?*
- 3. In Senate’s view, does McGill require a clearer and more explicit acknowledgement of the value of “unconventional” scholarly contributions within the context of academic performance assessment? Why or why not? If such acknowledgement is needed or desirable, should this occur through an amendment to the regulations that govern academic staff performance, through departmental appointment letters that set expectations for academic staff, and/or through amending [this document](#), which outlines examples of research accomplishments valued at McGill?*

Following breakout discussions, rapporteurs from each group were asked to report on key points or themes raised.

With respect to question one, Senators favoured broadening the scope of standards by which academic excellence is evaluated. It was noted that excellence in teaching is a key part of the University’s mission, and that service beyond an individual’s academic role, as well as interest in engagement in teaching, should be considered. Senators commented on the assessment of academic excellence and discussed the role of external peer reviews in the tenure process. It was noted that the assessment of Indigenous academic excellence would be best evaluated by Indigenous reviewers. Senators indicated that the San Francisco Declaration on Research Assessment (DORA) standards, which focus on recognizing additional products, such as datasets, as important research outputs, may not be widely understood, and that the activities of tenured academic staff should be evaluated in order to confirm that academic excellence was being maintained.

With respect to question two, Senators spoke in favour of involving external evaluators beyond the academy since, in some fields, high-quality work was taking place in non-academic fields. Senators also favoured, insofar as it was possible, the idea of evaluating the impact of one’s research more broadly and tailoring the assessment criteria to take into account specific factors related to the academic staff member’s domain or area of research.

With respect to question three, Senators noted that assessment criteria are narrowly defined and shied away from divergent approaches. They highlighted differences between ‘unconventional’ and ‘unusual’ contributions. Rather than only reporting amounts of funding, Senators noted the value of the assessment of the impact of any funding received. Media outreach and community advocacy were mentioned as possible contributions, particularly with respect to assessing Indigenous academic excellence. It was also highlighted that, in some cases, publications may prove less impactful than other factors that would foster a sense of broader understanding or engagement. Some Senators cautioned that the deliberate mention or naming of contributions that

could be considered ‘unconventional’ may result in increased use of those methods, and would thus render them conventional.

Professor Celeste Pedri-Spade noted that Indigenous academic excellence would be best evaluated by the measures laid out by Indigenous scholars over the last seventy years, and that these reviews should be undertaken by Indigenous peers. She mentioned that the University is progressing well in providing support for Indigenous initiatives and education, though many of the current methods by which the University supports and rewards excellence did not align with Indigenous perspectives. She stated that the University should be open to engaging with Indigenous experts and elders with respect to assessment processes.

Professor Terri Givens noted the importance of understanding individuals’ trajectories with respect to community and academia. She mentioned that ‘sideline’ work is often not published in top journals, and as a result, it can be difficult to ascertain a discipline’s value by that metric alone. She reminded members that top scholars exist even in fields that do not receive a great deal of publishing traction, and urged members to consider overall scholarly impacts. She voiced her support for encouraging community engagement in ways that honour research interests.

Senator Campbell reminded members that EDI commitments expand the concept of excellence, not erase it. It was suggested by Senator Baron that the consideration of excellence in teaching be included in deliberations relating to appointments and promotions. The Chair reminded members that this concept was indeed included in the Regulations relating to reappointment, promotion, and tenure, noting, however, that further work could be done in expanding the best possible methods for evaluation.

3. Report of the Academic Policy Committee (D22-15)

Senator Nalbantoglu presented this report to Senate for information. She highlighted that the Academic Policy Committee had approved only minor program revisions at its meeting of October 20, 2022.

4. Annual Report of the Academic Policy Committee (D22-16)

Senator Nalbantoglu presented this report to Senate for information. The report provided an overview of activities undertaken and matters considered by the Committee in 2021-2022, and included detailed lists of all items approved by the Committee and its subcommittees.

5. Annual Report on University Advancement (D22-17)

Senator Weinstein presented this report to Senate for information. The report provided an overview of philanthropic activities undertaken in 2021-2022, and shared details of several transformative gifts, including those from Gerald Rimer (BCom ’56), Moshe Safdie (BArch ’61, LLD ’82), and Sylvan Adams. It was indicated that the seventh edition of McGill24 was the most successful to date, with nearly \$4M raised. Following a comment from Senator Vaillancourt that encouraged the University to, when the time came, pursue fundraising for the New Vic Project in a socially responsible manner, Senator Weinstein noted that fundraising for the New Vic Project was still in

the planning stage. Senator Baron inquired if University Advancement was undertaking any activities to support the funding of paid student employment opportunities, to which end Senator Weinstein shared that the Office of University Advancement hired students as paid employees in their call center, but that they were not involved in the funding of Teaching or Research Assistant positions. The Chair mentioned that the University supported students of all stripes through bursaries and scholarships, especially those from low-income groups.

6. Annual Report on the Code of Student Conduct and Disciplinary Procedures (D22-18)

Senator Beech presented this report to Senate for information. The report provided an overview of activities undertaken and matters considered with respect to the Code of Student Conduct and Disciplinary Procedures in 2021-2022. He explained that Code of Student Conduct issues were either Academic (cheating, plagiarism, etc.) or Non-Academic (behavioural issues, etc.) in nature. He provided an overview of the possible outcomes of an investigation, and noted that the Committee on Student Discipline was able to provide a formal resolution on a case, if needed. Senator Beech highlighted that, in 2021-2022, the number of cases had increased, though the implementation of non-disciplinary Faculty ‘No Contest’ letters had resulted in, on average, more than 300 letters being given out per semester, per Faculty. Senator Quitariano requested that, in future reports, the exact numbers of ‘No Contest’ letters should be included. The Chair noted the request for next year’s report.

7. Annual Report on the Investigation of Research Misconduct (D22-19)

Dr. Christina Wolfson, Research Integrity Officer, presented this report to Senate for information. The report provided an overview of activities undertaken and matters considered relating to the investigation of Research Misconduct in 2021-2022. She informed Senators that the Office of the Research Integrity Officer had been established, and, following the securing of funding, an assistant had been hired to provide administrative support. It was noted that the number of allegations had increased during the pandemic, but the increase in submissions did not result in an increase in the number of findings of research misconduct. She shared that, over the past six years, there had been only twelve findings of research misconduct, and of these, 25% of individuals admitted fault upon being confronted. An increase in the number of anonymous allegations had proved challenging, as there was no opportunity to engage in discussion with the complainant following submission.

8. Annual Report on Staff Grievances and Disciplinary Procedures (D22-20)

Professor Rob Wisnovsky, member of the Committee on Staff Grievances and Disciplinary Procedures, presented this report to Senate for information. The report provided an overview of activities undertaken and matters considered by the Committee in 2021-2022. Professor Wisnovsky shared some background information relating to Staff Grievances, as well as the Committee’s mandate and composition. He noted that eight grievances had been filed, with two being withdrawn, three being dismissed for non-compliance with regulations, three being compliant and deemed to be administrative in nature. He added that one grievance was heard by a hearing committee, and, following a report submitted to the Principal for consideration, the

Principal's determination was communicated to the involved parties. He specified that the hearings of the two remaining grievances remained pending. One grievance, filed in 2019-2020, was reactivated and heard by a hearing committee in 2022-2023. Following a report submitted to the Principal for consideration, the Principal's determination on the grievance was communicated to the involved parties. Professor Wisnovsky mentioned that the number of grievances made in 2021-2022 represented twice the average of previous years. Senator Quitariano inquired if the increase in grievances in 2021-2022 could be explained, to which end Professor Wisnovsky replied that, in his view, perhaps the increase was due in part to stress brought on by the pandemic, though there is really no way of knowing.

9. Other Business

There being no other business to deal with, on a motion duly proposed and seconded, the meeting ended at 4:39 p.m.

END

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