

Minutes

Wednesday, May 15, 2013 12-13:09

Minutes of the meeting of Senate held on May 15, 2013 at 2:30 p.m. in the Robert Vogel Council Room (Room 232, Leacock Building.)

PRESENT

Algieri, Stefano
 Beheshti, Jamshid
 Bernard, Daniel
 Bouchard, Adam
 Boyer, Daniel
 Boudreau, Andrew
 Cowan, Brian
 Di Grappa, Michael
 Di Paola, Antonia
 Dinel, Haley
 Dudek, Gregory
 Ferrie, Frank
 Gale, Charles
 Grant, Martin
 Goldstein, Rose
 Grütter, Peter
 Harman, Christopher
 Harpp, David
 Hebert, Terence
 Hurtubise, Jacques

Ismail, Ashraf
 Jonsson, Wilbur
 Jutras, Daniel
 Kalil, Alex
 Kirk, Andrew
 Kreiswirth, Martin
 Kucij, Maya
 Kuzaitis, Ruth
 Laverdiere, Eric
 Lowther, David
 Lu, Catherine
 Madramootoo, Chandra
 Manfredi, Christopher
 Marcil, Olivier
 Masi, Anthony
 Mendelson, Morton
 Michaud, Mark
 Mooney, Jonathan
 Munroe-Blum, Heather
(Ch)
 Nasr, Mo

Ngadi, Michael
 Nystrom, Derek
 Pekeles, Gary
 Potter, Judith
 Price, Cynthia
 Redel, Josh
 Richard, Marc
 Riches, Caroline
 Roulet, Nigel
 Shaughnessy, Honora
 Snider, Laurie
 Thordardottir, Elin
 Todd, Peter
 Weinstein, Marc
 White, Lydia
 Xu, Boran
 Zhang, Ji
 Zorychta, Edith
 Stropole, Stephen
(S)

REGRETS: Ellen Aitken, Paul Allison, George Azmy, Stephanie Bachelet, Laurence Belanger, Graham Bell, Leslie Breitner, Serge Carriere, Renzo Cecere, Stuart Cobbett, Colleen Cook, Andre Costopoulos, David Covo, Claudio Cuello, Helge Dedek, Elaine Doucette, David Eidelman, Rodrigo Espinosa, Sean Ferguson, John Galaty, Daniel Gagnier, Kalle Gehring, Brendan Gillon, Martin Grant, Jimmy Gutman, Nancy Heath, Evan Henry, Allan Hepburn, Shannon Herrick, Andrew Hynes, Torrance Kirby, David Lametti, Gillian Lane-Mercier, Mark Lefsrud, Bruce Lennox, Mary Jo McCulloch, Arun Misra, Che O'May, Hélène Perrault, Kathryn Peterson, Avi Rush, Melvin Schloss, Ada Sinacore, Nikhil Srinidhi, Arnold Steinberg, Martina Stromvik, Isabel Vivas, Christina Wolfson, Morty Yalovsky, Max Zidel.

Charlotte Légaré truly exemplified the University's mission of excellence, and she was recognized in 1995 with the Faculty of Graduate Studies and Research Award for Excellence in Service.

We mourn the loss of a friend and colleague, who was the heart and soul of Graduate and Postdoctoral Studies at McGill. Senate expresses its condolences to her spouse of over 30 years, Pierre Dansereau, and to her mother, Laurette Dupont-Légaré. Senate also expresses its sympathy to the Graduate and Postdoctoral family at McGill.

2. Report of the Steering Committee (12-13:09)

The Report of the Steering Committee (12-13:09) was received.

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the minutes of the April 17, 2013 meeting.

~~I .~~ ~~th~~ ~~th~~. On motion duly proposed and seconded, speaking rights were granted for Ms. Kathleen Massey, University Registrar and Executive Director of Enrolment Services, for Item IIB10 (Calendar of Academic Dates 2015-2016 and 2016-2017).

~~I .~~ ~~th~~ ~~th~~. The Chair informed Senate that the Steering Committee would explore ways to expand the Question Regarding Limits on Freedom of Expression into a Senate open discussion topic. Pending that discussion, the Steering Committee recommended that related questions be deferred.

3. Adoption of the Agenda

On motion duly proposed and seconded, the agenda was adopted.

4. Chair's Remarks

The Chair began her remarks by discussing government relations. She assured Senate that McGill's advocacy efforts would continue following the end of her mandate as Principal. She said that McGill was preparing its submissions to the post-

I would like to focus for a moment on some specific things you have done as Chair of Senate, some of which you may not wish to have acknowledged! As chair of Senate:

- o you have always tried to balance the formal and the informal
- o you have provided insightful remarks that are always relevant, and interesting
- o you never fail but to end with an upbeat recognition of the accomplishments of members of the McGill community
- o you have challenged this governing body to step up to its responsibilities to discuss topics that affect the academic and research mission of this great University
- o you have revitalized the Joint Senate-Board meeting agendas so that they always reflect a teaching moment that is bi-directional
- o you have engaged in numerous committee of the whole discussions, many while still in the Chair and a committee of the whole not having actually been convened
- o you have insisted on the importance of courtesy and respect in all interactions
- o you have been willing to experiment with new ways of doing the business of the Senate
- o yet, you have cherished, protected, and enhanced time-honored traditions
- o you have demonstrated to all of us the importance of setting high expectations, stretch goals, and the absolute need to measure ourselves against our peers
- o you have trusted the collective wisdom of this body even when it was not your initial instinct
- o and finally, you have interrupted, cut short, or found the need to correct nearly every report that I have made to Senate, for which I thank you!

I am sure that Senate has come to understand that while you are a tough task master, you have never forgotten what it means to be compassionate in moments of personal need.

Heather, in a private event, I saluted you in a way that I wish to do in the company of the Fellows of Senate:

Principal Munroe-Blum, Madam Chair of Senate,

- o Thank you for all you have done.
- o Thank you for who you are.
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SECTION II

Part "A" – Questions and Motions by Members

1. Question Regarding Sustainability in Research

Senator Dinel asked the following question:

Our community understands that McGill should be a leader in sustainability, that the University should endeavour to advance these principles in Quebec, Canada, and the world by integrating justice and sustainability into all of our activities.

What efforts will the Office of Sponsored Research take to integrate sustainability into its activities?

From a sustainability perspective, how can we as a University better integrate student research

Senate

McGill QI Student Working Group to identify student priorities and projects for QI. Sustainable development is a prominent theme which is emerging in the QI context.

Students are integral to the QI – both in terms of designing projects and to participate in activities. The urban planning aspects have involved students from the early days of QI and continue to do so under the “Volet urbain”. For example, the development of metrics to track the impact of the QI in the district was done with help of a student and the sustainability aspect is noticeable among the indicators. I will describe the projects being developed by McGill’s leader on Urban Planning in the QI, Professor Raphael Fishler, in my presentation on QI, all of which are focused on urban sustainability.

How are we as a community at this University ensuring that the core principles of McGill are being upheld during research processes?

Upholding of core commitments and principles outlined in the SRP is a joint responsibility of all students, faculty, and staff at McGill. The buy-in and participation by the McGill community is essential to the success of the SRP.

groups. He went on to argue that racialized/ ethnocultural groups should assimilate rather than organize and assert themselves collectively.

Grey's entire presentation was underscored by the fact that in delivering it, he asserted his own individual right to "free speech" over the collective rights of those present to be protected from his psychological violence.

How does McGill view its commitment to freedom of expression vis-a-vis its commitment to providing an equitable environment founded upon the fundamental dignity and worth of all of its members?

The Provost answered as follows:

Thank you for your important question.

I will answer it by paraphrasing an open letter that I wrote regarding a controversial invited speaker who came to campus about 18 months ago, that is available off of the Provost's website http://www.mcgill.ca/provost/sites/mcgill.ca/provost/files/doc_provosts_letter_about_controversial_speakers_on_campus_201111.pdf.

McGill University is dedicated to intellectual inquiry. That commitment must withstand strong pressures to yield to partisan posturing or political correctness. Our community is diverse in origin and in ideas. Testing facts, opinions, and perspectives requires a level of tolerance that rarely characterise other institutions in our democracy.

As an institution we must be committed to allowing the free exchange of ideas, even those ideas to which we take exception. We would undermine our basic educational mission if we did not do so. Our obligation as a community is to ensure that the University provides a safe space in which controversies can be addressed in a manner that respects our fundamental values.

As members of the McGill community, we should all work to allow discourse to proceed and give space for a discussion of topical, relevant issues. It is difficult to imagine a more appropriate place for confronting controversies than on a university campus such as McGill. No endorsement is given, nor should one be implied because of the mere presence on campus of a flashpoint speaker for a contentious issue.

The price of free speech is rarely too high to pay.

We should use controversial speakers as pedagogical opportunities to confront controversial ideas with sharp, but civil and respectful, questions, facts, and opposite points of view.

The enduring sense of public purpose that characterises McGill actually requires of us that we not sugar coat the controversies that confront citizens every day. Sometimes coming to understand the complex world in which we live means listening to uncomfortable positions and engaging in difficult debates.

3. Question Regarding the Harassment Policy

Senator Dinel asked the following question:

Policies on harassment, sexual harassment, and discrimination prohibited by law at all institutional levels tend to operate via complaint reporting procedures. These policies are ex post facto and therefore deal only retroactively with these issues.

Due to the nature of these concerns, it can often be difficult to institutionalize preventative measures to protect communities. The most important issue in this case is the education and protection of our population at McGill. No true change can take place if people are not informed enough and not guarded by rules and procedures in place.

Given recent events surrounding harassment, it is important that our policy should be addressed. McGill students are particularly concerned about their well-being.

Since the McGill Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law is currently under review:

Could the University update the Senate as to its progress on the revisions to the Policy on Harassment, Sexual Harassment, and Discrimination Prohibited by Law?

What mechanisms are in place to protect students and staff from harassment and discrimination?

Are there any institutional processes in place to actively prevent harassment and discrimination prohibited by law?

Senator White, Associate Provost (Policies, Procedures and Equity), answered as follows:

Response to question by Senator Dinel on Harassment Policy and related measures
McGill's Policy on Harassment, Sexual Harassment and Discrimination Prohibited by Law was originally approved by Senate and the Board in 2005, and amended in 2009. Section 8.1 of the Policy indicates that a further review of the Policy should be undertaken after 3 years, with a working group set up to conduct this review.

Membership of this working group was established in the fall of 2012 (in accordance with Section 8.1); the group has met 3 times so far in the winter of 2013. We envisage at least a couple more meetings and hope to bring some proposals to Senate in the Fall.

The Policy has as its objectives (i) the promotion of awareness of equity issues, including issues relating to harassment and discrimination, and the fostering of an environment free of harassment, sexual harassment and discrimination prohibited by law; (ii) ensuring that procedures are in place to address complaints. The working group is looking at both types of objectives. Senator Dinell's question is largely concerned with the first of these, i.e. preventative measures.

Existing mechanisms for protecting students and staff after the fact, so to speak, include the Harassment Policy itself, via the work of the assessors, as well as the Charter of Student Rights, the office of Graduate and Postdoctoral Studies, the Ombudsperson, McGill's Dispute Resolution Policy (for MUNASA staff), and the various collective agreements of unionized employees at McGill. It is also possible to bring complaints to Deans and Chairs, as appropriate.

It will never be possible to guarantee an environment totally free from harassment and discrimination. We believe that education and awareness are key in reducing both harassment and discrimination. The University is taking a number of significant measures in this regard.

For example, the promotion of awareness is part of the mandate of the Social Equity and Diversity Education (SEDE) Office, which is committed to fostering a fair and inclusive environment that respects the dignity of each member of the McGill Community. SEDE engages in a number of activities that relate to the objectives of the Policy. These include training and workshops on topics in diversity and discrimination, public events, special consultations, etc., aimed at students, staff and faculty. In addition, we are including relevant information sessions and training as part of the Academic Leadership Forum (ALF) for academic administrators, as well as in orientation sessions for new faculty members. In addition, as a follow-

Senate's approval. The amendment would reinsert the UTC and Principal within s. 7.15.1 of the ~~Reg~~ that were approved in May, 2012.

~~Original Sp~~ Regulations Relating to the
Employment of Tenure Track and Tenured Academic Staff ~~salsh~~
~~Bd~~

2. Revisions to the Code of Student Grievance Procedures (D12-66)

Senator Costopoulos, Dean of Students, presented this item for Senate's approval. He explained that the Appeal Committee on Student Discipline and Student Grievances is described in both the Code of Student Grievance Procedures and the Code of Student Conduct. Senator Costopoulos told Senate that its amendment of the latter in April left a discrepancy and this motion seeks to ensure consistency between the Codes.

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3. Progress Report on the Quartier de l'Innovation (D12-63)

Senator Goldstein, Vice-Principal (Research and International Relations), presented this report for Senate's information. She told Senate that whereas last year the Quartier de l'Innovation (QI) was a vision, it is now a reality, having been officially launched. QI is a collaboration between McGill and École de Technologie Supérieure, and will be part of the redevelopment of the Griffintown neighbourhood in ways that seek synergy between McGill and the local area.

Senator Goldstein said that the QI vision is to create a hub of mobilization for academic,

Goldstein responded that there was a working group discussing these matters. The working group included real estate developers, artists and community members, as well as university people.

Senator Bouchard asked whether the QI aimed to be financially self-sustaining without outside grants. Senator Goldstein responded that the initial plan required support, especially to sustain its artistic and cultural projects. She added that the innovation and technological aspects could eventually aim for financial self-reliance.

Senator Michaud asked whether the 25-year agreement with ETS was exclusive, or whether other universities might be welcome to join the initiative. Senator Goldstein answered that it was not exclusive, and other institutions were already involved. She added that the QI would eventually be overseen by an independent not-for-profit that would oversee all partnerships.

4. 447th Report of the Academic Policy Committee

(D12-67) a w eote

6. Report of the Nominating Committee

(D12-69)

The Provost presented this item for approval. The Chair explained that section 2.3.1 referred to the Advisory Committee for the Selection of the Dean of Education as Dean H elene Perreault

