

Senate- Mi Arseneault, Louis

Bayen, Stephane  
 Beauchamp, Yves  
 Bede, Jacqueline  
 Bedjanian, Tatiana

# Minutes

Wednesday November 21, 2018 18:19:03

Belzile, Bruno  
 Buddle, Christopher  
 Buraga, Bryan  
 Campbell, Angela  
 Cook, Colleen  
 Damha, Masad  
 Dhir, Sabine  
 Donahoe, Colin  
 Dorval Courchesne,  
 Noémie Manuelle  
 Dunn, Nicholas  
 Elham Emami,  
 Fortier, Suzanne  
 Fussmann, Gregor  
 Gadbois, Sofia  
 Geitmann, Anja  
 Gonnerman, Laura  
 Goodridge

Gyakum, John  
 Harpp, David  
 Hastings, Kenneth  
 Hébert, Terence  
 Hickman, Miranda  
 Huang Zi Jun  
 Kamen, Amine  
 Komarova, Svetlana  
 Labeau, Fabrice  
 Labonté, Réginal  
 Larson, Erik  
 Larsson, Hans  
 Leckey, Robert  
 Lennox Bruce  
 Madokoro, Laura  
 Maioni, Antonia  
 Malik, Sarim  
 Manfredi, Christopher  
 Mansdoerfer, Richard  
 McCulloch, Mary Jo  
 McKenzie, Jeffrey  
 Mikkelsen, Gregory  
 Morin, Monique  
 Nalbantoglu, Josephine  
 Ndao, Momar  
 Nicell, Jim

Nycum, Gillian  
 Oxhorn, Philip  
 Quitariano, Nathaniel  
 Rassier, Dilson  
 Richard, Marc  
 Robaire, Bernard  
 Roulet, Nigel  
 Salmasi, Kamal  
 Saroyan, Alenoush  
 Scholtz, Christa  
 Shrier, Alvin  
 Sinacore, Ada  
 Snider, Laurie  
 Stephens, David  
 Theodore, David  
 van den Berg, Axel  
 Voudouris, Nellie  
 Waters, Natalie  
 Weil, Carola  
 Weinstein, Marc  
 Wilson, Madeline  
 Winer, Laura  
 Yalovsky, Morty  
 Zakrzewski, Helena  
 Zorychta, Edith  
 Zuberi, Sameer

Lawrence  
 Grütter, Peter

## REGRETS:

OmmuKulsoom AbduRahman, Isabelle Bajeu, Besnainou, Daniel Bernard, Martha Crago,  
 Julie Cumming, Susan Drouin, Gael Eak, David Eidelman, Eleanor Elstein, Jim Engle  
 Warnick, Richard Gold, Tina Hobday, Alex Kalil, André Lametti, Odile Liboiror, Ladouceur,  
 Rod Louisa, Eva Maciasz, Michael Meighen, Jarrod Nicholson, Ronald Niezen, Ram Panda,  
 Annalise Patzer, Brenda Ravenscroft, Jacob Shapiro, Eran Shor, Robert Slade, Starr,  
 Stefano Stifani, Maria Tippler, Michel Tremblay, Jean Sébastien Vallée.

## SECTION I

### 1. Welcoming Remarks

The Chair welcomed Senators to the Senate meeting of the 2018-2019 governance year. She thanked Senator Nicell for serving as Chair of the October 24, 2018 Senate meeting while she was away on University business. She thanked everyone who participated at the joint meeting of the Board of Governors and Senate on November 14, 2018 and thanked the working group that helped organize and plan the event.

The Chair 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. She also mentioned that the Senate meeting was being livestreamed and that the recording would be accessible until the approval of the meeting minutes at the subsequent meeting.

### 2. Memorial Tributes for Professor Emeritus Peter Roughley and Professor Emerita Margaret Becklake McGregor

Senator Snider read the following memorial tribute for Professor Emeritus Peter Roughley which Senate subsequently unanimously approved:

It is with great sadness that we share the news of the sudden passing of Dr. Peter Roughley, Emeritus Professor in the Departments of Surgery and Human Genetics at McGill University.

A native of the United Kingdom, Dr. Roughley received his BSc and PhD, both in Chemistry, from Nottingham University. He completed his postdoctoral training studying Proteoglycans and Proteinases, at Charing Cross Hospital Medical School and Cambridge respectively.

In 1977, Dr. Roughley came to Canada, joining McGill, where he would become full Professor in 1990, and establishing his lab at the Shriners Hospital for Children. This marked the beginning of a long and productive research career focused primarily on cartilage and intervertebral disc composition and genetics. He dedicated a large portion of his career to "the life of aggrecan" and made major contributions to the understanding of connective tissue turnover and homeostasis in health and disease. In collaboration with

Canadian Orthopaedic Research Society. In 2015, he received a lifetime achievement award from the Philadelphia Spine Research Society, recognizing the significant international contributions he made over the course of his exemplary career.

An honorary member of the International Union Against Tuberculosis and Lung Disease,  
Dr. Beckl

provided by Senator Manfredi. The Steering Committee also received a motion from Senator Dunn regarding the creation of a conference committee on divestment. The motion was deemed to be out of order and was not accepted for submission to Senate. It was noted that the establishment of a conference committee cannot be supported by the cited provision of the Statutes (6.3.9) as the statutory conditions requiring conference committee have not been met in this case. However, the Steering Committee acknowledged interest in Senate playing a more active role in the consultation process that the Committee to Advise on Matters of Social Responsibility (CAMSR) will be undertaking. As such, the Steering Committee asked that the Senate Nominating Committee to recommend to Senate the appointment of Senate representatives who would take part in CAMSR's consultation process. This approach is supported by CAMSR. The recommendations of the Senate Nominating Committee will be presented to Senate as part of the Committee's report (item IIB3).

Item 8. Approval of Degrees, Certificates and Diplomas for Fall 2018 Convocation.

Regarding the motion, Senator Dunn expressed the view that Senate was not given an

mandate to advise the Board on the matter, as opposed to CAMSR's approach, which focused on examining the current context and recent developments regarding climate change and socially responsible investments. He mentioned that a committee advising the Board should do so in a timely manner (spring 2019 at the latest). He suggested that a conference committee would be composed of an equal number of Senate and Board representatives. He also spoke in favour of a nomination and election process for the said conference committee. Finally, he commented on the position of the committee's chair, suggesting that role for the Principal as opposed to the current Chair of CAMSR.

## 5. Chair's Remarks

The Chair began her remarks by reporting on government relations. She stated that she would be meeting with Finance Minister Éric Girard and with Education Minister Jean-François Roberge to discuss priority issues for the University. She noted that Minister Roberge has also scheduled a meeting with the Bureau de coopération interuniversitaire (BCI). She then mentioned that McGill submitted a brief in the context of the public consultations by the City of Montreal for the design of the future development of McGill College Avenue.

Regarding community relations,

and that the





budget planning exercises, and in fundraising priorities identified by the Deans, that there is genuine commitment to responding to this and other Calls to Action.

It should be noted, of course, that our capacity to address this particular Call is due in part on the expertise of our teaching Faculty. In order to incorporate Indigenous content into curriculum and programs, we must have Faculty members with the capacity to do so. This capacity is emerging and the University is working toward ongoing growth to establish and maintain a robust curriculum tied to Indigenous histories, languages, knowledges, and approaches to health, justice, discovery, teaching and learning.

Earlier this term, the Provost and Vice Principal (Academic) granted six exceptional licenses to recruit new faculty members in the areas of Indigenous Health and Indigenous Languages, Education, and Governance. In addition to these six licenses, which should bring new professors to McGill over the next two years, Faculties have recently successfully recruited new professors in Law, Science, Arts, Agricultural and Environmental Science, and Education. These new professors were welcomed to the University earlier this fall in a ceremony led by Bear Clan Matron, Tewakierahkwa, and attended by Indigenous and non-Indigenous faculty, staff and students.

The recommendations of Call to Action 45 have informed the processes by which new faculty members have been and will be recruited. Specifically, search committees are provided with support and training to ensure inclusive and equitable hiring processes that attract excellent candidates and welcome them to McGill as the site and home of their academic careers.

Indigenous faculty members may have particular needs and goals tied to their community-based research and education. The Office of the Provost and Vice Principal (Academic) is therefore working with Faculties to recognize and anticipate these goals and needs in recruitment and retention efforts. We are examining closely the teaching research, and service supports and expectations for Indigenous academic colleagues, so that these can be established in an equitable manner that encourages their full flourishing and success.

There are no Calls to Action identified in the final report of the Task Force that McGill will not address.

Senator Wilson asked how Call to Action 21 regarding the renaming of the McGill male varsity teams would be addressed. Senator Manfred clarified that the Call to Action was for the University to begin a process of consultation with stakeholders. He explained that the process will be guided by the final report of the Working Group on Principles of Commemoration and Renaming (co-chaired by Senator Geitmann and Leckey), which he will receive in December.

## Part “B” – Motions and Reports from Organs of University Government

1. Open Discussion on the Recommendations of the Report of the Principal’s (D18-12) Task Force on Respect and Inclusion in Campus Life (Mission, Trust and Governance)

The first theme identified by the Principal’s Task Force on Respect and Inclusion in Campus Life (the “Task Force”) was Mission. The Task Force recommended that the breadth and depth of services made available to the McGill community be assessed to verify how well they map on to the University’s Mission. Senators were asked to reflect on the University’s role, in the context of its mission and principles, in providing health and social services and programs and whether the University should encourage and support the creation of fora to promote and facilitate conversations around contentious issues.

Senators agreed that the University has a role in providing health and social services and programs. Senator Buddle stressed the importance of clearly communicating what services are provided by the University and managing expectations.

Senators spoke about the increased demand for these services. Senator Mansdoerfer shared that SSMU runs a peer support center and a nightline for students in need of counselling and reported that the usage numbers for these services has increased over the past couple of years. He noted that the theme of the 2013 joint Board of Governors meeting was Mental Health and suggested revisiting this topic after the launch of the Rossy Student Wellness Hub. Senator Zorychta commented that there is an increased demand for services from the Office for Students with Disabilities (OSD) and suggested providing the OSD with more space and resources. Senator Labeau responded that investments have already been made in OSD in the past few years and further attempts will be made to keep up with the growing demand for services.

Senator Labeau explained that McGill is moving away from a deeply clinical model of providing services to a more frontline model where students could be referred to services either at McGill or off campus. Senator Wilson cautioned against increasing the referral service, especially for mental health issues. She stated that many students cannot afford a separate counsellor and may feel overwhelmed by a quick, diagnostic initial session and avoid seeking further help. Senator Buraga noted the importance of defining the focus of the services, whether it is quality of quantity (i.e. seeing many low priority cases or focusing on students who need the most). He echoed Senator Wilson’s concern over the financial constraints to students accessing off campus services, especially for international students as they are charged extra upfront fees. He stated that McGill must ensure students are able to get the help they need if they are given referrals, by providing microloans for example. Senator Labeau stated that a mix of prevention, referral service and clinical service is needed to properly help students, noting that is the philosophy behind the Rossy Student Wellness Hub that is being developed.

Senator Zakrzewski asked how McGill compares to other universities in terms of accessibility of services and quality of care. Senator Labeau responded that it is difficult to compare due to the clinical approach taken at McGill. He explained that McGill has always had more clinicians on staff than other universities in Canada and even increased their numbers in the past few years in

an attempt to address the increase in demand for services. In terms of accessibility, he stated that improvements have been made and wait times to access services were reduced. However, he noted that this model was not optimal and McGill is moving towards a model that is similar to that of other universities in Canada.

Senator Labeau also noted that much work is being done with respect to prevention. Senator Snider shared that the Faculty of Medicine has a WELL Office (Wellness Enhanced Lifelong Learning) that provides counselling and opportunities for students to develop personal strategies to improve their well-being.

and improving communications released to the community, as they tend to be reactive instead of proactive.

Senators stressed the importance of having space where individuals in leadership positions could converse with students. Senator Hickman highlighted that the idea of having open fora with stylized debates brought up earlier would also allow for greater trust and more candid discussions. Senator Leckey commented that it is rare for members of the administration to acknowledge they are struggling with issues. He expressed that sharing their thought process with respect to difficult issues would help promote a culture of openness. Senator Lennox spoke about identifying and understanding the origin or mistrust. He stated that the community has a role in communicating its concerns and mistrust during a given process so it can be addressed instead of raising it at the end. Finally, Senator Robaire commented that there is a generalized lack of communication in the University, not just with students but also between professors and chairs, faculties and departments. He stated that no concrete measures are taken to overcome communication barriers. He spoke in favour of having open fora, noting it would be helpful for the Provost to encourage Deans and for Deans to encourage Department Chairs to have conversations.

Senator Mansdoerfer spoke in favour of establishing formal training for student Senators, which is one of the action items identified by the Task Force. He suggested expanding the training to representatives on committees as well. He noted that informal training is provided through the student societies but expressed that participation in governance would increase if the University helped students better prepare for these roles.

At the end of the discussion, the Secretary General summarized the key discussion points. The Chair then thanked Senators for their input and suggestions.

## 2. Reports of the Academic Policy Committee

### 2.1 48<sup>th</sup> Report of the Academic Policy Committee (D18-13)

Senator Manfredi presented this report, which contained two items for Senate's consideration.

On a motion duly proposed and seconded, Senate approved the proposed Guidelines for Developing a Service Portfolio for Librarians.

On a motion duly proposed and seconded, Senate approved and recommended to the Board of Governors for approval the renaming of the Department of Ophthalmology to the Department of Ophthalmology and Visual Sciences.

### 2.2 Annual Report of the Academic Policy Committee (2017-18) (D18-14)

Senator Manfredi presented this report for information. The report outlined the Committee's activities of the year.

representatives formally deliver a presentation at the CAMSR meeting. Secretary

Senator Wilson relayed that since the Code is expressed in a process within the Code to allow appeals from complainants and for complaints against Disciplinary Officers (DOs). Senator Buddle stated that there is no need for such additional processes in the Code. He explained that DOs act as proxies for complainants and have the right to appeal decisions. He also mentioned that there are other policies and procedures in place at the University that adequately provide for a process for individuals to file grievances if they believe they have been treated unfairly.

Senator Morin asked for further details with respect to training sessions for DOs described in subsection 20(c) of the revised Code. Senator Buddle responded that the training involves familiarizing DOs with the Code, ensuring they understand due process and other important legal principles, and the use of case studies. He mentioned that the final version of the Code will include some additional information but he is hesitant to include too many details as the training varies depending on the results being achieved. He noted that the Office of the Registrar will train

7.



Confidential Session

11. Report of the Honorary Degrees and Convocations Committee (D18-22)

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 Appendix A).

There being no other business to deal with, on a motion duly proposed and seconded, the meeting adjourned at 5 p.m.

END

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