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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, Jiao, Momar

## **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 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

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

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-



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

spoken and caring person with a delightful

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

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

*Item 4. Approval of the Agenda.*

*Item 5. Review of Questions and Motions.*



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” scholarship?*



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  
to community and academia.

hat 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**

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 procedures had increased from less than 300 letters being given out per semester, per Faculty. Senator Quitoriano requested that, in the future, disciplinary procedures should be included. The Chair noted the

**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 identify the individuals who made the allegations.

