

McMaster University

SENATE MINUTES

VOL. LXXXVII

Wednesday, November 11, 2020 at 3:30 p.m.

Zoom

PRESENT: Dr. David Farrar, Dr. Ameil Joseph, Dr. Anna Danielova, Dr. Carlos Filipe, Dr. Christina Baade, Dr. Dina Brooks, Dr. Doug Welch, Dr. Graham Scott, Dr. Ishwar Puri, Dr. Janie Astephen-Wilson, Dr. Jeff Weitz, Dr. Judy Fudge, Dr. Juliet Daniel, Dr. Katherine Cuff, Dr. Kim Dej, Dr. Kim Jones, Dr. Laura Parker, Dr. Leonard Waverman, Dr. Lia Bronsard, Dr. Lorraine Carter, Dr. Maikel Rheinstadter, Dr. Martin Horn, Dr. Maureen MacDonald, Dr. Megan Brickley, Dr. Melinda Gough, Dr. Nicola Nicolici, Dr. Nikolai Penner, Dr. Pamela Baxter, Dr. Pamela Swett, Dr. Patrick Bennett, Dr. Peter Miu, Dr. Peter Graefe, Dr. Phil Zylla, Dr. Sherman Cheung, Dr. Susan Tighe, Dr. Todd Hoare, Mr. Dalue Tang, Mr. Gary Collins, Mr. Jim McCaughey, Mr. Roger Couldrey, Mr. Muneeb Ahmed, Ms Alyaa Abdelhalim, Ms Haleigh Wallace, Ms Leah Allan, Ms Nicole Anozie, Ms Nicole Areias, Ms Beth Manganelli Staite, Ms Mary Williams, Ms Moira Taylor, Ms Bahar Amani, Ms Andrea Thyret-Kidd (University Secretary), Ms Michelle Zheng (Associate University Secretary), Ms Alysha Sless (Governance Coordinator)

OBSERVERS: Dr. Arig al Shaibah, Ms Esme Davies, Ms Maanvi Dhillon, Dr. Peter Mascher, Dr. Sandra Carroll, Mr. Sean Van Koughnett, Dr. Susan Denburg, Dr. Elkafi Hassini, Ms Andrea Farquhar, Ms Carolyn Brendon, Mr. Giancarlo Da-Ré, Ms Melissa Pool, Dr. Randall Jackson

REGRETS RECEIVED: Dr. Paul O'Byrne

A. OPEN SESSION

OPENING REMARKS

Dr. Farrar welcomed members to the meeting and introduced the following new members of Senate:

Undergraduate Student:

Ms Nicole Anozie (Humanities)

Graduate Students:

Ms Bahar Amani (Health Sciences)

Ms Nicole Areias (Humanities)

Dr. Farrar informed Senators that to further support our EDI work, they will shortly receive an email inviting them to complete McMaster's confidential diversity survey. The survey questions

are intended to provide a more complete understanding of representation of the four federally designated groups. The survey is voluntary, and information collected will support our efforts to promote equity and inclusion.

The Provost's Office has been working with the Deans and others on the detailed plans for Winter 2021, including identifying those courses where access to campus is essential. Full details will be made available as soon as this work has been finalized.

Dr. Farrar informed members that the Task Force reviewing the Black Student-Athlete Experience and the McMaster Athletics Climate has completed its report. The report was shared with Senators and publicly released on October 27, together with a letter to the community and a detailed action plan. As mentioned in the letter, the experiences of Black student-athletes recounted in the report are deeply disturbing and point to a culture of systemic anti-Black racism within the Department of Athletics and Recreation. Dr. Farrar noted his appreciation for the courage of those students who came forward to share their personal stories and insights and added that he is deeply sorry for the anti-Black racism they experienced. Dr. Farrar expressed his gratefulness to the members of the Task Force for their commitment to this important work and for providing such a clear and forthright report and recommendations. The University is committed to making the changes needed to effect positive and concrete change. McMaster's Dean of Students, Mr. Sean Van Koughnett, has already launched, and begun work on, an action plan to implement the recommendations. This includes a focus on increasing representation, creating a culture of accountability, providing targeted supports and scholarships, and putting in place further education and training. The initiatives include establishing a Black graduate assistant coaching program, increasing the representation of Black staff within the department creating a number of new staff positions, establishing a Black Student-Athlete Council, developing additional Financial Aid awards, a mentoring program, and establishing a dedicated physical space for a Black student services office. Mr. Sean Van Koughnett is leading this work and action plan, together with Dr. Arig al Shaibah, AVP (Equity and Inclusion), and is working closely with ACFAM and others. Dr. Farrar added that he will ensure that regular updates are provided to the community as this work proceeds.

Over the summer the University made a commitment to the strategic, accelerated hiring of a complement of Black faculty members to increase the numbers of Black faculty on our campus and advance inclusive excellence across our campus. The AVP (Equity and Inclusion) has been working closely with ACFAM, the Provost and the Deans to advance this and to develop a model for strategic faculty hiring. The intention is to pilot this model in 2021, with funding being made available from the University Fund to support this. Further details will be made available soon. Discussions are also ongoing with regard to additional scholarships and supports for students and University Advancement is committed to supporting fundraising in this area as well. Alongside this, the Indigenous Education Council continues to work on the development of an Indigenous Education and Research Strategy for McMaster. Once complete, the University leadership will be working with the IEC to help support and implement the strategy.

The provincial budget was released on November 5. The Governance Relations team is currently reviewing the announcements relating to microcredentials and the virtual learning passport to determine how we can best support the expansion of the province's Microcredentials Strategy.

Dr. Farrar reminded Senators that next week is Fall convocation and the day will include an online ceremony, which will take place at 12 noon on Thursday, November 19. Senators are encouraged to join the online ceremony to support and celebrate our students, award winners and our three Honourary Degree recipients, including our own Dr. Gary Warner.

A member asked a question regarding the Black Student-Athlete Experience and the McMaster Athletics Climate and asked whether McMaster will be receiving regular updates on the action plan, and asked if there were any inquiries regarding how to assess the report more broadly across McMaster. Dr. Farrar confirmed that regular updates will be provided. Mr. Van Koughnett added that they are committed to updates, both formally and informally. The action plan is a starting point. Mr. Van Koughnett explained that there will be aspects that need to be added to the actions that are not even articulated yet. The first step will be securing some space and completing some hiring. Many of the actions are outlined to be in place by the start of Fall 2021. Dr. al Shaibah added that the report signaled the need for the institution to continue to think about anti-Black racism efforts across all units. The EDI strategy, launched in July 2019, has the framework to guide us to enact equitability and anti-racism across the institution. Many practices are normative and need to be examined and changed. Faculty recruitment and retention is now integrating equity practices through the entire process. Dr. al Shaibah noted that the EDI strategy is robust and dynamic enough that we can continue to add things. The member noted that it was helpful to hear that it is not a one off report and thanked everyone for their work.

1 APPROVAL OF AGENDA – OPEN SESSION

Dr. Farrar confirmed that no requests had been received to move items from the Consent to the Regular agenda of the Open Session.

It was duly moved and seconded,

that Senate approve the Open Session agenda for the meeting of November 11, 2020 and that item 2 be approved by Consent.

The motion was **carried**.

CONSENT

2 MINUTES of the Meeting of October 14, 2020 – Open Session

Motion:

that the minutes of the Open Session portion of the meeting held on October 14, 2020 be approved as circulated.

Approved by Consent.

REGULAR**3 BUSINESS ARISING**

There was no business arising.

4 ENQUIRIES

There were no enquiries.

5 COMMUNICATIONS**Annual Report of the McMaster Research Ethics Board, 2019-2020**

This item was included for information. Dr. Violetta Ignieski, MREB Chair and Mr. Nick Caric, Assistant Director, Research Ethics, were in attendance to answer any questions.

6 REPORT FROM UNDERGRADUATE COUNCIL

Dr. Kim Dej, Acting Vice-Provost, Faculty, presented the report from Undergraduate Council.

Dr. Dej explained that there were two items for approval.

1. Establishment of New Certificate and Diploma Programs

It was duly moved and seconded,

that Senate approve the establishment of the following Certificate Programs,

- a. Certificate of Professional Learning in Big Data Programming and Architecture**
- b. Certificate of Professional Learning in Data Analytics**
- c. Certificate of Professional Learning in Data Science**
- d. Certificate of Professional Learning in Health and Social Services**
- e. Certificate of Professional Learning in Professional Communication in the Canadian Workplace**
- f. Certificate of Professional Learning in Risk Management**
- g. Certificate of Professional Learning in The Science of Cannabis**
- h. Concurrent Certificate in Rehabilitation Sciences.**

as circulated.

The motion was **carried.**

2. Revisions to Certificate and Diploma Programs

It was duly moved and seconded,

that Senate approve revisions to the Diploma in Accounting, as set out in the attached.

The motion was **carried**.

The remainder of items were for information.

7 **REPORT FORM THE COMMITTEE ON APPOINTMENTS**

Dr. Farrar explained that there will be a series of motions at today's meeting regarding by-law revisions. Amendments to the Senate By-Laws require two meetings of the Senate, one to provide notice of the motion and to forward the amendment to the By-Laws Committee for review, and a second meeting for final approval.

Dr. Katherine Cuff, Chair of the Committee on Appointments, presented the report from the Committee on Appointments.

At its meeting on October 26, 2020, the Committee on Appointments approved the following recommendations and now recommends them to Senate:

1. Terms of Reference – Senate Committee on Appointments

It was duly moved and seconded,

that Senate approve in principle, the proposed revisions to the Terms of Reference for the Senate Committee on Appointments and refer the changes to the By-Laws Committee for review.

The motion was **carried**.

2. Terms of Reference – Director of the CPA/DeGroot Centre for the Promotion of Accounting Education and Research

It was duly moved and seconded,

that Senate approve the proposed revisions to the Director of the CPA/DeGroot Centre for the Promotion of Accounting Education and Research Terms of Reference, as circulated.

The motion was **carried**.

8 **REPORT FROM THE UNIVERSITY PLANNING COMMITTEE**

Dr. Susan Tighe, Provost and Vice-President, Academic presented the report.

1. Proposed Name Change for CRESS (Centre for Research in Empirical Social Sciences)

At its meeting of October 21, 2020, the University Planning Committee approved the name change for the Centre for Research in Empirical Social Sciences.

It was duly moved and seconded,

that Senate approve the proposed name change for the Centre for Research in Empirical Social Sciences to Spark: A Centre for Social Research Innovation.

The motion was **carried**.

2. Proposed Changes to the University Student Fees Committee

At its meeting of October 21, 2020, the University Planning Committee approved the proposed changes to the Student Fees Committee.

It was duly moved and seconded,

that Senate approve in principle, the proposed changes to the University Student Fees Committee and refer the changes to the By-Laws Committee for review.

The motion was **carried**.

9 REPORT FROM THE EXECUTIVE COMMITTEE

1. Proposed Senate By-Law Changes

On November 4, 2020, the Executive Committee approved the proposed changes to the Senate By-Laws. The changes are a result of the recommendations from the Ad Hoc Committee to Review the By-Laws of the Senate, as well as suggestions to allow for virtual Senate meetings and to schedule Senate meeting dates to avoid Reading Weeks.

It was duly moved and seconded,

that Senate approve in principle, the proposed revisions to the Senate By-Laws and refer the revisions to the By-Laws Committee for review.

The motion was **carried**.

2. Terms of Reference – Ombuds Office

On November 4, 2020, the Executive Committee approved the changes to the Ombuds Office Terms of Reference. The changes were in response to a review which was conducted in 2019 that made a series of recommendations regarding the mandate and scope of the office. The changes must also be approved by the SRA (Student Representative Assembly).

It was duly moved and seconded,

that Senate approve, for recommendation to the Board of Governors, the proposed revisions to the Ombuds Office Terms of Reference.

The motion was **carried**.

10 REPORT FROM THE COMMITTEE ON BY-LAWS

Dr. Peter Miu, Chair of the Committee on By-Laws presented the report.

Senate accepted Notice of Motion for the amendments to the Senate By-Laws at its meeting on October 14, 2020.

It was duly moved and seconded,

that Senate, on the recommendation of the Committee on By-Laws, approve the proposed amendments to Schedule A of the Senate By-Laws, as circulated.

The motion was **carried**.

11 OTHER BUSINESS

There was no other business.