

McMaster University

SENATE MINUTES

VOL. XCVIII

Wednesday, December 8, 2021 at 3:30 p.m.

Zoom

PRESENT: Dr. David Farrar, Dr. Anna Danielova, Dr. Chandrima Chakraborty, Dr. Chris Sinding, Dr. Dina Brooks, Dr. Doug Welch, Dr. Gregory Hooks, Dr. Jeremiah Hurley, Dr. Judy Fudge, Dr. Juliet Daniel, Dr. Karen Kidd, Dr. Khaled Hassanein, Dr. Kim Dej, Dr. Kim Jones, Dr. Laura Parker, Dr. Lia Bronsard, Dr. Lorraine Carter, Dr. Maikel Rheinstadter, Dr. Mark Walton, Dr. Martin Horn, Dr. Matthew Miller, Dr. Maureen MacDonald, Dr. Michael McGillion, Dr. Nikolai Penner, Dr. Pamela Swett, Dr. Patrick Bennett, Dr. Paul Faure, Dr. Paul O’Byrne, Dr. Peter Graefe, Dr. Rick Monture, Dr. Stephanie Springgay, Dr. Sue McCracken, Dr. Susan Tighe, Dr. Todd Hoare, Dr. Wael El-Dakhakhni, Mr. Dalue Tang, Ms Bernadette Corpuz, Ms Haleigh Wallace, Ms Sarrah Lal, Ms Shaden Ahmed, Ms Susan Galloway, Ms Zoe Tsai, Ms Mary Williams, Mr. Keegan Johnson, Mr. Hasan Siddiqui, Ms Andrea Thyret-Kidd (University Secretary), Ms Christine Richard (Associate University Secretary), Ms Alysha Sless (Governance Coordinator)

OBSERVERS: Dr. Adrienne Xavier, Ms Andrea Farquhar, Dr. Arig al Shaibah, Ms Carolyn Brendon, Ms Esme Davies, Dr. Jean Wilson, Dr. Nicholas Kevlahan, Ms Karen Richmond, Ms Melissa Pool, Dr. Peter Mascher, Dr. Rob Whyte, Dr. Sandra Carroll, Dr. Sean Corner, Mr. Sean Van Koughnett, Dr. Steve Hranilovic, Dr. Tracy Prowse, Ms Vivian Lewis

INVITED: Mr. Owen Saull, Dr. Rafael Kleiman

REGRETS: Dr. Jeff Weitz, Ms Beth Manganelli Staite, Mr. Jim McCaughey, Dr. Heather Sheardown, Ms Saher Fazilat, Dr. Melinda Gough, Mr. Findley McSevney

A. OPEN SESSION

OPENING REMARKS

Dr. Farrar welcomed everyone to the meeting. Dr. Farrar introduced Dr. Adrienne Xavier, Academic Co-Chair of the Indigenous Education Council, who is a new Observer on Senate.

Dr. Farrar explained that plans are in place for the winter term, which will see more students, faculty and staff returning to campus beginning in January. A range of hybrid working arrangements are being piloted and advice will continue to be provided by Health Research

Services and others to support Departments and Units in moving through this latest transition. Student life is also ramping up, with increased activities available for students across the campus.

A member asked if there is a plan in place in case the government decides to shut down due to the Omicron variant. Dr. Tighe explained that they have regular and frequent interaction with Hamilton Public Health and are discussing what will happen. At this moment the best defense is mandatory vaccination and there has been no change in planning to be in person for the winter term.

A member asked if there will be more areas for eating as they are typically at full capacity, and the cold weather will make it difficult to eat outside. Dr. Tighe explained that there are constraints with space. There are new guidelines posted related to eating and drinking on campus and they have been developed in consultation with Public Health. The intent is to have spaces fully available and operable.

A member asked if all students have been vaccinated and if there are any exceptions across campus. Dr. Tighe explained that if you receive the green checkmark from MacCheck you have fully uploaded a double vaccination or received a human rights exemption. Everyone on campus should be in one of the two categories. Individuals with a human rights exemption need proof of a negative covid test 72 hours of coming to campus, twice a week.

A member asked about the protocol for vaccination status on campus. Dr. Tighe explained that vaccination status of staff and students are uploaded internally and that anyone attending campus must complete a self-assessment using MacCheck to gain access to campus. She explained that faculty have the right to ask students to see the 'green checkmark' for eligibility to attend campus. When checking for the green checkmark, it needs to be done on every student, not a select few. It was added that any students who have not been vaccinated or received an exemption from vaccination are not permitted to register for next term.

Dr. Farrar noted that this has been a difficult year for all members of our community and that University leadership is mindful that January will continue to be challenging for many. The University is committed to supporting students, faculty, and staff through ongoing changes and will continue to be thoughtful about individual situations and circumstances. Senators were thanked for their support as we continue to work through difficult and challenging issues and hope for brighter times ahead.

Dr. Farrar wished everyone peaceful and happy holidays and a chance to unwind, relax, and recharge.

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 December 8, 2021 and that item 2 be approved by Consent.

The motion was **carried**.

CONSENT

2 MINUTES of the Meeting of November 10, 2021 – Open Session

Motion:

that the minutes of the Open Session portion of the meeting held on November 10, 2021 be approved as circulated.

Approved by Consent.

REGULAR

3 BUSINESS ARISING

There was no business arising.

4 ENQUIRIES

There were no enquiries.

5 COMMUNICATIONS

a. Enrolment Figures

Mr. Sean Van Koughnett, Associate Vice-President (Students & Learning) and Dean of Students, presented the undergraduate enrolment figures. Mr. Van Koughnett explained that enrollment is up over last year with 508 full-time and 78 part-time students. New incoming students decreased by 623 year over year which was intentional due to higher than average enrollment numbers in 2020. Enrollment is stable and healthy, and international enrollment remains strong despite ongoing travel restrictions due to the pandemic.

A member noted that there was a decrease in enrollment in the Faculty of Science but an increase of over 14% in Math and Statistics. The member asked how this decision is made. Dean Maureen MacDonald explained that the targets for all programs are set every year in consultation with the Chairs and Directors. There was planned growth for Math and Statistics which has also seen an increase in faculty and staff hiring. Dean MacDonald noted that the predictability by which they set targets and make offers has been difficult in the last two years and that Mr. Van Koughnett's office has been incredibly responsive in looking to improve the process.

Dr. Doug Welch, Vice-Provost and Dean of Graduate Studies, presented the graduate enrolment figures. Dr. Welch explained that it has been a successful year for graduate recruiting. 5,251 graduate students are registered at McMaster with 27% international students. The Ph.D. level had a 1.3% growth over last year and Masters level was over 9%.

b. 2021 Student Consensus and Experience Survey Report

Dr. Arig al Shaibah, Associate Vice-President, Equity and Inclusion, presented the report. Dr. al Shaibah explained that the report will be circulated with leaders to digest the information and interrogate particular findings. They explained that the response rate was 19% and are therefore cautious of making inferences based on the limited data. Dr. al Shaibah advised that they will continue to collect quantitative data to get a snapshot of the diversity of McMaster and thanked Research and Analysis, Student Affairs leaders, Student Union leaders and Faculty Society leaders.

6 REPORT FROM UNDERGRADUATE COUNCIL

Dr. Kim Dej, Acting Vice-Provost, Faculty, presented the Micro-credential Report. Dr. Dej thanked Dr. Welch for co-chairing the group and explained that they examined what micro-credentials might look like in the future. Many colleges and universities are providing micro-credentials and this report shares the key findings and recommendations for implementing micro-credentials at McMaster. Dr. Dej noted that the Ad-Hoc Committee is behind on some of the timelines. The report outlines the importance of partnerships with Continuing Education, the Registrar's Office and the McPherson Institute.

A member asked for an example of a micro-credential. Dr. Dej explained that the Faculty of Engineering has led the way and has some industry partners. Alumni, community members and adult learners are learning career-ready skills relevant to the workplace such as learning how to use a microscope and analyze and share data.

7 REPORT FROM THE COMMITTEE ON APPOINTMENTS

Dr. Todd Hoare, Chair of the Committee on Appointments, presented the reports.

a. Committee on Appointments Report

Dr. Hoare explained that on November 15, 2021, the Committee on Appointments approved the following recommendation:

1. Terms of Reference

- a. ToR – Establishment of the Douglas Family Chair in Nutrition Research

It was duly moved and seconded,

that Senate approve the establishment of the Douglas Family Chair in Nutrition Research.

The motion was **carried**.

b. Committee on Appointments Report - December

Dr. Hoare reminded Senators that the following two policies were brought forward for approval at the October 2021 meeting of Senate, and the policies were tabled due to additional work being required. Dr. Rafi Kleiman, Chair of the Drafting Committee, and Dr. Nicholas Kevlahan, MUFA President, have held meetings to explore the matters that were raised, and further revisions have been made to the Faculty Grievance Policy. Additionally, Dr. Kleiman provided a memo for each policy explaining the proposed revisions. The revisions subsequently went to the MUFA Executive for approval and to the Senate Committee on Appointments for approval.

Dr. Kleiman noted one change in section 8 which states that any disciplinary measures imposed shall be in accordance with University policies. The other change notes that when the grievance is on a matter of discipline, the onus is on the employer to show that the discipline was appropriate.

A member asked to hear from the Senator who raised these matters in initial discussions. The Senator explained that they met with members of MUFA and Dr. Kleiman to align the policy with general labour laws and norms. The Senator added that they were content with how these changes were negotiated.

A member asked for an example of what is covered by the policy. Dr. Kleiman explained that the policy covers things that are related to terms and conditions of employment. In McMaster's non-unionized environment items such as lab space, office space and workload are not contracted but there may be a precedent for these items which can now be covered by this policy. Dr. Kleiman added that most matters falling under this policy are Faculty Chair issues.

A member asked why Associate Deans are not included in the policy. Dr. Kleiman explained that Associate Deans are not part of a Human Resources pathway and would therefore not deal with these matters.

Dr. Hoare explained that on December 6, 2021, the Committee on Appointments approved the following recommendations and now recommends them to Senate for approval:

1. Faculty Grievance Policy

- a. Revised and Name Change – Faculty General Grievance Procedure

It was duly moved and seconded,

that the Senate approve, for recommendation to the Board of Governors, the amendments and name change to the Faculty General Grievance Procedure, as circulated, effective December 9, 2021 and the termination of the Faculty Grievance Procedure Hearing Guidelines.

The motion was **carried**.

b. New – Faculty Respondent Option for External Recommendation of Sanctions Policy

Dr. Kleiman explained that concerns were raised regarding the degree to which this option provides due process. This is a new policy which came about after a long process of consultation. It is an agreement of opinions and interests of many people and groups and is acceptable to MUFA and the Senate Committee on Appointments. Dr. Kleiman noted that policy framework is constantly evolving, and that the implementation of this policy is an improvement of guidelines that were in place.

A member asked for the Senator's thoughts on the policy. The Senator explained that as someone who teaches Labour Law, it is unlikely that a respondent would opt to have an external review of a sanction and then make it optional for the tribunal to review it. The Senator noted that it is preferable to see people guided on serious sanctions that can affect livelihood and wellbeing.

It was duly moved and seconded,

that Senate approve, for recommendation to the Board of Governors, the establishment of the Faculty Respondent Option for External Recommendation of Sanctions Policy, effective December 9, 2021.

The motion was **carried**.
(2 opposed)

c. Faculty General Grievance Procedure

This item was for information.

d. Faculty Grievance Procedure Hearing Guidelines

This item was for information.

8 OTHER BUSINESS

There was no other business.