

MINUTES OF THE MEETING OF THE SENATE

VOL.CXXIII

Wednesday, May 15, 2024, at 3:30 p.m., via Zoom

PRESENT: David Farrar (Chair), Maxwell Altman, Paul Andrews, Hfsa Awan, James Benn, Kusum Bhatta, Mark Boda, Blaise Bourdin, Dina Brooks, Lorraine Carter, Narat Charupat, Kim Dej, Wael El-Dakhakhni, Mark Fahmy, Paul Faure, Saher Fazilat, Carlos Filipe, Saara Greene, Faiza Hirji, Khaled Hassanein, Steve Hranilovic, Jeremiah Hurley, Suleiman Igdoura, Alfonso Iorio, Andy Knights, Sarrah Lal, Lili Litwin, Graeme Luke, Maureen MacDonald, Sanamdeep Matharu, John Medcof, Rick Monture, Paul O'Byrne, Brenda O'Conner, Joëlle Papillon, Pau Pujolas, Stacey Ritz, Kalai Saravanamuttu, Heather Sheardown, Chris Sinding, Dennis Souder, Stephanie Springgay, Pamela Swett, Susan Tighe, Brenda Vrkljan, Mark Walton, Renae Watchman, Jeff Weitz, Kerry Yang, Margaret Zanel, Eugenia Zuroski, Andrea Thyret-Kidd (*University Secretary*), Michelle Zheng (*Associate University Secretary*), Alysha Sless (*Assistant University Secretary*)

REGRETS: Claudia Emerson, Manish Kacker, Michael McGillion

OBSERVERS: Catherine Anderson, Carolyn Brendon, Sandra Carroll, Rosa da Silva, Andrea Farquhar, Bonny Ibhawoh, Vivian Lewis, Jack Mah, Elisabeth Marquis, Gianni Parise, Melissa Pool, Karen Richmond, Sarah Robinson, Sean Van Koughnett, Barrington Walker, Rob Walters

OPEN SESSION

David Farrar welcomed members to the meeting and acknowledged that we meet today on the traditional territories of the Mississauga and Haudenosaunee nations and within the lands protected by the Dish with One Spoon wampum agreement.

D. Farrar informed members that the meeting is being held virtually today because they are concerned for the safety of Senators and Observers and to ensure that agenda items can be addressed.

One of the most important roles of a university is to create a culture of open inquiry, and sometimes protest is part of that culture. The issues on which campus demonstrations are currently focused need to be fiercely debated, in our parliaments, around our tables, and most certainly on university campuses. This is critical to the pursuit of learning and freedom of expression. We also have codes of conduct that are meant to guarantee the safety of all members of our community and our visitors, and to set out the limits of freedom of expression. Universities are able to tolerate some degree of disruption, but we cannot allow important events and proceedings to be shut down. We must also ensure a safe and respectful environment for everyone on our campus.

D. Farrar updated the Senate on the encampment that was established on McMaster's campus on May 5, 2024. McMaster's encampment is now in its second week and is one of dozens of student encampments that have been set up by students on university campuses across Canada as well as many in the United States. Since the war began in Israel and Gaza, our focus has been on ensuring our campus is a place where all members of our community are able to express their views and engage with each other without

feeling threatened or unsafe. There is as much courage in listening as there is in speaking out. Students have been critical partners in this effort. The university has worked with student groups including McMaster Hillel and the Solidarity for Palestinian Human Rights (SPHR) student group, throughout the academic year to hear their perspectives and address their concerns. Though some concerns related to the encampment have been raised by McMaster community members, the first week of the protest was orderly and quiet. Unfortunately, this changed on Saturday when the university hosted May-at-Mac, our annual event that welcomes 7500 prospective students and their families to our campus.

During Saturday's events, protestors left the area of the encampment, and there were some incidents of harassment and intimidation that threatened the health and safety of members of the university community. Protestors marched across many parts of campus, attempting to shout down activities, intimidating prospective students and their families, aggressively interacting with some participants, and blocking roads and pathways, which compromised the health and safety of people on campus. While May-at-Mac activities continued, as the day proceeded, we received reports of people feeling scared, threatened and, in a few cases, needing to leave in order to feel safe. And we continue to hear concerns from visitors and staff about situations that occurred. The actions on the weekend were concerning and unacceptable. And there is no doubt this aggressive behavior left many on our campus shaken by the experience. We take the demands of those involved in the encampment seriously and we recognize that views on these complicated issues are passionately held. But the tactics used by protestors this weekend crossed a line.

McMaster is a community deeply rooted in the principles of respect, openness, intellectual pursuits, and peaceful dialogue. Each of us has a role in ensuring all members of our community are free to pursue their research and learning. D. Farrar urged everyone to carefully consider the impact their words and actions have on other members of our community. And reminded all community members to exercise free speech in ways that elevate debate, promote a peaceful exchange of ideas, and respect the rights of everyone on our campus.

A member noted that they have participated in demonstrations and that some people feel threatened or unsafe by the mere existence of a demonstration even when there is no actual threat. The member asked if the University will commit to refraining from police action unless there is evidence of a threat. D. Farrar advised that the University would not use Campus Safety if there were no visible threat.

A member urged the administration to engage with some of the students and make them feel that they are heard. D. Farrar advised that Sean Van Koughnett has been active in this area and has been involved in conversations over the last few months. They are looking into areas of investments and will report back. Other areas of demands, such as terminating all interactions with Israel, is not possible as faculty and students are free to interact with who they please. S. Van Koughnett added that there was a two and a half hour meeting on Friday with members of SPHR and they met again for an hour this morning. S. Van Koughnett thanked Clare Warner, *Senior Advisor (Equity, Inclusion and Anti-Racism)* and Andy Crowell, *Director, Spiritual Care and Learning Centre*. S. Van Koughnett explained that he has been having discussions with the students over the past seven months. There are a lot of areas where we disagree, but the mutual goal is progress. They are maintaining trust and respect for each other and keeping the lines of communication open.

A member shared that many of the student representatives at May-at-Mac saw peaceful protests and did not hear a lot of reports of major incidents. The member expressed concerns around how the student

representatives were advised to approach the situation, what they should and should not say, and how they felt pressured to respond a certain way.

1. Approval of Agenda – Open Session

D. 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 the Senate approve the Open Session agenda for the meeting of May 15, 2024 and that item 2 be approved by Consent.

The motion was **Carried**.

CONSENT

2. Minutes of the Previous Meeting of April 10, 2024 – Open Session

Motion:

that the minutes of the Open Session of the meeting held on April 10, 2024 be approved as circulated.

Approved by Consent.

REGULAR

3. Business Arising

There was no business arising.

4. Enquiries

Chris Sinding and Saara Greene raised an enquiry.

C. Sinding asked about the policy on honoraria for participants and when impacted researchers will have the opportunity to participate in devising a path forward. S. Greene asked when and how various stakeholders, including research ethics boards and community-based researchers, will be engaged in helping to shape a policy.

A. Knights explained that to meet obligations to the Canada Revenue Agency (CRA), the process for tracking payments to research participants, collecting social insurance numbers (SINs), and issuing T4As is being adjusted. Working groups have met many times and suggestions have been incorporated to try to ensure that the TCPS2 is respected and there is flexibility. They have sought legal advice and are comparing approaches with the U15. A. Knights noted that they will consult on draft revisions once there is general agreement between the Research Ethics Board and the tax

team in Accounts Payable. S. Fazilat added that it is a CRA informed policy, and they are happy to consult further. S. Greene suggested consulting with community-based researchers and Indigenous colleagues and researchers.

C. Sinding asked for confirmation that the policy will not change until there have been opportunities for consultations. S. Fazilat explained that it is time limited as they are not in compliance with CRA, and that Indigenous taxation has a slightly different rule and the Provost has set up a Committee.

A member requested a report to the Senate on the topic before it is implemented. D. Farrar advised that once there is a resolution it will be provided.

A member noted that it has already been implemented in some areas and they are collecting SINs. S. Fazilat advised that if areas are able to implement the process they should continue to do so.

5. **Communications**

There were no communications.

6. **Report from Graduate Council**

Steve Hranilovic, *Vice-Provost and Dean of Graduate Studies*, presented the report.

S. Hranilovic explained that at its meeting on April 16, 2024, Graduate Council approved the following changes:

1. **Curriculum Revisions**

- a. Faculty of Engineering - Civil Engineering M.A.Sc. program
- b. Faculty of Health Sciences – Dual Degree Option of Rehabilitation Sciences
- c. Faculty of Humanities – Program Name Changes
- d. Faculty of Science – Chemical Biology M.Sc. program

It was duly moved and seconded,

that the Senate approve the curriculum revisions for the Faculty of Engineering, Health Sciences, Humanities and Science, for inclusion in the 2024-2025 Graduate Calendar, as circulated.

The motion was **Carried**.

- e. Faculty of Humanities – Program Merger

S. Hranilovic explained that the proposal is to merge two programs under a newly named Masters program. The change is a result of the IQAP review and a lack of integration.

It was duly moved and seconded,

that the Senate approve the major modification of the combined English M.A. and Cultural Studies and Critical Theory M.A. and the name change to an English and Cultural Studies M.A., for inclusion in the 2025-2026 Graduate Calendar, as circulated.

In response to a question regarding the variance of the two programs and the likelihood of one of the programs closing, it was explained that both programs have been similar in size with 12-15 students a year and there is no expectation that either will close. A member noted that there has been a lot of interest in both programs and that there is an issue with having enough faculty to supervise and filling supervisory committees.

The motion was **Carried**.

The remainder of items were for information.

- 2. New Indigenous Student Bursary and Financial Aid Supports**
- 3. Curriculum Revisions**

7. Report from Undergraduate Council

Kim Dej, *Chair of Undergraduate Council*, presented the report.

1. Proposal to Pilot an Equitable Admissions Process for the Arts & Science Program

At the meeting held on April 23, 2024, the Undergraduate Council reviewed and approved the proposal to pilot an Equitable Admissions Process for the Arts & Science Program. K. Dej explained that 90% of the offers will be the same and 10% optionally identified.

It was duly moved and seconded,

that the Senate approve the Equitable Admissions Process pilot for the Arts and Science Program for a period of five years, effective May 15, 2024, as circulated.

In response to a question regarding the time period, K. Dej explained that it is a pilot program, and they would like to observe if the process is effective and achieving what was expected. If there is no change, they would like to modify the process.

The motion was **Carried**.

2. Curriculum Revisions for Inclusion in the 2024-2025 Undergraduate Calendar

At the same meeting, the Undergraduate Council reviewed and approved revisions to admission requirements and to the General Academic Regulations as proposed by the Office of the Registrar.

It was duly moved and seconded,

that the Senate approve the revisions to the Admission Requirements and General Academic Regulations for inclusion in the *2024-2025 Undergraduate Calendar*, as circulated.

The motion was **Carried**.

The remainder of items were for information.

3. **Terms of Award**
4. **Minor Curriculum Revisions for Inclusion in the 2024-2025 Undergraduate Calendar**
5. **Ad Hoc Committee on Course Management**
6. **IQAP Cyclical Program Reviews**

8. **Report from the Faculty of Engineering**

Heather Sheardown, *Dean, Faculty of Engineering*, presented the report.

H. Sheardown explained that the Faculty of Engineering is proposing amendments to include additional roles and the updating of titles. The changes are minor and are consistent with what is in place across campus.

It was duly moved and seconded,

that the Senate approve, in principle, the amendments to the Faculty of Engineering By-Laws and refer the amendments to the By-Laws Committee for review.

The motion was **Carried**.

9. **Report from the Executive Committee**

1. **Accessibility Policy**

D. Farrar explained that at its meeting on April 24, 2024, the Executive Committee approved revisions to the Accessibility Policy.

Barrington Walker, *Vice Provost, Equity & Inclusion*, presented the policy.

B. Walker explained that the Accessibility Policy was reviewed to stay current with AODA requirements and legislation. The review was overseen by a committee and involved extensive consultations with the Library, Facilities Services, Human Resources Services, faculty, staff, students, employee groups, Student Affairs, and others. B. Walker noted that the policy has been dramatically revised, and an important update is the embedding of the five AODA aspects. There will be central units and roles tasked with upholding the policy and concrete resources and links have been included to support implementation and operationalization. The policy was drafted with a disability lens and goes beyond individual accommodation. B. Walker

added that once the policy is approved, the Equity and Inclusion Office will carry out a university wide communication strategy.

It was duly moved and seconded,

that the Senate approve, for recommendation to the Board of Governors, the revised Accessibility Policy, effective June 6, 2024, as circulated.

The motion was **Carried**.

10. Report from the University Planning Committee

Susan Tighe, *Provost and Vice-President (Academic)*, presented the report.

1. Proposal to Establish the McMaster Centre for Research on Employment and Work (MCREW)

At its meeting on May 8, 2024, the University Planning Committee approved the proposal to establish the McMaster Centre for Research on Employment and Work (MCREW).

It was duly moved and seconded,

that the Senate approve the establishment of the McMaster Centre for Research on Employment and Work (MCREW), as circulated.

The motion was **Carried**.

2. Research Centres & Institutes Annual Report 2023

Gianni Parise, *Acting Deputy Vice-President, Research*, presented the report.

G. Parise explained that the focus is on ensuring appropriate governance and how best to support Research Centres and Institutes (RCIs). G. Parise provided an overview of the highlights and work done by RCIs over the last year including workshops that were held to bring RCI Directors and staff together through networking. G. Parise shared metrics around student and non-academic interactions with RCIs. There will be support for international partnerships and it will be launched later this year.

In response to a question about the MacDATA Institute, G. Parise explained that a scientific team has been formed and the activities of the institute will resume this summer and into the fall.

This item was for information.

11. Report from the Committee on Appointments

Joëlle Papillon, *Chair of the Senate Committee on Appointments*, presented the report.

J. Papillon explained that at its meeting on May 6, 2024, the Committee on Appointments approved the following recommendations and now recommends them to Senate for approval:

1. Terms of Reference

- a. MacDATA Institute: Establishment of the Scientific Advisory Committee and Co-Director
- b. Establishment of the Academic Director, Learning Spaces & Digital Teaching and Learning
- c. Establishment of the Dr. Terrence Hoffman Humanities Professor-in-Residence

It was duly moved and seconded,

that the Senate approve, for recommendation to the Board of Governors, the establishment of the MacDATA Institute Scientific Advisory Committee and Co-Director, the Academic Director, Learning Spaces & Digital Teaching and Learning, and the Dr. Terrence Hoffman Humanities Professor-in-Residence, as circulated.

The motion was **Carried**.

2. Establishment of the Faculty Association Observers at Hearings Policy

Graeme Luke, member of the Drafting Committee, presented the policy.

G. Luke explained that a Joint Drafting Committee, consisting of a member appointed by MUFA and a member appointed by the Committee on Appointments, was struck to review the role and responsibilities of Faculty Association Observers under various University policies. The Committee concluded that the establishment of a single policy governing Faculty Association Observers would be the most effective option. Any new revisions would only need to be made to one policy. The new policy will replace SPS D2 and SPS D3, and revisions to three other policies are being brought forward for approval to reflect the new policy.

Additionally, the Committee determined that it would be more effective to have the appointment of an Observer permitted by default with the faculty member able to decline the Observer, essentially changing the policy to 'opt-out' rather than 'opt-in'. The Observer reports on the structure of the hearing, not on the specifics of the particular case.

- a. Faculty Association Observers at Hearings - cover memo
- b. Faculty Association Observers at Hearings Policy
- c. SPS D2 - Faculty Association Observers at Appeal Tribunal Hearings – to be superseded
- d. SPS D3 - Faculty Association Observers at Removal Hearings - to be superseded

It was duly moved and seconded,

that the Senate approve, for recommendation to the Board of Governors, the establishment of the Faculty Association Observers at Hearings Policy, which

supersedes SPS D2 - Faculty Association Observers at Appeal Tribunal Hearings and SPS D3 - Faculty Association Observers at Removal Proceedings, effective June 6, 2024.

A member noted that the function of the observer in appendix B was not included in the new policy and suggested it be added back in to provide observers with guidance. The member also noted that the observer's report should not be confidential, and the wording should be changed. The report itself is not confidential as it is about the procedure not the candidate or charges. G. Luke advised that the attempt was to make the policy more transparent and not include as much background information. Observers are provided with the background information when they are appointed and are given information about their role. Regarding the observer's report, the intention is to not have the report shared widely as they are serious hearings. Often the situation is known to the public, so it is easy for individuals to associate the discussion of the tribunal to the specific situation. A. Thyret-Kidd added that there was a recommendation to include this as hearings are confidential and it is challenging to write the reports without information being shared.

It was agreed that the item would be sent back for further discussion. Any further proposed amendments need to go back to the MUFA Executive and the Senate Committee on Appointments for approval prior to the Senate's consideration.

The motion was **Tabled**.

- e. Faculty Grievance Policy - 2021 – Revised
- f. Code of Conduct for Faculty and Procedure for Disciplinary Action – 1994 – Revised
- g. Research Integrity Policy - 2017 – Revised

The proposed revisions were not discussed and will be brought back and considered with the new policy.

12. Report from the Committee on University Ceremonials and Insignia

Mark Walton, *Chair of the Committee on Ceremonials and Insignia*, presented the report.

1. Proposed Parchment Revision

- a. Dissolution of McMaster-Syracuse MCM Partnership

M. Walton explained that on April 23, 2024, the Committee on University Ceremonials and Insignia approved a proposed parchment revision for the Master of Communication Management and now recommends it to Senate for approval.

It was duly moved and seconded,

that the Senate approve the removal of the reference to the partnership with the Newhouse School for the Master of Communication Management parchment.

The motion was **Carried**.

13. **Report from the Committee on Academic Integrity**

Alfonso Iorio, *Chair of the Senate Committee on Academic Integrity*, presented the report.

1. **Terms of Reference – Committee on Academic Integrity**

At the meeting held on April 16, 2024, the Senate Committee on Academic Integrity reviewed and approved a revised Terms of Reference for the Committee. At the meeting, members discussed the removal of the Vice-Provost, Teaching and Learning but felt that the position should remain an ex-officio member. Instead, the committee agreed to increase the membership and quorum of the Committee.

It was duly moved and seconded,

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

A member noted that the ex officio membership increased by two and that the faculty members increased by one. The member proposed having a faculty member from each faculty on the Committee. A. Iorio explained that there are six ex-officio and eight elected members. The Committee was worried about increasing the Committee size further as it needs to be operational. A. Iorio noted that the Chancellor and President do not attend the meetings.

D. Farrar advised that the revisions and suggestion would be considered by the By-Laws Committee and that the item is currently for approval in principle. A. Thyret-Kidd noted that some Faculties do not have as many representatives on Senate and that it would be difficult for those Faculties to have a representative on the Academic Integrity Committee.

A member added that the initial decision was to increase students and faculty on the Committee and that there is no preference if there is an addition of two faculty instead of two students.

The motion was **Carried**.

2. **2022-2023 Annual Report of the Office of Academic Integrity**

At the same meeting, the Senate Committee on Academic Integrity reviewed the 2022 – 2023 Annual Report of the Office of Academic Integrity. Highlights include a decline in academic dishonesty incidents, with the number of offenses dropping from 652 to 414 compared to the previous year. This was also reflected in the reduced number of hearings conducted, which decreased from 91 to 58. The hiring process for the new Academic Integrity Specialist is nearing completion. This role will facilitate an expansion of community education initiatives offered by the Office and enhance responsiveness to inquiries.

This item was for information.

14. Other Business

A member repeated their question regarding whether the policy on honoraria to research participants has been implemented in some departments already and if it is possible for the implementation to be rolled back. S. Fazilat explained that they are guided by CRA reporting requirements and collect information even for gift cards. The practice at the University has been to report it as income once the amount passes a certain threshold. They are continuing to practice this and will look at the process. D. Farrar noted that the item will come back to Senate.

A member noted that the information required by CRA requires a SIN number and for honoraria exceeding \$500, not \$50. Members noted that they deal with vulnerable communities who may not have a SIN number, and it is an impediment to research.

A member explained that the difficulty is that a draft policy has been communicated and there is enthusiasm for compliance. In Science, it is being implemented and interpreted at different levels. They do not want to be non-compliant with CRA. The member noted that they are not sure if there are sufficient processes for the collection, retention and care of the information at the implementation level. Researchers are concerned with the sensitivity of the information.

S. Fazilat advised that they will continue to consult.