

McMaster University

SENATE MINUTES

VOL. CVIII

Wednesday, December 14, 2022 at 3:30 p.m.  
Via Zoom

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**PRESENT:** Dr. David Farrar, Mr. Ahmed Abdalla, Dr. Alfonso Iorio, Ms Brenda O'Connor, Dr. Chris Sinding, Ms Gloria Van, Mr. Hasan Siddiqui, Dr. Heather Sheardown, Dr. Hendrik Poinar, Ms Heva Olfman, Dr. James Benn, Dr. Jeff Weitz, Dr. Jeremiah Hurley, Mr. Jim McCaughey, Dr. Joëlle Papillon, Dr. Kalai Saravanamuttu, Dr. Khaled Hassanein, Dr. Kim Dej, Mx Kusum Bhatta, Dr. Lorraine Carter, Dr. Maikel Rheinstadter, Dr. Manaf Zargoush, Dr. Mark Boda, Mr. Mark Fahmy, Dr. Maureen MacDonald, Dr. Mehdi Narimani, Dr. Melinda Gough, Dr. Narat Charupat, Dr. Nathan Andrews, Dr. Pamela Swett, Dr. Pau Pujolas, Dr. Paul Andrews, Dr. Paul Faure, Dr. Paul O'Byrne, Dr. Renae Watchman, Dr. Rick Monture, Ms Saher Fazilat, Ms Shaden Ahmed, Dr. Stephanie Springgay, Dr. Steve Hranilovic, Dr. Sue McCracken, Dr. Susan Tighe, Dr. Todd Hoare, Dr. Wael El-Dakhkhni, Andrea Thyret-Kidd (University Secretary), Ms Christine Richard (Associate University Secretary), Ms Michelle Zheng (Associate University Secretary), Ms Alysha Sless (Assistant University Secretary)

**OBSERVERS:** Ms Andrea Farquhar, Ms Carolyn Brendon, Dr. Elisabeth Marquis, Ms Karen Richmond, Dr. Katherine Cuff, Dr. Matheus Grasselli, Mr. Rob Walters, Dr. Sandra Carroll, Mr. Sean Van Koughnett, Dr. Sonia Anand, Dr. Steven Bray, Dr. Susan Denburg, Ms Vivian Lewis

**REGRETS:** Dr. Michael McGillion, Ms Debbie Martin, Dr. Lia Bronsard, Dr. Claudia Emerson, Mr. Keegan Johnson, Dr. Karen Mossman

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**A. OPEN SESSION**

**OPENING REMARKS**

Dr. Farrar welcomed members to the meeting and acknowledged that McMaster is located on the traditional territories of the Mississauga and Haudenosaunee nations and within the lands protected by the Dish with One Spoon wampum agreement.

Dr. Farrar reminded members that at the last meeting he explained that he would be meeting with the Indigenous Education Council (IEC) for advice on the inclusion of land acknowledgements in our recurring meetings. An informative discussion was held with members of the IEC on November 23<sup>rd</sup> and they emphasized the importance of individuals reflecting on their personal journey of truth & reconciliation and what it means to them. Dr. Farrar is working with the

University Secretariat on finding a way to combine the personal reflection with the land acknowledgement and will provide an update in the new year.

On December 8<sup>th</sup> the presidents of the Council of Ontario Universities had a meeting with the honourable Jill Dunlop, Minister of Colleges and Universities. The Minister's remarks covered the government's priorities related to the university sector, including recovering from the impacts of the pandemic, preparing students for the jobs of a modern economy and shifting job market, moving to a performance-based funding model for the post-secondary sector, and promoting accountability and strong fiscal responsibility among the broader public sector. There were two key items, the first was that the government is proposing to move back to performance-based funding. This means moving back to the performance metrics in the Strategic Mandate Agreements or SMA 3. The issue universities have is that the metrics listed in the SMA 3 are metrics determined prior to the pandemic. Due to the impact of the pandemic on the university sector, we are entering into a conversation with the government in that area.

The second item was promoting accountability and strong fiscal responsibility among the university sector. They discussed that a 10 percent cut, in addition to the tuition freeze has resulted in university tuition levels that are now 20 percent below the 2018 tuition level. With the block grant frozen, this means that Ontario has the lowest funding per student of any province in Canada. Dr. Farrar explained that with declining application numbers from international students, the university sector needs to look at the whole issue of enrolment. McMaster needs to focus on strategic enrolment management to determine how many students we want, how big we want to be, what is the right blend of undergraduate and graduate students, and international and domestic students. The exposure with regard to international students is much less at McMaster than other universities in Ontario (both the number of international students and the tuition level), but we do need to plan for the future.

Dr. Farrar noted that the Provost, Dr. Tighe, will lead a strategic planning process starting in January to assess the number and nature of our student body – both undergraduate and graduate. This has implications for budget and space. We need to be clear in our vision for McMaster. Dr. Tighe added that more details will follow and that we need to be proactive and ensure McMaster is resilient and responsible.

## **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 14, 2022 and that item 2 be approved by Consent.**

The motion was **carried**.

## **CONSENT**

**2 MINUTES of the Meeting of November 9, 2022 – Open Session**

Motion:

**that the minutes of the Open Session of the meeting held on November 9, 2022 be approved as circulated.**

**Approved** by Consent.

**REGULAR****3 BUSINESS ARISING**

There was no business arising from the minutes of the previous meeting.

A member asked why the strike was not discussed in the opening remarks and noted that there is a duty to express views and act honestly and in good faith. The member addressed emails that were sent during the strike and the confusion around the messaging. The member asked how McMaster is caring for students and how McMaster has considered equity and other EDI principles. Dr. Farrar explained that the opening remarks did not address the strike because an enquiry by a member was raised in advance of Senate through the University Secretariat, who was intending to raise a question about the strike. During the Enquiries portion of the agenda was the appropriate place in the agenda to discuss the strike.

A member added that the strike is an issue that concerns all students and there was a picket line for more than three weeks. They expected the President to say something about the strike because it affected many lives. The member shared their life experiences as a student at McMaster. Another student member shared their life experiences and noted a gap between the information being shared with undergraduate and graduate students. For graduate courses some professors moved courses online so that students did not have to cross the line, whereas undergraduate courses were mandatory and nothing changed during the strike. The member noted inconsistent communication. The student members explained that the pay for teaching assistant work is not sufficient, and they have to supplement their income. The cost of rent is a problem in Hamilton as well as other factors such as inflation. They noted that the wages, funding, and scholarships are inadequate. Dr. Farrar explained that he appreciated their experiences and comments about their financial challenges. He informed Senators that a task force, chaired by the Dean of Graduate Students, is looking at the larger issue of graduate students. Dr. Farrar noted his concern for time to discuss the items on today's agenda. The members asked what prevents the University from providing better funding packages considering they have a surplus and asked how much time is spent listening to students.

A member expressed that one of the defining features of McMaster is the collaborative nature across all areas and the collegial administration. They noted that they were disheartened to see disparaging emails and the lack of transparency.

A member expressed that as a member of the African Caribbean Association they are concerned as disparity affects Black and racialized groups more. They noted that the messaging from the Office of the Provost stipulated penalties to faculty for not doing their scheduled duties. The member noted that some of the things done through the communication seem to be a step back in terms of progress. EDI has intersecting factors that should not be ignored.

Dr. Farrar advised that he will take away the concerns raised and look for ways to address the issues.

An individual in attendance reminded the President and Provost that student senators raised questions that were not answered and asked why this was not the forum to address the concerns. Dr. Farrar explained that the debate is very complex and that he appreciates the challenges the students have gone through. The challenge is that Senate business for the agenda has been set for today's meeting. If members wish to move into a different agenda it needs to be planned through the University Secretariat.

#### **4 ENQUIRIES**

Dr. Farrar explained that there were two enquiries that had been raised through the University Secretariat.

Dr. Andrews and Dr. Faure raised the first enquiry. Dr. Faure expressed concern with a 2019 policy that gives senior administrators the authority to label someone as Persona Non Grata (PNG) which bans them from campus. The creation and approval was not disclosed to MUFA and the member noted their concern with the policy. Dr. Andrews added that the policy asserts authority to ban someone from campus for alleged behaviours. The policy intersects with others and interferes with the responsibilities of the Senate but the policy bypassed approval by the Senate, the Board of Governors and MUFA. The McMaster Act assigns to the Senate the exclusive responsibility for regulating the conduct of students and PNG is the equivalent to a suspension. Under the McMaster Act, the Board of Governors has the power to suspend teaching staff which it delegates to the administration but they must consult with the Senate. Dr. Andrews asserted that the administration did not inform MUFA or the Senate of the existence of the policy, there are no links to the policy within other policies, and asked for the policy to be removed from the Human Resources website. There is a need for the policy, but it should be redrafted and approved through the normal process.

Dr. Farrar stated that they would look into the history of the policy and bring it back to Senate.

The second enquiry was raised by Dr. Gough.

Dr. Gough noted concerns raised at an emergency meeting held by MUFA which was attended by 175 faculty members. MUFA expressed that they defend members' right to

refuse work, the right to refuse grading that was assigned to teaching assistants and the right to share information about the labour dispute. Dr. Gough expressed the view that incorrect or misleading messaging was sent by the Provost and Vice Provost offices. The first message sent on November 8 from the Provost prohibited Chairs from sharing union information and individuals were asked to share any information received from CUPE members with their Dean. The letter noted that in order to avoid confusion, they asked that faculty and staff remain focused on university information and not forward to instructors the information the union may send. Dr. Gough referred to faculty rights and responsibilities and expressed that there may be a need to rewrite the policy. There is no policy that prohibits sharing of CUPE information. On the Human Resources website there is a policy on bargaining principles but not on the Board of Governors or Senate website. Dr. Gough noted that the communications impacted individual's ability to do their jobs.

Dr. Grasselli explained that the purpose of the message was to maintain that accurate communication came from officers of the university. Employer bargaining has to happen in good faith and misinformation can be interpreted as not bargaining in good faith. Faculty members have rights to express support for the strikers and that was not prohibited.

Ms McKenna explained that the bargaining principles were approved through the Remunerations Committee, a committee of the Board of Governors, and do not apply to collective agreements.

In response to a question, Dr. Grasselli explained that the November 8 email was sent to Chairs and Directors as officers of the University and they were asked to consult with communication teams for accurate information. Information that CUPE wanted to share was available from their own resources. The email asked that Chairs and Directors, as officers of the University, send information that was accurate. If faculty members have concerns, they can speak to their Chair and their Chair represents those concerns back to the University.

A member asked for the meaning of collegial governance.

Dr. Sinding explained that a November 21 message from the Provost's Office confirmed the right of faculty members not to take on duties of those engaged in the strike and noted that it is confusing because faculty members are expected to deliver. A different message was sent in December which provided four grading scenarios and what options were available to faculty members. The message confirmed they would not risk disciplinary action. The latter message came from some Deans and some Department Chairs and has not been received by some faculty members. Dr. Sinding asked if the grading scenario is available to all faculty in the University. Dr. Tighe explained that there are always lessons to be learned and there was no intention to go to the faculty code of conduct. Faculty members have freedom and are responsible for delivering courses. Dr. Grasselli explained that they provided the opportunity for faculty members to do contingency planning. There were two options, to have alternative arrangements that had to be approved by the Chair

or Director, or declare themselves unavailable with enough notice that the Chairs and Directors could make alternative arrangements. The first message was to advise if course needed alternative arrangements, the second message provided further clarification. Dr. Grasselli advised that it was a reaction to what they perceived to be a misunderstanding. An open letter was circulated which said that faculty members could withhold grades to demonstrate solidarity, not because the work could not be completed without teaching assistants. This is not provided in rights and responsibilities and the second communication was meant to address this concern.

Dr. Farrar advised that they would take the concerns away and have members work on them.

## 5 COMMUNICATIONS

### a. Enrolment Figures

This item was deferred to the January Senate meeting.

### b. Equity and Inclusion Office Annual Report

This item was deferred to the January Senate meeting.

## 6 REPORT FROM GRADUATE COUNCIL

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

### 1. Faculty of Social Sciences – MRP Stream

At its meeting on November 15, 2022 Graduate Council approved the addition of a major research paper (MRP) stream to the M.A. in Religious Studies.

It was duly moved and seconded,

**that Senate approve the revisions, for inclusion in the 2023-2024 Graduate Calendar, as recommended by Graduate Council and set out in the attached.**

The motion was **carried**.

The remainder of items were for information.

2. Faculty of Social Sciences – Master of Public Policy
3. New Award

## 7 REPORT FROM THE UNDERGRADUATE COUNCIL

Dr. Kim Dej, Vice-Provost, Teaching and Learning, presented the report. Dr. Dej explained that on November 22, 2022 Undergraduate Council approved the following recommendations:

1. New Certificate and Diploma Program
  - a. International Certificate in Comparative Public Law and Legal Policy

Dr. Dej explained that it is a Certification for exchange students to McMaster and includes eight specific courses.

It was duly moved and seconded,

**that Senate approve the establishment of the *International Certificate in Comparative Public Law and Legal Policy*, as set out in the attached.**

The motion was **carried**.

2. New Concurrent Certificate Program
  - a. Concurrent Certificate in Work and Labour Relations

It was duly moved and seconded,

**that Senate approve the establishment of the *Concurrent Certificate in Work and Labour Relations*, for inclusion in the 2023-24 Undergraduate Calendar, as set out in the attached.**

The motion was **carried**.

3. Revisions to Existing Certificate and Diploma Programs
  - a. Course Revisions: Professional Addiction Studies Program
  - b. Program Name Revision: Certificate of Professional Learning in Foundations of Workplace Intercultural Communication

It was duly moved and seconded,

**that Senate approve revisions to the Professional Addiction Studies Program and to the Certificate of Professional Learning in Foundations of Workplace Intercultural Communication, as set out in the attached.**

The motion was **carried**.

4. Revisions to the Undergraduate Examinations Policy

Dr. Dej explained that there were revisions to the notice period which is related to time and wages associated with evaluators. There are no longer any 3-hour examinations so language in the policy has been amended. Dr. Dej added that another revision permits students to bring any government identification for their examination.

A member asked if Indigenous Tribal Identification was included as acceptable identification and Dr. Dej confirmed it is.

It was duly moved and seconded,

**that Senate approve the revised Undergraduate Examinations Policy, effective January 1, 2023.**

The motion was **carried**.

5. Curriculum Revisions for Inclusion in the 2023-2024 Undergraduate Calendar
  - a. Arts & Science Program
  - b. Faculty of Engineering
  - c. Faculty of Science
  - d. Glossary, General Academic Regulations

Dr. Dej explained that the curriculum revisions are being presented as an omnibus motion. The curriculum revisions include the closure of programs, a name change, and changes in admission requirements.

It was duly moved and seconded,

**that the Senate approve all major revisions for inclusion in the 2023-2024 Undergraduate Calendar, as circulated.**

The motion was **carried**.

The remainder of items were for information.

6. Terms of Award
7. Curriculum Revisions for Inclusion in the 2023-2024 Undergraduate Calendar

## **8 REPORT FROM THE COMMITTEE ON APPOINTMENTS**

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

- a. Committee on Appointments Report – November



On November 21, 2022, the Committee on Appointments approved the following recommendations and now recommends them to Senate for approval:

1. Terms of Reference

- a. Revised Establishment of the Director, Office of Undergraduate Research, Faculty of Science

It was duly moved and seconded,

**that Senate approve the establishment of the Director, Office of Undergraduate Research, Faculty of Science, as circulated.**

The motion was **carried**.

- b. Revised ToR Associate Dean, Academic, Faculty of Social Sciences

It was duly moved and seconded,

**that Senate approve the revised terms of reference for the Associate Dean, Academic, Faculty of Social Sciences, as circulated.**

The motion was **carried**.

- c. Revised ToR Vice Dean, Faculty Affairs, Faculty of Health Sciences

It was duly moved and seconded,

**that Senate approve the revised terms of reference for the Vice Dean, Faculty Affairs, Faculty of Health Sciences, as circulated.**

The motion was **carried**.

- d. Revised ToR Associate Vice-President, Global Health, Faculty of Health Sciences

It was duly moved and seconded,

**that Senate approve the revised terms of reference for the Associate Vice-President, Global Health, Faculty of Health Sciences, as circulated.**

The motion was **carried**.

- b. Committee on Appointments Report – December

On December 12, 2022, the Committee on Appointments approved the following recommendation and now recommends it to Senate for approval:

1. Terms of Reference
  - a. Revised ToR and Title Change – Director, Engineering & Management Program

It was duly moved and seconded,

**that Senate approve the revised terms of reference for the Director of Engineering & Management Program and changing the title to Co-Directors of Engineering & Management Program, as circulated.**

The motion was **carried**.

## **9 OTHER BUSINESS**

There was no other business.