

The McMaster University Act, 1976
Executive and Governance Committee
of the
Board of Governors of McMaster University

Notice
of the Decision of the
Executive and Governance Committee
under Section VI of the
Tenure & Promotion Policy (Procedures For Removal)

The Executive and Governance Committee, as the designated committee of the Board of Governors, made the decision to remove Dr. Scott Watter from the teaching staff of the University, thereby terminating Dr. Watter's appointment as a tenured faculty member, effective May 27, 2024.

Procedures for Removal have been underway, as per Section VI of the *McMaster University Revised Policy and Regulations With Respect to Academic Appointment, Tenure and Promotion (Tenure and Promotion Policy)* since 2021.

In June 2022, the Senate established a Hearing Committee comprised of three tenured faculty members each at the rank of Professor, to hear the University's charges against Dr. Watter, a faculty member in the Department of Psychology, Neuroscience and Behaviour. At the hearing the University, Dr. Watter and the Hearing Committee all had legal representation and it was agreed the hearing would be held *in camera*. Following 14 days of hearings at which the Hearing Committee heard the testimony of six witnesses (including Dr. Watter) and after considering the evidence and submissions of both parties, the Hearing Committee determined there was adequate cause for Dr. Watter's removal. In

December 2023, the Hearing Committee's decision was forwarded to the Senate Committee on Appointments.

The Senate Committee on Appointments subsequently forwarded the decision to the Board Executive and Governance Committee with the recommendation that Dr. Watter be removed. Dr. Watter was invited to make representations to the Executive and Governance Committee with regard to the hearing process. Those representations were made in writing and heard orally in May 2024. Having considered the Hearing Committee's report and the representations made by Dr. Watter, the Board Executive and Governance Committee determined that Dr. Watter should be removed from the teaching staff of the University with immediate effect.

The Executive and Governance Committee, as the designated committee of the University's Board of Governors, has approved for public release their decision and the Summary Report of the Hearing. The Summary Report of the Hearing was prepared by the University Secretary as required by Section VI, paragraph 15, of the *Tenure and Promotion Policy*.

Dated this 27th day of May 2024



**Andrea Thyret-Kidd
University Secretary**