

**2. Question Submitted by Senator Notash** (for the May 26, 2010 Senate meeting)

The process for choosing/electing the membership of the advisory committee for the selection of the Provost and Vice-Principal (Academic) has begun. The Senior Administration, including the Vice-Principals and Deans, has a key leadership role and must show an unfailing commitment to the realization of an inclusive and diverse University.<sup>1</sup> Considering the recommendations of the Queen's Diversity, Anti-Racism and Equity (D.A.R.E.) Report, dated May 2009:

*“(i) Short Term Recommendations*

- a) First and foremost, the Principal and Vice Principals of Queen's University must publicly and unequivocally commit this institution to implementing the recommendations that it has solicited from various committees over the past 18 years. It is time to move beyond studying the climate of the university and the experiences of faculty, staff and students. We believe that the time of collecting data should end. It is now time to act on these recommendations, with an eye towards crafting a strategic plan with a timeline and assignment of responsibility to all members of the senior officers and their reports for carrying through each part.”

*“(ii) Long Term Recommendations*

- (c) All Senior Officers of the University, Deans, department heads and staff must receive mandatory equity training. Competences in these areas should also be a central criterion for anyone aspiring to a senior leadership position at Queen's.”

**How will the University direct the advisory committee for the selection of the Provost and Vice-Principal (Academic) to take into account these recommendations of the DARE report while considering the applicants and their competencies?**

[1] Senate Educational Equity Committee (SEEC) Response to the Henry Report, February 2006.

***Response provided by Principal Woolf***

The recommendations alluded to by Senator Notash include a commitment to action in the areas of equity and diversity and the provision of appropriate equity training for senior officers of the University.

The Provost hiring process will take account of equity and diversity considerations in several ways:

- i) Equity training is provided as a matter of course to all committee members and the University Advisor on Equity is a member of all such committees.
- ii) The Federal Contractors Program Action Group, composed of staff from the Equity Office and Human Resources, is providing guidance on a number of issues concerning senior search processes including equity training and provision of perspectives on equity recruitment and equity representation. Advice provided by this Action Group will help guide the search process.
- iii) The Principal reserves the right to make additional appointments to the search committee to ensure respect for equity considerations and Senate has been asked to nominate faculty, staff and student representatives to the committee to ensure broader representation.

- iv) The search firm chosen will be made aware of the importance of equity considerations as a guide for their activities and will be expected to take part in any training done with the Committee.

Once hired, the Provost will be expected to be a leader on diversity issues. Therefore, competence and commitment to diversity will form part of the qualifications sought in the new hire. In addition, it is intended that the entire senior leadership team will be committed to these goals.

More generally, issues of diversity will form an important part of the ongoing Academic Planning process. Dr. Adnan Husain, the Director of Educational Equity and Diversity Projects, provided input into the initial questions which formed the framework for the Academic Plan, the Senate Educational Equity Committee made a submission in response to the “Where Next?” document, and Dr. Husain will be meeting with the Academic Plan Writers. Once finalized, the Academic Plan will provide a framework which the current and the new Provost will be expected to use in implementing academic and other processes in the years to come. This will also be facilitated by the Diversity and Equity Task Force Action Plan currently under preparation.