



Minutes

MEETING OF THE SENATE

A meeting of the Senate was held on Thursday, April 22, 2010 in Robert Sutherland Hall, Room 202 at 3:30 p.m.

Present: J. Stairs in the Vice-Chair **Senators:** Archibald, Blennerhassett, Boag, Brien, Ceci, Chaudhry, Colgan, Cordy, Culham, Dacin, Dixon, Eubank, Fulford, Goodspeed, Jahanbakhsh, Lin, Qureshy, Maclean, Minnes, Murphy, Notash, Reid, Roberge, Rouget, Ryan, Salvatore, Santeramo, Saunders, Scott, Silverman, Stevens, Stewart, Walker, Wiener, Woodhouse, Woolley, G. Moore (Secretary), C. Russell (Associate)

Also Present: M. Axelrod, B. Baines, M. Balanchuk, C. Beach, J-A. Brady, E. Chapman, C. Coupland, R. Coupland, R. Denniston-Stewart, A. Girgrah, B. Grant, T. Kwong, G. Lessard, K. O'Brien, J. Pierce, D. Rappaport, B. Sargent, S. Sasson, H. Smith, C. Sumbler, B. Surgenor, P. Watkin, M. Whitehead, P. Young, J. Zelikovitz

I OPENING SESSION

The Vice-Chair called the meeting to order.

The Vice-Chair:

- welcomed to Senate, former Dean of Arts and Science R. Silverman, Acting VP (Academic)
- announced that new Rehab student senator Jennifer Kim is taking over from Kim Bartle, who is stepping down early.

1. Adoption of Agenda

Moved by Senator Lafleche, seconded by Senator Wiener, that the agenda be adopted as circulated with the following amendments:

- **The addition of a formal motion from SCAP on the top range of the Grade Point Average;**
- **The addition of brief closed session at the end of the meeting to discuss an honorary degree.**

Carried 10-26

2. Adoption of the Minutes of the Meeting of 25 March 2010 (Appendix A, page 1)

Moved by Senator Culham, seconded by Senator Woodhouse, that the minutes of March 25, 2010, be adopted as circulated.

Carried 10-27

3. Business Arising from the Minutes

The Vice-Chair noted that Canadian broadcast journalist Don Newman (LLD) is confirmed as an honorary degree recipient for Convocation on Monday, June 7 at 2:30 pm. This completes the list of recipients receiving honorary degrees at Spring Convocation. Further information on Convocation is available on the Office of the University Registrar website

<http://www.queensu.ca/registrar/currentstudents/convocation/spring2010.html>.

4. Chair's Report

The Vice-Chair announced the appointment of Dr. S. N. Liss as new VP (Research) for a five-year term starting on September 1, 2010. Dr. Liss is a microbiologist and current Associate Vice-President (Research Services) at the University of Guelph. He succeeds Dr. K. Rowe, whose second, five-year term ends in August.

The Vice-Chair read a report from the Principal, who was attending a Council of Ontario Universities (COU) Executive Heads meeting at RMC and unable to attend Senate.

Internal Updates

Faculty Deans, Queen's Library and other units submitted responses to the Principal's *Where Next?* document. Submissions are the product of extensive work by many people. The Principal expressed many thanks to them for their efforts.

The submissions, which are the first step in the year-long Academic Planning process, will be shared with the team of six Academic Writers appointed earlier this year. The team will synthesize submissions over the summer and produce a draft Academic Plan by September.

The fall term will be devoted to detailed discussion of this draft plan, at Senate, in the Board of Trustees, and more importantly, across the university community. The Principal emphasizes the following:

1. The goal of the Academic Plan is to set the broad directions for the University to follow. It is not intended to determine what individual faculties or departments should do. It will help to guide the University's priorities, including budgeting, capital-planning and enrolment models.
2. The Academic Plan is a living document. It will evolve over the year and when finalized, the revision process will start over.

External Relations

At a recent meeting of the Association of Universities and Colleges of Canada (AUCC) the Principal led, with David Marshall from Mount Royal University, a session on Revitalizing Undergraduate Education.

On April 16, he travelled to Miami for the Third Clinton Global Initiative University (CGI U) Meeting, where he announced the University's intention to ban the sale of bottled water on campus. Implementation has begun.

Despite the province's projected \$19-billion deficit, the March 25 provincial budget contained some good news for Ontario universities, including Queen's. Premier D. McGuinty reaffirmed his commitment to higher education and support of innovation. He pledged an additional \$90 million to the sector to fully fund growth in 2009/10 and an additional \$248 million for the university sector, expected to grow by 11,000 students in 2010/11. Queen's share of the 2009/10 monies is nearly \$2 million. The government has extended the tuition-fee framework for two more years, allowing the University to budget more precisely for this time frame. The University welcomes a modest increase in student assistance and the announcement of additional Ontario Graduate Scholarships in 2011-2012.

The government aims to increase international student enrolments by 50 per cent over the next five years. It will aggressively promote the province's post-secondary institutions abroad to encourage the world's best students to study and settle in Ontario. This will help Queen's attract more international students.

5. Other Reports

- a) **Research Report** (Appendix B, page 11)
Associate VP (Research) S. Marlin noted that P. Jessop (Chemistry/Environmental Studies) is one of eight recipients of the 2010 Killam Research Fellowships. Not included in the report is the announcement that A. McDonald (Physics, Engineering Physics and Astronomy) won one of five Killam Prizes.
- b) **Tuition Fee Report 2010-11 and 2011-12** (Appendix C, page 17)
The report contains the proposal to the Board of Trustees that will be considered for approval on April 30, 2010. There were no questions or comments.

II QUESTION PERIOD (Appendix D, page 21)

1. **From Senator Wiener – Why has the position of Director at the Four Directions Aboriginal Student Centre been left vacant, and will the University be exploring structural changes to the format of Aboriginal Council and governing bodies regarding Aboriginal representation?**

Written response provided by Associate VP and Dean of Student Affairs J. Laker, VP (Academic) P. Deane and Acting VP (Academic) R. Silverman

Senator Wiener said he was satisfied with the response.

Assistant Dean (Student Affairs) A. Girgrah noted that a diverse and representative search committee has recruited several applicants for the position of Director. Seven candidates will be interviewed on April 28 and April 30.

III REPORTS OF COMMITTEES

1. **Academic Development** (Appendix E, page 24)
 - a) **Proposal to change the Degree Program Names for Undergraduate Degrees in Gender Studies in the Faculty of Arts and Science**

Moved by Senator Silverman, seconded by Senator MacLean, that Senate approve the proposal to change the Degree Program Names for Undergraduate Degrees in Gender Studies, effective September 1, 2010.

Senator Silverman noted that the motion follows on the motion at the January 28, 2010 meeting, changing the name of the Department from Women's Studies to Gender Studies.

Carried 10-28

2. **Academic Development and Budget Review** (Appendix F, page 28)
 - a) **Proposal to introduce a new Bachelor of Arts Minor in Chemistry in the Faculty of Arts and Science**

Moved by Senator Silverman, seconded by Senator MacLean, that Senate approve the Proposal to establish a BA Minor in Chemistry with an implementation date of September 1, 2010.

Carried 10-29

- b) **Proposal to introduce a Collaborative Masters in Applied Sustainability Program in the Faculty of Engineering and Applied Science and the School of Graduate Studies**

Moved by Senator Silverman, seconded by Senator Woodhouse, that Senate approve the proposal to introduce a Collaborative Masters in Applied Sustainability Program in the Faculty of Engineering and Applied Science and the School of Graduate Studies with an implementation date of September 1, 2010.

In response to a question from Senator Notash, Associate Dean of the Faculty of Engineering and Applied Science, B. Surgenor explained that, following current practice, graduate students in a research masters program can take one 400-level course outside their department as part of their graduate program.

Carried 10-30

3. Academic Procedures (Appendix G, page 86)
c) Official Grading Scale

Moved by Senator Chaudhry seconded by Senator Silverman, that, in light of the May 20, 2009 approval by Senate of a new official grading system that included reference to a top GPA of 4.0 corresponding to an A+ grade, that Senate approve the final sentence of the May 20, 2009, motion be revised to: “A top GPA of 4.3 will correspond to the highest achievable grade of A+.”

SCAP Chair C. Beach noted that the adoption of the 4.3 GPA in the document informing Senate of the new official grading system is inconsistent with the motion approving the new system, which Senate passed on May 20, 2009. The current motion revises the earlier decision and is largely a housekeeping matter to ensure the Senate document is consistent.

In response to several senators, who questioned why 4.3 was chosen to correspond to an A+ grade, C. Beach replied that SCAP received extensive feedback favouring the use of 4.3. The 4.3 GPA is used by several Canadian universities as well as Cornell University in Ithaca, NY. The change also:

- represents the least change from the current system;
- makes it easier for academic units to make decisions about students for scholarships, fellowships and academic progression, because there is more differentiation in grades at the top end of the scale;
- gives a sense of fairness; so if a student has done outstanding work, the GPA should reflect this.

Some senators expressed concern that when Queen’s students apply elsewhere to graduate school their exceptional 4.3 GPAs would be considered at the same level as a 4.0. C. Beach noted that a 4.3 GPA rewards students for top performance and enables easier progression, and that letters of reference carry a lot of weight. He noted that it was not advisable to keep the GPA at 4.0 and lower the A to 3.8 because it would discriminate against Queen’s students unfairly.

C. Beach noted that some schools and departments may have to change their own marking rules with the new system. For example, in the School of Graduate Studies, a mark of under 65 per cent is deemed a failure and falls midway within a GPA category, so the School has adopted a B-corresponding to a 2.7 grade point as the minimal acceptable mark to proceed.

In response to a question from Senator Wiener, University Registrar J-A. Brady, referring to programs applications through the Ontario Universities Application Centre (OUAC), said that individual universities approve their own conversion scale. Queen’s 4.3 GPA would be a 4.0 if a 4.3 is not accepted. It is important to use a Grade Point System that will best serve the University going forward.

Senator Walker, Dean of the Faculty of Health Sciences noted that ultimately GPAs do not carry much weight in the School of Medicine. The School uses marks to create a pool of about 750 out of approximately 3,000 applications. Then marks are dismissed entirely, and students are selected

based on other factors. The distinguishing features between these GPAs is irrelevant. The School adheres to the mastery theory with medical students progressing based on a pass-fail system.

Carried 10-31

4. Internal Academic Review (Appendix H, page 88)

a) Request for extension of final Internal Academic Review Reports

Senator Silverman said that the committee had not quite finished its work on all the reports. The committee requests the extension so that it can present the reports all at once instead of piecemeal. In response to a question from Senator Dixon, Senator Silverman clarified that the Internal Academic Review process would be replaced by a new provincial Quality Assurance Process in the fall.

Moved by Senator Silverman, seconded by Senator Reid, that Senate grant an extension to the deadline for submission of the final Internal Academic Review Reports on seven departments and schools as outlined in Appendix H, page 88, and that these reports be completed for the September 23, 2010 Senate meeting.

Carried 10-32

5. Nominating (Appendix I, page 89)

a) Elections

Moved by Senator Ryan, seconded by Senator Dacin, that Senate approve the election of persons to the committees indicated in the report in Appendix I, page 89.

Carried 10-33

6. Non-Academic Discipline (Appendix J, page 90)

a) Athletics and Recreation Non-Academic Discipline Judicial Process

Moved by Senator Wiener, seconded by Senator Fulford, that the Senate approve the *Athletics and Recreation Non-Academic Discipline Judicial Process (Discipline Policy)*.

Carried 10-34

Moved by Senator Wiener, seconded by Senator Fulford, that the Senate Committee on Non-Academic Discipline terms of reference be revised to include the review of an annual report on non-academic discipline from Athletics and Recreation.

Carried 10-35

7. Operations Review (Appendix K, page 105)

a) Interim report on the composition of Senate

The Vice-Chair, who is also Chair of SORC, drew attention to the interim report, provided to Senators to consider over the next several months, in advance of an informal session to discuss the topic at the September 23, 2010 Senate meeting. SORC members feel that broader guiding principles could be applied to the examination of Senate composition.

In response to a question from Senator Reid, Senator Stairs said the need for a discussion was based on a 2005 report that was not brought back to Senate until September 24, 2009. At that meeting, SORC was asked to clarify some particular aspects of the proposal. Senator Reid asked what problem these questions were intending to solve.

Senator Stairs replied that the proposal filed by SORC last September adjusts the composition of Senate to reflect changes in student population, upon which Senate composition is based. It may be helpful for Senate to discuss whether Senate composition should be merely tweaked or reflected on more broadly.

- 8. Orientation Activities Review Board** (Appendix L, page 116)
a) **Changes to Orientation 2010 Schedule**

Moved by Senator LaFleche, seconded by Senator Ceci, that, to provide all students the opportunity to participate, to the fullest extent possible, in Queen's Orientation and to preserve the integrity of Faculty Orientation programming, that Senate approve changes to the Orientation Week schedule as outlined in the report in Appendix L, page 116.

The Vice-Chair recognized Student Co-chair B. Sargent and Non-student Co-chair C. Coupland. C. Coupland said that the committee took the motion proposed for the March 25 Senate meeting to the Orientation Roundtable members, who made further changes to the schedule. He also noted that SOARB consulted widely across campus.

Carried 10-36

- 9. Scholarships and Student Aid** (Appendix M, page 117)
a) **New, Revised and Discontinued Awards March 2009-March 2010**

b) **Policy on Non-Monetary Awards**

Senator Archibald drew attention to the five-page summary of 40 new and more than 300 revised awards.

IV REPORTS OF FACULTIES AND AFFILIATED COLLEGES

None Received

V MOTIONS

None Received

VI COMMUNICATIONS

None Received

VII MATTERS REFERRED TO STANDING COMMITTEE (Appendix N, page 126)

J. Stairs drew attention to the following matters referred to Senate Committees.

- 1. Integration of the Biomedical and Molecular Sciences; Proposal for Organizational Restructuring of the Basic Sciences in the School of Medicine [Referred to the Senate Committee on Academic Development (SCAD)]**
- 2. Student Evaluation, Progress & Promotion Policy for the School of Medicine, Faculty of Health Sciences [Referred to the Senate Committee on Academic Procedures (SCAP)]**
- 3. Request to develop a policy when setting sessional dates to avoid conflicts with faith dates. Appendix A, page 2 of the March 25, 2010 Senate Minutes [Referred to the Senate Committee on Academic Procedures (SCAP)]**

VIII OTHER BUSINESS (Appendix O, page 139)

1. Report of the Working Group to review the Harassment/Discrimination Complaint Policy and Procedures

Moved by Senator LaFleche, seconded by Senator Dixon, that Senate move into informal session to discuss the Report of the Working Group to review the Harassment/Discrimination Complaint Policy and Procedures.

Carried 10-37

The Vice-Chair directed attention to the report on page 140 of the Agenda and invited the Chair of the Working Group, H. Smith, to speak.

H. Smith introduced the interim report from the working group. The working group was established in November 2007 to conduct the regular five-year review. He noted that the revised document had been reviewed at several points by a number of individuals and units who are participants in the procedures. The proposed revised document had been posted on the Senate website since March 25 with an invitation to submit input until April 30. He emphasized that senators are encouraged to comment. Working group members I. Bujara, University Advisor on Equity and Director, Human Rights Office and Senator LaFleche were present at Senate to help answer any questions.

Senator LaFleche referred to her experience of two serious cases of harassment in her department, one of which almost had a tragic outcome. For this reason she was committed to improving the procedures and urged fellow senators to pay close attention to the review.

In response to a question from Senator Notash about University policies and procedures versus individual complaints, I. Bujara explained that the Equity office is the appropriate place to take up any issues that may be caused by policies and procedures.

In response to a question from Senator Wiener, I. Bujara said that, when an individual brings a concern forward, and is unhappy with the response of the Human Rights Office and/or its advisors, that individual is able to appeal to the Senate Harassment/Discrimination Board. When an individual is affected by a decision made by a different body that has taken advice from the Human Rights Office, that person is not able to appeal to the Board. Appeal routes are specific to a particular decision maker. When there is no tangible damage done because of a decision, an appeal may not be appropriate.

Moved by Senator LaFleche, seconded by Senator Chaudhry that the informal session now rise.

Carried 10-38

Senate resumed its regular business

The Senate moved into Closed Session.