

Minutes

MEETING OF THE SENATE

A meeting of the Senate was held on Thursday, November 27, 2008 in Room 202 Policy Studies at 3:30 p.m.

Present: Principal Williams in the Chair **Senators:** Archibald, Boag, Brien, Brinkworth, Brown, Bu, P. Dacin, T. Dacin, Deakin, Deane, Dixon, Flanagan, Gibson, Horton, Kisilevsky, Koichopolos, Kramer, LaFleche, Laker, Lombardi, MacLean, McCormack, McGrath, Minnes, Norman, Oosthuizen, Pardy, Peterson, Radcliffe, Remenda, Rowe, Ryan, Saiedi, Salzmann, Santeramo, Stewart, Szulewski, Tolmie, Walker, J. Welsh, P. Welsh, Wiens, Wong, G. Moore (Secretary), P. Watkin (Associate Secretary)

Also Present: L. Adams, Q Al-Blawi, J-A Brady, B. Burge, Y. Chan, M. Ceci, R. Coupland, L. Dal Cin, R. Denniston-Stewart, H. Fazekas, B. Gallupe, A. Girghah, B. Griffiths, J. Hall, A. Head, L. Jackson, A. Kaplan, E. Leichner, G. Lessard, C. Metcalf, K. Montgomery, J. Murphy-Burke, K. O'Brien, J. Pierce, M. Price, S. Rigden, H. Smith, C. Sumbler, B. Walker

A Tribute was read to the late Baha Bekenov, Senator from 2006-2007, by Matthew Price, President of the Commerce Society. Principal Williams noted that the Tribute would be recorded in the Senate Minutes and that a letter of sympathy would be sent to the family on behalf of the Senate.

I OPENING SESSION

1. Adoption of Agenda

Moved by Senator LaFleche, seconded by Senator MacLean, that the Agenda be adopted as circulated with the following two provisions:

1. That item III, number 6 "Orientation Activities Review Board (SOARB) – Report on Orientation 2008", be moved to the first item of business under "Reports of Committees"; and
2. As requested by the AMS President, that item VI, number 1 "Report from the Queen's University Muslim Students' Association (QUMSA), follow immediately after "Reports of Faculties and Affiliated Colleges".

Carried 08-63

2. Adoption of the Minutes of the Meeting of 23 October 2008 (Appendix A, page 1)

Moved by Senator Oosthuizen, seconded by Senator Gibson, that the Minutes of October 23, 2008 be adopted as circulated.

Carried 08-64

3. Business Arising from the Minutes

a) Update on the potential re-location of the Human Rights Office

A. Kaplan, Director, Campus Planning and Development, updated Senate on the potential re-location of the Human Rights Office. It was noted that discussions about the potential re-location addressed physical space and geographic location on campus and did not include discussions about program reorganization or staffing changes. The following highlights were recorded:

- There are other student services groups on campus that would benefit from co-locating with the Human Rights Office. Consideration is being given to relocating all of these units to the same

- geographic location. These groups include the Human Rights Office, the Equity Office, Disability Services and RARC (Regional Assessment Resource Centre);
- The current preferred option is to co-locate these services to the basement of Mackintosh-Corry Hall where the Library Technical Services Unit currently resides;
 - Potentially, Library Technical Services could be moved to the lower level of Chown Hall. Support from student leaders has been given to use residential space for a university service as this move will facilitate improved support for students with disabilities;
 - Reorganization of the Douglas Library over the next three to five years could potentially involve the relocation of Library Technical Services from Chown to Douglas which would return the lower level of Chown Hall to residential space.

There were no questions or comments.

4. Chair's Report

Financial Update

Principal Williams reported that a set of financial targets have been circulated to the Deans based on a three-year budgeting model. The model assumes that the University will be in a deficit position in years one and two and at, or close to, a break-even point by year three. Principal Williams reported that all institutions of higher education across North America, including Princeton and Harvard, are facing similar financial difficulties. The global market meltdown has had devastating effects on the endowment fund and it is very difficult at the moment to predict the full impact the situation will have on the operating budget, student aid and the pension fund. To date, the loss value of Queen's endowment fund is in the range of \$80-\$100M. Principal Williams stated that it took a number of years for the University to reach this position and it will take a number of years to fix the situation. There is every expectation that faculties and units will respond in different ways to the challenges ahead. Principal Williams stated that every effort would be made to protect staff and that the three-year model will allow for the University to take advantage of attrition where it occurs. A number of Task Forces have been formed to look at where the University can save money and/or generate revenue. Principal Williams reported that the Ontario Government has indicated that, to the best of its ability, it will meet its commitments to the *Reaching Higher* program.

Principal Williams reported that very recently the University was informed that the \$10M received at year end in 2008 could not be used for operating purposes in the 2008-2009 budget year. The province has designated these funds for repairs and alternations. This restriction has left the University with the difficult task of finding funds to make up the difference. Because of this restriction, it is projected that at the end of the current budget year, the University will be in a deficit position in the range of \$5-6M. Principal Williams stated that a financial update would be provided at the January 29, 2009 Senate meeting.

Homecoming

Principal Williams reported that after extensive consultation with a number of constituencies, including the Queen's University Alumni Association, the Kingston community, the Vice-Principals and Health and Safety, it was decided to move Homecoming weekend to May. The date chosen, May 22-24, will coincide with Queen's Mini-U. Over 1,400 emails have been received in the Principal's Office since the decision was announced. Approximately 66% of those commenting support the move. The decision to reschedule Homecoming weekend will be reviewed after two years using a set of criteria that are currently under development.

Senator Brown asked if student groups were consulted about the rescheduling of Homecoming weekend. Principal Williams responded that the consultation process with students did not extend beyond the AMS and the SGPS.

Intergroup Dialogue Program

Principal Williams invited Senator Deane, Vice-Principal (Academic), to address the controversy surrounding the Intergroup Dialogue Program. Senator Deane stated that the Intergroup Dialogue is a new pilot program that was integrated into the Residence this Fall after a long planning process throughout the summer. The intent of the program is to make a significant contribution to the culture of mutual respect and dialogue in the University. Regrettably, the media has portrayed the program as invasive and muzzling free speech. Senator Deane reported that this characterization is mistaken. To date no complaints have been received. The University remains committed to the program but because of the strong negative reaction from some quarters, an assessment of the program will be done earlier than initially planned. The assessment team will comprise of the rector, a senior faculty member and an alumni member. It is anticipated that the assessment team's report will be completed by mid-January 2009.

Rhodes Scholar

Principal Williams announced that Mr. Raed Joundi, a second year medical student has been awarded a Rhodes scholarship. Currently, there are ninety-three Rhodes scholarships awarded in eighteen countries and only eleven are granted in Canada each year. Mr. Joundi will begin his studies at Oxford in the Fall of 2009 and will be reading for a graduate degree in neuroscience, specifically studying neurological disorders in childhood. In addition to having a strong academic background, Mr. Joundi is a well rounded individual who has a black belt in karate and has climbed Mount Kilimanjaro while working in a hospital for orphans and a women's shelter in northern Tanzania. On behalf of the entire Queen's community, Principal Williams congratulated Mr Joundi and wished him all the best as he lives out this remarkable opportunity.

Staff Awards

Senate joined Principal Williams in congratulating Peggy Watkin, Associate Secretary of the Senate, on being selected as one of eight recipients of the *Special Recognition Staff Award* for 2008. The Awards will be presented on December 2, 2008, at 12:30 p.m. in Grant Hall during the Principal's Holiday Reception. All are welcome.

5. Other Reports

a) **Research Report** (Appendix B, page 11)

Senator Rowe, Vice-Principal (Research), reported on a very successful public lecture by the 2008 Queen's Prizes for Excellence in Research winners, Dr. G. Narbonne (Geological Sciences and Geological Engineering) and Dr. E. Zureik (Sociology) held on November 26, 2008. Senator Rowe also drew Senate's attention to the report on Innovation Park. Occupancy for Phase I is at 60%, which is well ahead of schedule. Currently, eighteen organizations are represented in the Park and future prospects look favourable.

There were no questions or comments.

b) **Council of Ontario Universities (COU) Meeting of October 31, 2008** – Oral Report by Senator Oosthuizen

Senator Oosthuizen, COU Academic Colleague, reported on the October 31, 2008 COU meeting. The following highlights were recorded:

- Financial difficulties facing all Ontario universities underscored much of the discussion at the recent COU meeting. The lack of adequate government funding and the devastating effect the current global markets are having on pension funds and endowments exacerbate the financial challenges. A University Day has been planned when representatives of Ontario's universities can visit Queen's Park and make the government more aware of the problems facing the university system;
- The Ministry of Training, Colleges and University (MTCU) has made the mobility between post-secondary institutions (colleges and universities) a top priority. On-going

discussions with COU and the colleges are taking place to try and find ways to facilitate better mobility;

- A Quality Assurance Transition/Implementation Task Force is developing new processes and refining existing processes for the quality assessment of undergraduate and graduate programs. Consideration is being given to replacing the current approach used to assess existing graduate programs with a similar process used in the current Undergraduate Program Review Audit Committee (UPRAC). A more extensive appraisal process is also being developed for all new undergraduate programs;
- The Ontario Universities Fair, held at the Metro Toronto Convention Centre from September 26-28, 2008, was very successful with over 100,000 people attending. The fair gives high school students and their parents the opportunity to learn more about Ontario's publicly assisted universities, the programs offered and about campus life;
- Senators were encouraged to read the latest working paper entitled *Learning Disabilities: A Guide for Faculty at Ontario Universities*, by John Logan of Carleton University.

c) November 2008 Enrolment Report (Appendix C, page 15)

Principal Williams drew attention to the Annual Report on Enrolment. The University Registrar, J-A. Brady, reported that the overall enrolment targets were met or exceeded in almost every faculty, school and program. The University Registrar thanked the numerous faculty, staff, students and alumni who take the time to engage with potential students. Personal contact makes a significant difference to the success of recruiting the best students to Queen's.

Senator Boag noted that the Department of Biology was asked during the summer to accommodate an additional 200-250 first-year students. This represents an increase of approximately 25% over last year's enrolment and placed added strain on the department's resources. Senator Boag expressed his concern about the repercussions this increase will have on the first-year students as they select their majors for second-year since there are limited spaces in certain programs such as Life Sciences. Senator Boag predicted that many students, with good grades, are going to be disappointed and asked if there was anything being considered to alleviate this problem.

The University Registrar responded that the 2008 enrolment target of 2,400 for Arts and Science was exceeded by 40 students. It was noted that academic admission planning for 2009 is currently underway and optimal admission targets will be set. The University Registrar acknowledged the challenges faced by students as they select their preferred concentrations in programs that are filled to capacity.

d) Revised 2008-2009 & 2009-2010 Tuition Fee Report (Appendix D, page 27)

Principal Williams drew attention to the revised 2008-2009 and 2009-2010 Tuition Fee Report that was provided to Senate for comment. He noted that as Principal his role was to convey Senate's concerns to the Board of Trustees at its December 5, 2008 meeting.

Senator Deane reported that the current financial difficulties warranted revisiting the 2009-10 tuition fees for programs where the maximum increase was not originally instituted. Revising these fees would result in much needed resources for the University. It was also noted that revising the tuition fees would better position Queen's when it lobbies the government for adequate funding for post-secondary education since a university cannot plausibly argue for more resources if it has failed to take full advantage of the flexibility the government already allows.

Senator Deane reported that past increases to tuition fees for international students have been modest compared to other universities. The recommendation outlined in the revised tuition fee report is to apply the same percentage increase for domestic students to international fees in the same program. Senator Deane stated that this decision was not made lightly and extensive consultation took place with the Deans and international students. To ensure consistency and predictability for the future, it is recommended that there will be no greater than a 5% increase in any given year for international students.

In response to a question from Senator Brown, the University Registrar stated that the University would continue its commitment to assist students in the greatest financial need including international students.

In response to a question from Rector Jackson, Principal Williams stated that he had not established a Task Force on tuition as current caps imposed by the government provides no leeway for discussion.

Senator J. Welsh asked for clarification regarding the anomaly of the very high increase for international students enrolled in Medicine. Senator Walker, Dean of the Faculty of Health Sciences, explained that currently no international students are admitted into the School of Medicine. The wide deferential between government grants for international students and domestic students make it unfeasible to admit anyone who is not Canadian or has permanent residence status. Senator Walker reported that Queen's receives annually approximately 3,000 applications for 100 places in Medicine and there is pressure from the provincial government to service the Canadian population first. Senator Walker assured Senate that if the time comes when international students are admitted into the School of Medicine, the Faculty of Health Sciences would consider establishing a bursary fund to assist non-domestic students.

In response to a question from M. Ceci, Undergraduate Trustee and Senate Observer, Senator Deakin, Associate Vice-Principal and Dean of the School of Graduate Studies and Research, responded that she could not comment specifically on the MPA program but generally Queen's international fees are the least expensive compared to institutions against which the University normally evaluates itself. Senator Walker added that tuition for international students in the School of Medicine is comparable to other medical schools in Ontario and Queen's has the lowest tuition fees in the province for domestic students.

II QUESTION PERIOD (Appendix F, page 28)

1. From Senator J. Welsh, President, SGPS, regarding the Reaching Higher program and allocations to support Graduate Students. Written response provided.

Principal Williams drew attention to the Question and written response regarding the *Reaching Higher* program and allocations to support graduate students. He asked Senator J. Welsh if the written response sufficiently answered his questions.

As a follow-up to the written response, Senator Welsh asked for the total amount received to date from the *Reaching Higher* program and if there was a breakdown, by discipline, on how these funds were distributed. Senator Deane responded that the total amount received was \$2.7M and that a breakdown by discipline was not available.

Senator Deane made the following correction to the third paragraph of the written response:
From 2001-02 to 2007-08, the total number of graduate students at Queen's has grown 41% ~~30%~~ from 2,224 ~~2,693~~ to 3,127 ~~3,080~~.

2. From Senator J. Welsh, President, SGPS, regarding a progress report to Senate on recommendations contained in the report entitled "Systemic Racism Towards Faculty of Colour and Aboriginal Faculty at Queen's University – Report on the 2003 Study, Understanding the Experiences of Visible Minority and Aboriginal Faculty Members at Queen's University" and on the Senate Educational Equity Committee's response. Oral response to be provided.

Dr. B. Walker, Diversity Advisor to the Vice-Principal (Academic), commended Senator J. Welsh for keeping issues of diversity, inclusion and anti-racism on Senate's radar during a difficult time at Queen's. He agreed that a summary report on an annual or semi-annual basis, which highlighted the University's activities on the diversity front, would be beneficial. The report could

be coordinated by the Office of the Vice-Principal (Academic). Dr. Walker questioned however, what parameters would be used to measure progress.

Senator Deane added that Dr. Walker's appointment was, in part, to provide a point of confluence so that the University could, at any point in time, take stock of what has been done on the diversity front. Senator Deane noted however, that the Question was put to Senate and it was not his place to dictate to Senate what it should or should not do. If Senator J. Welsh's intent was to press how such a report should be assessed by Senate and ascertain its level of satisfaction of the work being done then perhaps Senate should explore its options. For the information of Senate, Senator Deane noted that since the report "*Systemic Racism Towards Faculty of Colour and Aboriginal Faculty at Queen's University – Report on the 2003 Study, Understanding the Experiences of Visible Minority and Aboriginal Faculty Members at Queen's University*" (i.e. the *Henry Report*) was tabled it has been customary for the Vice-Principal (Academic) to answer on behalf of the University but perhaps Senate would like to debate or delegate this responsibility.

Senator J. Welsh suggested that an action plan with targets would be helpful. Senator Deane recommended that Dr. Walker bring to Senate an outline of an action plan along with a report on progress to date. In addition, Senator Deane stated that he was about to announce the establishment of a special team, chaired by Dr. Walker that will address issues of diversity and racism on campus. This special team could take on the task of developing and/or vetting the action plan before it is presented to Senate for discussion.

Senator Radcliffe asked if it would be prudent to set into Senate policy the requirement of an annual report on the progress made towards the recommendations contained in the *Henry Report* and the Senate Educational Equity Committee's response to the *Henry Report*. Senator Deane replied that he would welcome, as normal practice, an annual report to Senate and suggested that perhaps the May meeting would be the best time to take stock of what had occurred over the academic year.

Principal Williams stated that he would refer the matter of the timing of an annual report to Senate to the Senate Operations Review Committee.

III REPORTS OF COMMITTEES

6. Orientation (Appendix K, page 69)

a) Orientation Report 2008

Principal Williams drew attention to the Orientation Report for 2008. There were no questions or comments.

1. Academic Development and Budget Review (Appendix F, page 39)

a) Proposal to establish a combined M.A. and J.D. Program in Economics and Law

Moved by Senator Deane

seconded by Senator Flanagan

that the Senate approve the establishment of a combined M.A. and J.D. in Economics and Law in the School of Graduate Studies and Research to commence in September 2009, and that any required transcript notation be reviewed and discussed with the Office of the University Registrar.

Carried 08-65

Senator P. Welsh and Senator J. Welsh both expressed their support for this new combined program and noted that they had received numerous positive comments from students interested in the proposal. Senator Flanagan commended Professor Metcalfe, Faculty of Law and Professor Head, Department of Economics for taking the lead on this combined program and highlighted the wonderful opportunities it will provide for Queen's students.

2. Academic Procedures (Appendix G, page 60) Degrees, Diplomas and Certificates 2008 Convocations

Moved by Senator P. Welsh

seconded by Senator Brown

that copies of the Official Convocation Program be included in the Senate Minutes as an official record of those receiving degrees, diplomas and certificates at the 2008 Spring and Fall Convocations.

Carried 08-66

There were no questions or comments.

3. Internal Academic Review (Appendix H, page 61)

a) Revised Consolidated Schedule of Internal Academic Reviews

Principal Williams drew attention to the revised consolidated schedule of Internal Academic Reviews. There were no questions or comments.

4. Nominating (Appendix I, page 65)

a) Elections

Moved by Senator Oosthuizen

seconded by Senator Dixon

that those named in Appendix I, page 65, be elected to the committees indicated.

Carried 08-67

5. Non-Academic Discipline (Appendix J, page 66)

a) Annual Report 2007-2008

Principal Williams drew attention to the Annual Report of the Senate Committee on Non-Academic Discipline (SONAD). There were no questions or comments.

b) Report on Number of Non-Academic Discipline Cases Reviewed 2007-2008

Principal Williams drew attention to the Report on the number of non-Academic cases reviewed by SONAD in 2007-2008. The report is a requirement under the *Senate Policy on Student Appeals, Rights and Discipline (SARD)*. There were no questions or comments.

7. Operations Review (Appendix L, page 75)

a) Proposed Revisions to the Governance Structure of the University Council on Athletics

Moved by Senator Brien

seconded by Senator Laker

that the Senate approve the proposed University Council on Athletics and Recreation (UCAR) Governance Structure, effective May 1, 2009.

Carried 08-68

There were no questions or comments.

8. University Council on Athletics (Appendix M, page 89)

a) Annual Report – January 1, 2007 to April 30, 2008

L. Dal Cin, Director of Athletics and Recreation, thanked the Office of Student Affairs, the Office of the University Registrar, Marketing and Communication and a number of other departments for their support over the past two years. Ms. Dal Cin stated that she was looking forward to the time ahead and the opening of Phase I of the Queen's Centre in the Fall of 2009.

IV REPORTS OF FACULTIES AND AFFILIATED COLLEGES (Appendix N, page 104)

1. Monieson Centre Five-Year Review

Moved by Senator Rowe

seconded by Senator T. Dacin

that the Monieson Centre be authorized to continue for an additional five years, November 27, 2008 to November 27, 2013.

Carried 08-69

There were no questions or comments.

2. Orientation Reports

a) Education, Law, Medicine and the School of Graduate Studies and Research

Principal Williams drew attention to the Orientation Reports circulated with the Agenda. The reports are from faculties for which the Dean has responsibility for orientation activities, rather than the Senate Orientation Activities Review Board. These faculties are required to report directly to Senate.

On behalf of the Society of Graduate and Professional Students, Senator J. Welsh thanked the School of Graduate Studies and Research for its support in launching a *Welcome Orientation* event for all incoming graduate students.

VI COMMUNICATIONS (Appendix Q, page 126)

1. Report from the Queen's University Muslim Students' Association (QUMSA)

Principal Williams invited Mr. Qutaiba Al-Bluwi, Ph.D. candidate in the School of Computing and Senior Advisor to the Queen's University Muslim Students' Association (QUMSA) to address Senate.

Mr. Al-Bluwi delivered a very passionate and personal account about a number of recent racially charged incidents that have plagued Muslim students. He expressed his total dismay with a "system" that, in his view, requires the approval of a Motion at Senate before the University will adequately respond to acts of discrimination against some of its citizens. Mr. Al-Bluwi questioned a "system" that encourages freedom of speech but does not condemn hate-speech.

In response to current events, Mr. Al-Bluwi explained that he and other students established an Islamophobia Task Force. He stated that he personally interviewed every Muslim student involved in the incidents and has seen first-hand the harm these incidents inflict on the victims. Much to his dismay, Mr. Al-Bluwi stated that no one in the Administration took these incidents seriously and no campus security alert was issued. He emphasized that the main concern for Muslim students is to ensure that a safe environment is maintained for all students. He explained to Senate that there are real and lasting consequences for those victimized by racism including a negative effect on a student's ability to study. Because of this rash of incidents, Mr. Al-Bluwi reported that Muslim students feel unsafe on campus and are afraid to congregate in the QUMSA office. This fear has resulted in a further sense of isolation amongst Muslim students.

Mr. Al-Bluwi expressed his frustration with the lack of action by individual faculties, QUFA and QUSA, to condemn the racial incidents outlined in the report. He stated that it is impossible to move ahead and work together to find solutions if the University does not unequivocally condemn these acts.

Referring to the controversy around a racial comment made by a student leader and the demand by some students for his resignation, Mr. Al-Bluwi stated that Muslim students were not allowed into the assembly where the issue was being discussed. He explained that minorities have a very difficult time making their voices heard.

Mr. Al-Bluwi stated that he was proud of the leadership shown by the AMS and the SGPS and for their commitment to zero-tolerance. He urged Senate to address these issues head-on and to work collegially with Muslim students to find solutions to the growing problem of Islamophobia on campus and the greater Kingston community.

Senator J. Welsh thanked Mr. Al-Bluwi for his courage to talk about these difficult and painful issues in a public forum. He echoed Mr. Al-Bluwi's concern about the disproportionate response from the University regarding the recent rash of incidents which included death threats and the concern raised about the possible resignation of one student leader because of a comment made over Facebook.

Senator Salzmann urged the University to take a zero-tolerance stance to racism. She urged Senate to not compartmentalize these incidents but rather to acknowledge them as hate-crimes. Senator Salzmann noted that racism keeps people on the margins and prevents minorities from being fully engaged in North American society. She stressed that racism is utterly incompatible with the mission of the University and urged all faculties and schools to clearly condemn these acts.

Senator MacLean stated that it was difficult to formulate an adequate response to Mr. Al-Bluwi's speech. He urged the University and individuals to unequivocally express their intolerance for racism and reminded Senate that the right of free speech does not include the right to be offensive. Senator MacLean emphasized the need to respect others and the need to provide a safe environment where minorities feel free to express their opinions. In concluding his remarks, Senator MacLean stated that it was clear from the presentation today that the University and Canada has a long way to go to eliminate racism.

Senator T. Dacin stated that in any organization it is up to the leadership to define what behaviours it will and will not tolerate and that this leadership needs to come from the top. She stated that as a University it is impossible to have the goals of being a global institution without promoting and educating tolerance for diversity. Diversity comes in many forms and it is incumbent on the University to not only condemn racism but to also act by providing safe havens for all voices to be heard.

Principal Williams thanked Mr. Al-Bluwi for his very passionate statement. He stated that as a community Queen's University must do more to fight racism. He reminded Senate that if one member of our community experiences pain because of a racial incident then all members of the community bear the shame.

II QUESTION PERIOD – CONTINUED (Appendix O, page 124)

From Senator Salzmann regarding the University's response to recent Islamophobic incidents on campus

Senator Deane and Dr. Walker provided an oral response to Senator Salzmann's Question regarding the University's response to recent Islamophobic incidents on campus. The following highlights were recorded:

- A substantial increase to the budget of the Diversity Advisor to the Vice-Principal (Academic) has been made in order to support programming and educational initiatives that will raise awareness about racism and Islamophobia on campus;
- A coordinated effort between Campus Security and the Kingston Police is currently underway to specifically address the rash of recent incidents against Muslim students;
- A joint University and City of Kingston committee to address racism and Islamophobia is being established. The committee will include senior Muslim academics, Muslim students and members of the Kingston community ;
- One result of a recent special meeting with members of the Kingston Muslim community was the establishment of a standing committee which will address issues of racism and help the University to respond more effectively to incidents when they occur. The advice from members of the Muslim community will be invaluable as the University moves forward on this front;

- A panel has been established to speak for the University and to articulate the issues that need to be addressed through actions;
- There are ongoing discussions about initiating an Islamic studies program at Queens;
- Dr. Walker, in his role of Diversity Advisor, has extended an offer to work closely with members of QUMSA to try and raise awareness about Islamophobia without unduly burdening the Muslim students who have been victimized.

Senator Salzmann stated that she was pleased to hear the response from Senator Deane and Dr. Walker but unfortunately it appears that the University is working at a deficit. Senator Salzmann encouraged Senators to be proactive and to take action within their individual units and faculties to promote greater awareness about this grievous problem that impedes the University's educational mission and the creation of an inclusive and safe environment.

Senator Radcliffe expressed a concern that the current financial crisis would impede the University from moving forward on establishing academic programs in Islamic studies, African studies and Indigenous studies. Senator Deane replied that the University will be forced to set priorities but this issue would not be lost in those discussions.

Senator MacLean reported that he had met recently with an individual in Toronto whose expertise was in interfaith and intercultural exchanges. In light of the current fiscal constraints, one point of advice given was to take advantage of already planned occasions and to use them to raise awareness by incorporating cultural, religious and/or ethnic elements.

Senator Horton asked if the recent incidents warranted a review of the Campus Security Alert Policy and procedures. Principal Williams responded that currently there are no clear criteria to issue a security alert and there are plans to initiate a full review.

On behalf of the Faculty of Health Sciences, Senator Walker apologized for the inadequate response to the recent rash of Islamophobic incidents. He suggested that when these types of incidents occur, better communication between the administration and the faculties would enable the Deans to react more appropriately. Senator Walker agreed with Senator Radcliffe that one way to fight racism is in the day-to-day interactions within the classroom. In the Faculty of Health Sciences, understanding cultural competencies and cultural awareness are critical to educating health professionals to relate to their patients in a multicultural country such as Canada. Incorporating cultural awareness into the day-to-day discussions in a classroom will not require additional resources and would go a long way in fighting racism on campus.

Senator P. Welsh asked what recruitment policies the University has in place to facilitate a transition in the student population that is more reflective of the cultural diversity of the Canada. The University Registrar, J.-A. Brady, responded that there are a number of programs which encourage prospective students from diverse backgrounds to become aware of Queen's, to visit the University and then apply for admission. The University Registrar suggested that some of the tensions currently on campus may be a derivative of having a more diverse population. J.-A. Brady spoke about the annual applicant equity census. The results are posted on the Institutional Research and Planning website. The 2007 results show that the percentage of self-reported students from visible minorities who have applied to Queen's is higher than the percentage of visible minorities in the Canadian population.

Senator J. Welsh noted that the *Henry Report* dealt with racialized faculty members leaving Queen's because of the unwelcoming atmosphere within their departments. He urged Senators to be conscious of the environment within their own departments and to raise these issues in their individual units as a point of discussion.

V MOTIONS

1. **Endorsement of the Queen's University Muslim Students' Association Anti-Islamophobia Campaign**
Moved by Senator Radcliffe
seconded by Senator Laker

WHEREAS Queens University has seen an increase in incidents of Islamophobia in the 2008/2009 academic year;

BE IT RESOLVED THAT Senate move to endorse the Queen's Muslim Students' Association anti-Islamophobia campaign statement that reads:

In light of recent, hateful anti-Muslim acts including defacement of posters, threats, and harassment of hijab-wearing women, we felt it wholly necessary to voice our profound concern and unequivocal condemnation of manifestations of racism, racial discrimination, xenophobia and related intolerance. We would like to express our keen solidarity with the greater Muslim community at this troubling time. When hatred of Muslims and other minority groups is allowed to flourish, our collective human rights are called into question. Racism in any form is an affront to the dignity of all humankind. We call upon all members of the Queen's community including faculty, staff, and students to combat ignorance and hatred through education and open dialogue.

Carried 08-70

VI COMMUNICATIONS cont'd (Appendix Q, page 129)

2. **Notification from the Education Students' Society regarding its intention to secede from the AMS and join the SGPS**
Principal Williams drew attention to the notification from the Education Students' Society regarding its intention to secede from the AMS and join the SGPS.

VII MATTERS REFERRED TO STANDING COMMITTEE (Appendix R, page 130)

Principal Williams drew attention to the following Matters Referred:

1. Resubmission by the Faculty of Health Sciences of the proposal to establish the Ernie and Edna Johnson Chair in Ophthalmology [Referred to the Senate Committee on Academic Development (SCAD) and the Senate Budget Review Committee (SBRC)]
2. Policy on Transcript Terminology for Students Withdrawing from Queen's University [Referred to the Senate Committee on Academic Procedures (SCAP)]
3. Residence Discipline Report 2007-2008 – Summary of Actions [Referred to the Senate Committee on Non-Academic Discipline (SONAD)]
4. Motion to Establish a Committee to Draft a Policy on the Protection of Whistleblowers [Referred to the Senate Operations Review Committee (SORC)]

VIII OTHER BUSINESS

None Received

IX CLOSED SESSION

Not Required

There being no further business, the meeting adjourned at 5:30 p.m.

A TRIBUTE TO BAKHYTZHAN (BAHA) BEKENOV

(1987-2008)

My name is Matthew Price, President of the Queen's Commerce Society (2008-09). I am here today on behalf of the students of Queen's Commerce, to pay tribute to a classmate, a colleague and a friend. Baha Bekenov passed away in Goodes Hall on November 11, 2008.

The Memorial Service for Baha on November 26 was a fitting tribute to a young man that touched the lives of many within the School of Business and Queen's community. At the Service, kind words and moving memories were spoken by Dean David Saunders, the university Chaplain, Baha's Professors and fellow students. I had the opportunity to address both my fellow students and Baha's family in Kazakhstan, while reading thoughtful letters that truly convey the impact he had on others.

Baha's involvement in the Queen's community was far reaching. He was proud to be a member of the Commerce family and Queen's University. The reaction from his peers within the School of Business the last week is indicative that we too were proud to have known Baha.

Baha served as the Commerce Society Senator for the 2006-2007 academic school year. He was elected by Senate to serve on QUESSI from September 2006 to August 2008. During his time at Queen's, Baha was also a member of the Campus Bookstore Board of Directors, Treasurer of the COMM'09 Year Executive, member of the intramural basketball team, Homecoming volunteer, and a competitor at various case competitions. Baha's friends speak fondly of their memories with him on exchange in Copenhagen, Denmark. Baha spent this past summer working for Deloitte & Touche in Toronto.

How will Baha Bekenov be remembered? At his Service, Peter Kissick, Law Professor and former Director of the Commerce Program, spoke about his memories of reading Baha's application to enter Queen's Commerce. Friend Francois de Zamaroczy (COMM'09) recalled times spent with Baha at the Queen's Pub and Friday Commerce Board Meetings, while David Wen (COMM'09) recalled Baha as a housemate. At a recent conference, I encountered a student from the University of British Columbia who was a high school classmate and friend of Baha's at the International School of Almaty in Kazakhstan. In a letter read at the Service, he referred to Baha as *"an amazing person, with a big heart... He was a great friend, leader and mentor.... He was always professional, honest and selfless. Baha was never afraid to voice his opinion and share his point of view. He always wanted to make people happy around him."*

Baha will not be forgotten within the School of Business or the Commerce Society. At his Memorial Service, the Dean announced that Baha would be awarded his Bachelor of Commerce (Honours) degree posthumously and that a tree would be planted by staff and faculty in his memory. I had the pleasure of announcing the creation of the *"COMM'09 Scholarship in Memory of Baha Bekenov"*, as the graduating class gift. This will act as an enduring memory of our classmate and friend.

Baha will be remembered by many, in so many ways. I will close this tribute with a letter from a group of Baha's friends in the Commerce Program: *"Baha will forever be remembered in our hearts as someone who exemplified respect, humor, and compassion. He was the most easygoing person we knew, encouraging those around him to enjoy life to its fullest. And he was so much fun to be around. At our gatherings and parties, Baha was always full of laughter and jokes. It's sad to think that we'll never share another laugh. Although Baha is no longer with us, we will honor him in our memory and lead our lives optimistically - the way Baha would have wanted. Rest in peace, our friend. We will miss you."*

Matthew V. Price