



Minutes

MEETING OF THE SENATE

A meeting of the Senate was held on Thursday, October 22, 2009 in Robert Sutherland Hall, Room 202 at 3:30 p.m.

Present: Senator J. Stairs in the Chair **Senators:** Archibald, Bae, Blennerhassett, Boag, Brien, Ceci, Chaudry, Christie, Colgan, Colwell, Cordy, Culham, Dacin, Deane, Dimitrov, Dixon, Goodspeed, LaFleche, Leichner, Lin, MacLean, McCann, Medves, Minnes, Notash, Oosthuizen, Reid, Roberge, Rouget, Ryan, Salvatore, Salzmann, Santeramo, Saunders, Scott, Stevens, Stewart, Tam, Walker, P. Welsh, Wiener, Woodhouse, G. Moore (Secretary), C. Russell (Associate).

Also Present: C. Beach, J-A Brady, I. Bujara, L. Dal Cin, A. Girgrah, A. Husain, L. Jackson, A. Kaplan, G. Lessard, J. Mak, S. Marlin, D. Rappaport, B. Teatero, H. Smith, C. Sumbler, P. Watkin, J. Pierce.

I OPENING SESSION

1. Adoption of Agenda

Moved by Senator LaFleche, seconded by Senator Oosthuizen, that the Agenda be adopted as circulated with one provision: that the Nominating Committee wishes to add to the slate of elections the name of A. Aiken (Faculty) to the University Council on Athletics and Recreation.

Carried 09-61

2. Adoption of the Minutes of the Meeting of 24 September 2009 (Appendix A, page 1)

Moved by Senator Deane, seconded by Senator P. Welsh, that the Minutes of September 24, 2009, be adopted as circulated with the following provisions:

- That the attendance be updated
- that a question from Senator Notash, addressed to the Dean of Applied Science, "What initiatives have been taken to address the equity and diversity issues in the Mechanical and Materials Engineering department besides the bio-mechanical option?" raised during the discussion of the Internal Academic Review Reports (page 10, item vi.) be added to the minutes.

Carried 09-62

3. Business Arising from the Minutes (Appendix B, page 13)

SCAP response to question regarding grading scheme(s) and the PeopleSoft student information system.

Senator Wiener asked if the May 20, 2009 minutes would be amended to include this response to the question. The Chair confirmed it would be included in the minutes of the October 22, 2009 meeting.

4. Chair's Report

Senator Stairs reported on behalf of Principal D. Woolf, who was away on University business in Calgary and Edmonton.

Former Homecoming Weekend

The University saw a dramatic improvement with a smaller crowd attending the annual Aberdeen Street event, perhaps due to the inclement weather. There was a significant police presence and the street was kept open. The number of arrests and charges, mostly liquor-related, was down and most

did not involve Queen's students. The Police Chief praised the overwhelming majority of students who stayed away. Senator Stairs echoed that appreciation on behalf of the Senate. Leading up to the weekend, the University's strategy was to ensure that students were aware of safety risks related to the party, and to encourage safe, responsible behaviour. Principal Woolf credited the work of Michael Ceci and the AMS on this issue. There are grounds for cautious optimism in that the party's scope was reduced, but the corner is not completely turned. Principal Woolf will review the situation after next fall.

Provost Model

At the Oct. 4 Board of Trustees meeting, Professor G. Moran gave a presentation on his experience as the University of Western Ontario provost for 10 years. Much discussion took place and the Board will continue to discuss the topic in the months to come.

Globe and Mail Student Survey

Queen's fared well in the annual Globe and Mail Canadian University Report with 10 A+ ratings, including academic, campus life, libraries, faculty knowledge of subject, overall quality of education, diversity of extracurricular activities, campus safety, overall campus atmosphere and reputation of Queen's among employers. The results are just one measure but do reflect Queen's strengths; great academics and an engaging campus life. There is work to do in some areas: Queen's lowest grade of C- was related to athletic facilities. We hope that this grade that will increase with the opening of the Queen's Centre later this year. Sustainability efforts are also a focus and Principal Woolf hopes to see improvements in the coming year.

Financial Challenges

The Ontario government has announced a \$25-billion deficit. Implications for post-secondary education are not yet clear. The University will continue to argue that investment in education is important. Principal Woolf has been working in a variety of forums to make this point. He met with Premier Dalton McGuinty and is taking part in meetings with the Council of Ontario Universities and the Association of Universities and Colleges of Canada. On October 27, the Principal will appear on TVO's *The Agenda* to discuss the changing nature of Canadian post-secondary institutions.

Principal's Installation

Senator Stairs reminded Senate that Principal Woolf's Installation will take place in Grant Hall, October 26 at 5 pm. Queen's Community members are welcome. Honorary doctorates will be awarded to neuroanatomist and author J. Bolte Taylor, author, activist and educator J. Armstrong and former Queen's Principal T. Williams. An Installation Symposium, *Wisdom, Knowledge and Imagination*, takes place in Wallace Hall from 2 to 3:30 pm that day, with a panel discussion involving the Principal, four Queen's faculty members and Jeannette Armstrong. All are invited.

Patrick Deane

Senator Stairs congratulated Vice-Principal (Academic) P. Deane on his recently announced appointment as the new president of McMaster in July 2010. V-P Deane has played a key role in several areas including academic planning, diversity and town-gown relations and has earned the respect of all for his humanity, frankness and devotion to Queen's community members. He will continue to play a central role in the coming year in the development of the new Academic Plan. A search for his replacement will begin in due course. Senators applauded and wished V-P Deane the best in his new position.

Advisory Committee for Dean, Faculty of Law

Members are being sought for an Advisory Committee for the Dean of the Faculty of Law. Dean W. Flanagan's appointment ends June 30, 2010 and he is willing to consider serving a second term. The deadline is Friday, Nov. 6 for suggestions to be sent to the Office of the Vice-Principal (Academic).

Senator Stairs welcomed C. Russell to her new role with the University Secretariat.

Questions: In a response to a question from Senator Dimitrov, Senator Deane stated that Queen's will not pay for any part of the cost of increased police presence at the Aberdeen Street event, and that this was made clear at the time of the Homecoming cancellation announcement last fall.

In response to a question from Senator Chaudry, C. Sumbler (a visitor) noted that Queen's scored a C+ for sustainability in the Globe and Mail survey.

Senator Oosthuizen noted that the Council for Ontario Universities has developed a sustainability plan for universities to use as a base for action, to be released next month at Queen's Park on University Day, November 26.

5. Other Reports

a) **Research Report** (Appendix C, page 14)

Associate Vice-Principal (Research) S. Marlin noted one revision (page 15) that Dr. D. Rappaport received \$25,000 not \$12,000 under the NSERC Discovery Grants Program.

Additional highlights:

- a \$13.6-million provincial grant to PARTEQ in support of GreenCentre Canada, in addition to \$9.1 million already received from the federal government earlier this year toward the establishment of a national Centre of Excellence for the development and commercialization of green chemistry technologies.
- the appointment of Dr. A. Hassan (School of Computing) as an Industrial Research Chair, with funding from NSERC, Research in Motion and Queen's.

In response to a question from Senator Notash, AVP Marlin replied that only two NSERC Discovery Grant recipients were listed in the report because most were announced a few months earlier.

b) **Report on Board of Trustees Meeting, October 2-3, 2009** (Appendix D, page 16)

There were no questions or comments.

II QUESTION PERIOD (Appendix E, page 18)

1. **From Senator Stevens – How is the University Working to Achieve Incoming AODA Requirements?**

Written response provided by A. Kaplan, Director of Campus Planning.

Senator Stevens asked A. Kaplan to explain the difference between a scan and an audit and implications for one form of analysis over another. She replied that the large number of campus buildings and their range of conditions required an overview as a first step, measuring key indicators of accessibility. This would determine which buildings would require more detailed study. The second step would be a more specialized analysis such as an audit, but the university is not yet at that stage.

2. **Responses From Vice-Principal (Academic) to questions jointly submitted by Senator Stevens and Senator J. Welsh on September 24, 2009**

1. Given that Ontario's Reaching Higher Program has begun providing Queen's with millions of dollars for facility expansion that is tied to the growth of graduate student enrolment, a) what specific measures have been taken to increase graduate student work space (i.e. office and lab space in proportion to enrolment growth in each academic unit of the University, and b) where specifically have the funds been allocated?

In response to a question from Senator Bae about ongoing plans for workspace issues for existing programs, Senator Deane replied that the funding had come in steadily over a number of years, and some has already been used to buttress existing facilities and expand graduate space. Allocation of this

money to improve facilities for existing graduate programs as well as allocations to support new programs would continue. Although the money is essentially flowing from the expansion initiative, the expansion is not all in new programs.

Senator Stevens observed that Queen's seems to rank sixth per square metre per student. Senator Deane replied that since the graduate expansion was first announced, a current of competition has existed amongst universities to the extent that universities' ability to attract students will be linked firstly to funding packages that they can provide and secondarily to lab and office facilities. Space isn't explicitly a focus of competition, but at a certain point becomes one of those dividing factors.

2. What has been the change from last year in the number of TAships and paid TA hours in each Department and Faculty?

3. What is the existing University policy regarding the hiring and duties of undergraduate TAs, including allowing them to lead tutorials?

In response to a question from Senator Stevens, Senator Deane replied that there was no large pot of money designated for teaching assistant salaries. As part of the graduate growth initiative, a certain amount of money has flowed to the faculties but not earmarked specifically for TA support. The number of TAs at the university is linked to the overall operating budget. He also noted that as the operating budget decreases, it will become more difficult to fund TAs.

Senator Deane stated that it is still too early in the academic year to get the information required to answer question 2. The information is still being gathered and will be presented at a future meeting.

4. Will senior administrative job searches at Queen's be subject to the same equity provisions as other staff and faculty hiring (i.e. will the same procedures be followed and the same data collected?)

In an oral response, I. Bujara, Director of Human Rights and Equity, said that faculty hirings are currently the only ones with specific equity provisions, required by the Collective Agreement. Former Principal Williams asked for more research on the issues. When completed, the findings and alternatives will be presented to Principal Woolf.

5. Has Queen's met its equity commitments under the Federal Contractors Program since its inception?

I. Bujara responded that she would try to answer a complicated question as simply as possible. Gaps are being addressed. In the last review in 2003, Queen's received a conditional compliance as did most other universities. The data on employee groups was outdated so a system was built to keep the university's numbers up to date. From 2003-05 data was gathered to analyze gaps in compliance. Although gaps continue to be significant for all designated groups at Queen's, actions are under way to address them. A joint publication with the Equity Council will be released in a few weeks that will address these questions.

6. Does the Vice-Principal (Academic) plan to replace the Diversity Advisor in his office, and if not, why?

Senator Stairs noted that Senator Deane would provide a response at the November 26 Senate meeting.

III REPORTS OF COMMITTEES

1. Academic Development (Appendix F, page 22)

- a) **Addendum to the Senate Policy on Certificate Programs Moved by Senator Deane, seconded by Senator Oosthuizen that the Senate approve the Addendum to the Senate Policy on Certificate Programs at Queen's University**

Carried 09-63

2. **Academic Development and Budget Review** (Appendix G, page 26)

a) **Proposal to establish a Graduate Diploma in Accounting in the School of Business and the School of Graduate Studies**

Moved by Senator Deane, seconded by Senator Dacin

That the Senate approve the establishment of a Graduate Diploma in Accounting in the School of Business and the School of Graduate Studies, to commence in May 2010.

In response to a question from Senator Boag, University Registrar J-A Brady confirmed that the program is funding-eligible.

Carried 09-64

3. **Academic Procedures** (Appendix H, page 44)

a) **Change of Degree Program Names for Graduate Degrees**

Moved by Senator P. Welsh, seconded by Senator Leichner

that the Senate approve the Change of Degree Program Names for Graduate Degrees as indicated in the table in Appendix Ha, page 45, and that future graduate degree program name change requests be forwarded to Senate for its approval in all instances before becoming official.

SCAP Chair C. Beach noted that this item will bring consistency to degree-program names.

In response to a question from Senator Bae, University Registrar J-A Brady confirmed that since the School of Graduate Studies refers to the programs by their new names, students would not have noticed any changes. The motion formalizes these changes and ensures if a department name changes, the associate degree name change will require formal approval.

Carried 09-65

b) **Policy on Student Names (Hb page 47)**

Moved by Senator P. Welsh, seconded by Senator Bae

that the Senate approve the changes to the Policy on Student Names and that the policy and additional policy elements be posted on the Senate website for information.

Carried 09-66

c) **Policy on Certificates of Attendance (Hc page 52)**

Moved by Senator P. Welsh, seconded by Senator Stevens

that the Senate approve the Policy on Certificates of Attendance and that the policy be posted on the Senate website for information.

In response to a question from Senator Woodhouse, University Registrar J-A Brady confirmed certificates could not be mistaken by foreign universities as an indication of academic completion because they have a very different appearance and bear no resemblance to diplomas. They also make no reference to degree program. She noted that certificates are normally issued for students who are deceased. One exception was the awarding of a certificate earlier this year to G. Thomson on the occasion of his 100th birthday.

Carried: 09-67

d) **Proposed changes to Senate Policy on Transcript Terminology**

Moved by Senator Welsh, seconded by Senator Salzmann

that the Senate approve the changes to the Policy on Transcript Notation for Students Withdrawing from Queen's University and the Additional Information and that the policy be updated on the Senate website for information.

Carried 09-68

4. **Advisory Research** (Appendix Ia, page 56)

a) **Proposed changes to the nomination and selection process for Canada Research Chairs at Queen's University**

Moved by Senator Medves, seconded by Senator Deane that Senate approve the changes to the Nomination and Selection Process for Canada Research Chairs at Queen's University, as outlined in the amended document in Appendix I a), pages 57 to 73.

Senator Deane noted that when the Canada Research Chairs program was announced by the federal government, the intent was to allow Canadian universities to attract and also retain great talent. At Queen's, most of the appointments at both the Tier 1 and Tier 2 levels have been external candidates. Given current financial challenges, for the next two years, this proposal alters that practice and allocates chairs internally to qualified researchers. The change will strengthen the University's ability to retain good people during challenging financial times. He noted that taking on an additional Tier 1 or Tier 2 scholar comes at a considerable cost to departmental and unit operating budgets. Although the University has a full complement of chairs, the intention would be to sustain them without further straining University operations. The changes will be reviewed in 2011.

Senator Salzmann expressed concern that Tier 2 Chairs, when they become available, might not continue to be subject to equity considerations within departments that are already not of the composition that one might desire.

Senator Deane replied that he would reserve comment until he had consulted with Vice-Principal (Research) K. Rowe and Director of Human Rights and Equity I. Bujara.

In response to an observation from Senator Brien, Senator Deane agreed to confirm that the proposal is within the framework of the Canada Research Chairs program.

Senator MacLean commented that the costs of retaining a Tier 1 Chair are often considerable. Even those appointed internally would look for additional support. The only source is the salary savings made available on appointment, so the requirement to appoint in the same area might make compliance difficult. Senator Deane replied that the intention to boost research strength may occasionally require a different kind of arrangement.

Carried: 09-69

b) Human Mobility Research Centre (Appendix 1b, page 74)

i. Five-year review of the Human Mobility Research Centre

Moved by Senator Oosthuizen, seconded by Senator MacLean that the Senate approve the Renewal of the Human Mobility Research Centre for an additional five years until Oct. 22, 2014.

Carried 09-70

ii. Review of proposed amendments to the HMRC constitution

Moved by Senator Oosthuizen, seconded by Senator Walker, that Senate approve the proposed amendments to the Human Mobility Research Centre constitution as outlined on pages 84-91.

Carried 09-71

5. Educational Equity (Appendix Ja, page 92)

a) Annual report 2008-2009

There were no questions or concerns.

b) Proposed Educational Equity Policy (Appendix Jb, page 96-104)

Moved by Senator LaFleche, seconded by Senator Ceci, that the proposed Senate Educational Equity Policy be considered in an informal session chaired by Senator Stairs.

Carried 09-72

Senator Stairs noted that the proposed draft policy on pages 96-104, followed by the existing policy statement and associated committee report from 2001.

Senator Stairs invited SEEC Chair Dr. A. Husain to lead the discussion. He provided the following background:

- The committee undertook the review at the recommendation of the University Secretariat. It is Senate's normal practice to review all policies periodically. The last Educational Equity Policy Statement was approved in 2001.
- The committee researched policies at universities in Canada, the United States and Australia, consulted earlier University documents including the Henry Report (2006) the DARE panel report (2009), and also consulted equity law in Canada, the Queen's University Equity Census and data on hiring, as well as the benefit of input from undergraduate and graduate students as well as faculty, the Diversity Advisor and related offices
- SEEC has commissioned Dr. M. Lewis of the Faculty of Education to do a study on best practices in Ontario universities. Future revisions of the policy will be informed by this research when the results are available.
- The committee did not think a radical rewriting of the policy was necessary; the intent was to render it in a more usable form for those seeking advice on broad equity policy matters, and prescribe specific practices
- The committee took a broad view and did not conduct an audit of current practices and resources
- The committee tried to expand the scope to include *equity's* companion concept *diversity* and their relationship to the academic mission of the university and to Queen's standards of excellence.

The following points were noted:

- Senator Walker referred to Definitions, Annotations and Concepts (Appendix Jb, page 100) and questioned why some conditions but not others were listed under "Persons with disabilities," and that this approach could lead to misunderstandings. Dr. Husain replied that the section was taken from the current Queen's census form. If broad categories rather than examples are more preferable, then, for consistency's sake, the current Queen's census should be amended.
- Director of Human Rights and Equity I. Bujara noted that often equity is treated as a separate issue when it should be integrated with other policies
- Senator Minnes noted that correct terminology is important and recommended that direct consultation with people with disabilities would generate the required feedback
- Senator Chaudhry noted that in developing a comprehensive policy, the university should not try to set a mold and enforce it from the top down, and that equity promotion would benefit from a grass-roots effort, involving several small organizations in different faculties and residences.
- Senator Deane praised SEEC for its outstanding and necessary work on the policy. These concerns are at the heart of the institution; however, the Senate committee's mandate has limitations. Although the climate has improved bottom up and top down, equity has to be at the centre of the university and some urgency involved. How the University deals with it is a matter of governance
- Senator MacLean noted that SEEC needs "the teeth" similar to what the University has provided elsewhere through the Ethics Review Process.
- Senator Walker noted that the concept of equity should be central to everything at the University and that graduations or appointments do not occur without it being embedded in everyday life

A. Husain noted that SEEC is interested in how to make the policy more known, accessible and adopted not just by Senate but by all university constituents. The committee meets next on November 12th and welcomes further comments.

Queen's University at Kingston

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

Carried 09-73

Senate resumed its regular business

6. Internal Academic Review (Appendix K, page 113)

a) Internal Academic Review reports

Senator Deane noted that for the last 18 months, IAR committee members have made it a practice to address equity issues in their unit self-study in an attempt on the part of the IAR to contribute to the discussion. These reports were drafted by last year's committee and completed by this year's IAR committee.

Moved by Senator Deane, seconded by A. MacLean and agreed: That the Senate approve the Internal Academic Committee's Reports on the Internal Academic Reviews for the following three departments:

i. Department of Geography

Carried 09-74

ii. Department of Health and Epidemiology

Carried 09-75

iii. School of Environmental Studies

Carried 09-76

7. Nominating (Appendix L, page 140)

a) Elections

Moved by Senator Oosthuizen, seconded by Senator Dixon that Senate approve the election to committees of persons as outlined on page 140, with the addition of A. Aiken (Faculty) to the University Council on Athletics and Recreation.

In response to a question by Senator Notash, University Secretary G. Moore replied that the election of chairs in the case of the University Student Appeal Board is described in the Senate policy on Student Appeals, Rights and Discipline.

Carried 09-77

8. University Council on Athletics (Appendix M, page 141)

a) Annual Report – May 1, 2008 to August 1, 2009

Senator Boag said he had heard from several students and colleagues who are dismayed that the new Queen's Centre facility will have only two thirds of the current gym space. He referred to comments on page 5 of the Annual Report about problems associated with programming.

Athletics and Recreation Director L. Dal Cin replied that the increasing costs prevented the university from continuing to use the two gyms in the existing facility after the Queen's Centre opens later this year. The plan had always been for a temporary reduction in core space, which would be restored when the Queen's Centre Phase 2 and the field house is completed.

In response to a question from Senator Dixon about team funding, L. Dal Cin replied that some sports teams would see a reduction in funding, but there would be no reduction of teams. Athletics and Recreation is working with teams under a new model which would help them increase their fundraising capacity.

In response to a question from Senator Colwell, L. Dal Cin replied that the construction of the field house has been postponed due to funding issues.

IV REPORTS OF FACULTIES AND AFFILIATED COLLEGES

None Received

V MOTIONS (Appendix N, page 148)

- 1. Academic Consideration for students participating in the November 5, 2009, Campaign for a Poverty Free Ontario – Motion proposed by Senator Stevens**
Moved by Senator Stevens, seconded by Senator Bae that Senate approve that students participating in the November 5, 2009, Campaign for a Poverty Free Ontario be given academic consideration.

Senator Stevens noted that the event, which draws public attention to the issue of post-secondary funding has been expanded to include a broader array of social movements.

Carried: 09-78

VI COMMUNICATIONS (Appendix O, page 150)

- 1. Provisional Centre approval for a Surveillance Studies Centre**
- 2. Vice-Principal (Academic) report on diversity to be delayed until November 26, 2009 meeting of the Senate**

VII MATTERS REFERRED TO STANDING COMMITTEE (Appendix P, page 152)

- 1. Name Change – Department of Women’s Studies [Referred to the Senate Committee on Academic Development (SCAD)]**
- 2. University Planning Committee Proposal [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 5:17 pm.