

BISHOP'S UNIVERSITY

REVISED MINUTES OF THE 464th SPECIAL MEETING OF SENATE

The 464th meeting of Senate took place on Monday 22 April 2004, at 9:00 a.m., in Tomlinson Hall, McGreer # 100.

Present: Mrs. J. Hodder, in the Chair; Prof. H. Agourram, Prof. P. Cunningham, Dr. A. de Man, Mr. G. Dempsey, Prof. R. Drolet, Dr. A. Drumheller, Mrs. W. Durrant, Mr. E. Favelle, Dr. C. Grogan, Ms. L. Kane, Mr. C. Léveillé, Dr. M. Richardson, Dr. J. Rittenhouse, Prof. B. Robson, Dr. C. Rose, Dr. M. Scarlete, Prof. S. Sheeran, Mr. G. Stephens, Dr. A. Stritch, Prof. C. Viens, Prof. S-L. Ward, Dr. G. Wickens, Dr. B. Willms, Dr. R.B. Yeats

Absent: Ms. C. Dubois, Ms. A. Montgomery, Mr. C. Quinn, Prof. J. Wilson

Guests: Prof. S. Béquet, Dr. J. Crooks, Dr. N. Khouzam, Me. P. Matthews, Dr. S. McKelvie, Dr. D. Seale, Mr. B. Stevenson, Dr. H. White, Mr. D. Young

1/464 AGENDA

The purpose of the meeting was to consult Senate concerning the appointment of the next Principal and Vice-Chancellor.

It was moved by Prof. C. Viens, seconded by Dr. C. Rose, that Senate move into a committee of the whole. **Motion carried.**

The Principal welcomed members of the Search Committee for the Principal and Vice-Chancellor who were attending the meeting in order to clarify and answer questions. The Chair of the Committee, Mr. Matthews, presented his report. The recommendation from the Search Committee was the appointment of Dr. R. Poupart as Principal and Vice-Chancellor beginning July 1, 2004.

Dr. A. Stritch asked a series of questions about the CV.

1. What date did Dr. Poupart actually receive his doctorate? Was he in the post-doctoral program at U. de M. from 1970 – 1972? The CV states 1970. Mr. Matthews answered that the degree was actually issued in 1974.

2. How did Dr. Poupart become Director, Department of Management in 1972-73 at Laval when his career as a full professor in the Department of Management began in 1972?

A member of the Search Committee stated that 18 months after his arrival, Dr. Poupart was elected by his peers to be the Department Head and he taught there until 1982.

3. Why was the article entitled “Running a commentary on imaginatively re-lived

events. A method for obtaining qualitatively rich data” listed on page 7 of the CV, written in 1986 very similar to an article published in 1994 by Dr. Witkin?

A member of the Search Committee stated that Dr. Witkin had been invited to a Conference and had collaborated with Dr. Poupart on the article.

4. Did Laval hire Dr. Poupart without him having his PhD?

Dr. Stritch said there is a difference between depositing a thesis and its evaluation.

Prof. S. Bequet said that Laval would not have hired him without him having a PhD. In 1972 he was hired at Laval at the level of Assistant Professor. There is no evidence that he didn't have his PhD. She would not question what Laval did. There is no doubt in her mind.

Professor R. Drolet asked if this was a case of racial discrimination?

Dr. Stritch responded that he was only evaluating the CV. If there was discrimination why would Gilbert Gagné have been hired in the Department of Political Science?

Dr. C. Rose commented that examination of the CV does raise important questions. The document does state dates incorrectly. Senate deserves the facts. Does Dr. Poupart have enough academic administrative experience? Does he fulfill all other qualifications? What about fundraising?

Mr. Matthews responded that the Search Committee had taken into account letters of recommendation. They were satisfied to make the recommendation that Dr. Poupart be appointed as Principal and Vice-Chancellor. On the issue of government relations the information was very positive.

Dr. de Man, a member of the Search Committee, stated that it was not a unanimous decision to bring forth the recommendation. There was a concern that there was not enough experience in fundraising.

Prof. Bequet commented that perhaps the Search Committee should have indicated that the official diploma wasn't issued until 1974. However it was the decision of the committee not to question this information.

Dr. Yeats stated that he was impressed by the CV however it is nothing like it appears on the surface. There is a lack of transparency! The CV should have said 1974 for the PhD. From 1983 to 1985 Dr. Poupart was Director, Centre de recherche en gestion at UQAM. Page 3 states that he was consultant to a variety of bodies. In addition, p. 7 indicates that he published 21 papers in 1984 and that he gave 7 conference presentations in that same year. With regard to the papers there are very few

references that are easy to find. (for example page 7 of the CV) I call this non-transparent!

Prof. Viens asked “Did the committee look into the discrepancy of dates or was it just assumed? Mr. Matthews responded that the Search Committee was less interested in procedure than in the quality of the candidate. The Committee was more interested that the degree was a valid doctorate. There was no reason to believe that the CV is incorrect. Dr. Poupart is the most energetic man that he has ever met. The Committee operates in good faith.

Dr. Wickens commented that the Laval questions have been answered. Is there a difference in research styles between Business, Psychology, and Sociology?

Dean Robson commented that the 1984 publications on pages 7 and 8 of the CV were probably case studies. This was standard practice in business research. This was case work supervision. In the field of Operational Development Dr. Poupart has worked with leading people. This is not light weight research.

Dave Young, a member of the Search Committee, stated that someone had noticed a date problem in the CV. The Committee left it in the hands of the consultant to verify the dates. Was it a typo?

Prof. Drolet stated that articles such as those of Y. Allaire are also prepared in collaboration with other authors.

Prof. Bequet wished to comment on Dr. Yeats’ observations. There were many papers because they were case studies. Don’t be surprised that Dr. Poupart consults because working as a consultant is common in business. This looks quite normal.

Dr. Drumheller stated that she agreed with Dr. Yeats about transparency. The CV looks like it is passing off abstracts as articles. The CV appears to be put together rapidly and appears sloppy. Monographs should be listed in a separate section. It appears as if he does consulting all the time. The CV looks more impressive than it is and looks more academically oriented than it is.

Dr. Stritch, in responding to an earlier question, wished to say that there was no such thing as an “unofficial PhD”. The CV gives the impression that he has it. There appears to have been little time taken to format the CV. Specifically on p. 12 (in 1976)

“Les théories de la motivation et la nécessité de réinventer les milieux de travail” was presented at the annual conference of l’ACFAS in Québec City. Yet the CV also mentions the annual conference taking place in Sherbrooke. Did the conference move from Québec City to Sherbrooke?

Prof. Bequet agrees that there is a certain amount of sloppiness. She commented that “you should have seen the sloppiness of others”. She went on to say that in 1981 that she had presented two papers, one at Laval and one in Sherbrooke. They were at two sections of ACFAS. One was in International Finance and one in Corporate Finance.

Dr. Yeats stated that he would like to move on. There is quite a bit of dissent. Morale is low. He believes that bringing in a person who is not the best candidate is not appropriate at this time. He feels that an Interim Principal should be appointed from August 1, 2004 to June 30, 2005. The Search Committee should be instructed to begin again the search process. He feels that the position was not advertised well enough. At the University of Western Ontario the position was advertised for July 2005. He doesn’t see why we can’t start the process again. The University has been 20 years without a Principal with an academic background. We should re-advertise with a new search firm.

The Chair of Senate stated that the University is at a crossroads. She was struck by the fact that history has repeated itself. The process of finding a new leader is extraordinarily difficult. It is an important time in the public sphere. She has verified with other rectors that he is a credible candidate. A failed search is not in our interests. Think seriously of the University’s future.

Prof. S. Sheeran stated that we cannot ignore some of the positive aspects of the CV.

Prof. P. Cunningham said that he was reluctant to throw out the work of the Search Committee.

Mr. Matthews stated that the Committee had rejected the option of an interim appointment. He has spoken at length to Dr. Poupart. The CV was put together by the consultant. Dissent means that there are opinions. We are not setting up a system of appeals.

Prof. Agourram commented that the CV may not reflect everything about the candidate. If Dr. Agourram were to be questioned about an article such as this he would not want to come.

Mr. Matthews had spoken to Mr. Poupart who said it was the right of the faculty to question his CV.

Dr. Stritch said there will always be some dissent. It is legitimate to check into the CV. The Search Committee should go back and do its job.

Dr. Yeats attempted to formulate a motion to reject the candidacy of Dr. Poupart and to appoint an interim Principal.

The Chair of Senate stated that elements of this motion presented by Dr. Yeats could be libelous and that the language of the motion was not appropriate.

Dr. Rose asked the Chair whether Dr. Yeats would be sued for making a motion such as this?

The Chair of Senate reminded Senators that the corporation is only acting here to consult the Senate.

Dr. G. Wickens asked do we really want a strong academic as principal? We haven't had one yet!

Dr. Yeats commented that an academic background was required for the position. And we also need enthusiasm for teaching! A capacity for academic interaction is essential.

Prof. Drolet asked whether people on the Committee have personal agendas?

Dr. Stritch stated he wished to raise a point of personal privilege and asked the Principal if he could speak to this.

Dr. de Man said he had no personal agenda but commented Prof. Drolet gives the impression that agendas exist but they do not.

It was moved by Prof. Robson, seconded by Dr. Rose, that Senate move out of the

committee of the whole. **Motion carried.**

It was moved by Dr. Rittenhouse, seconded by Prof. Robson, that Senate approve the recommendation from the Search Committee for the appointment of Dr. Robert Poupart, as Principal and Vice-Chancellor of Bishop's University. **Motion carried** (11 in favour, 10 against).

The meeting adjourned at 10:25 a.m.

Janyne M. Hodder, Chair of Senate
Secretary

Wendy Durrant, Acting Recording

(June 9, 2004)