

659TH MEETING OF SENATE
FRIDAY, DECEMBER 8, 2023, 2:30 P.M.
MCGREER 100 AND BY VIDEOCONFERENCE

MINUTES

Chair: Principal Sébastien Lebel-Grenier

Present: Dr. Hafid Agourram, Reena Atanasiadis, Dr. Darren Bardati, Martina Berkers, Sonoma Brawley, Bruno Courtemanche, Dr. Anthony Di Mascio, Dr. Alexandre Drouin, Dr. Kerry Hull, Dr. Jean Manore, Catherine Lavallée-Welch, Christina Lépine, Élodie Lescure, Sienna Longo, Dr. Patrick McBrine, Dr. Matthew Peros, Dr. Jessica Riddell, Hans Rouleau, Dr. John Ruan, Chelsea Sheridan, Dr. Michael Teed, Dr. Jordan Tronsgard, Dr. Marianne Vigneault, Dr. Yanan Wang, Dr. Andrew Webster, Dr. Brad Willms, Dr. Dawn Wiseman, Cleo Wulder

Regrets: Julien Collin, Dr. Julie Desjardins

Guests: Vicky Boldo, Dr. Genner Llanes-Ortiz, Kiersten Bradley

Secretary: Kylie Côté

Principal Sébastien Lebel-Grenier called the 659th meeting to order at 2:33 p.m.

659/1 AGENDA

The agenda was approved as presented.

Moved by: Catherine Lavallée-Welch

Seconded by: Kerry Hull

Motion carried.

659/2 MINUTES

Acting Interim Secretary General Kylie Côté reported that she had received comments on the minutes of the meeting held on November 17, 2023 (Senate #658) from Dean of Humanities Dr. Jean Manore, who requested a few grammatical corrections. Registrar Hans Rouleau requested a correction in Item 4 to the title of the office of Alumni Relations and Philanthropy.

The Minutes of the 658th meeting of Senate held on November 17, 2023 were approved as amended above.

Moved by: Andrew Webster

Seconded by: Brad Willms

Motion carried.

659/3 BUSINESS ARISING

There was no business arising.

659/4 COMMUNICATIONS FROM THE CHAIR

180th anniversary for Bishop's University

To mark Bishop's University's 180th anniversary (Bishop's was established on December 9, 1843), the Communications team organized an employee cocktail reception on December 7th in the common room of the new Janyne Hodder residence, featuring live music, refreshments and a special video featuring words of wisdom from some of the campus community's long-time members.

On December 8th, all members of the Bishop's community, as well as alumni and the wider Lennoxville, Sherbrooke and Eastern Townships community, were invited to the Quad over the noon hour for hot chocolate, cupcakes and a special gift of purple BU mittens.

Sophia Stacey, President of the Students' Representative Council, Chief Richard O'Bomsawin of the Abenaki Council of Odanak and Principal Lebel-Grenier addressed the gathering.

Four hundred pairs of purple mittens were given away and the event ended by participants holding their hands in the air to form a '180' in the Quad, with a drone taking photos overhead.

Principal Lebel-Grenier said that he was pleased to have our incredible community of alumni, friends, faculty, staff, and students celebrating this important milestone in the University's history together.

Tuition Reform

Principal Lebel-Grenier said that meetings and negotiations with senior members of the Ministry of Higher Education (MES) and the Quebec Government were ongoing and that he had hoped an announcement would have been made soon.

Principal Lebel-Grenier said that the Premier of Quebec, the Minister of Higher Education and other members of government have stated on multiple occasions that Bishop's is not a threat to the French language and that special measures are warranted for our University.

The University has prepared an aggressive recruitment plan which is ready to be deployed as soon as the Government announcement is made.

Principal Lebel-Grenier said that regular updates would continue to be shared with the Bishop's community.

659/5 COMMITTEE ITEMS

ITEM 659/5.1 AD HOC COMMITTEE ON RECONCILIATION AND DECOLONIZATION

Vice-Principal Academic and Research Andrew Webster said that on November 17, 2023 Senate had received a proposal to replace the existing Ad Hoc Committee on Reconciliation and Decolonization with a permanent standing Senate committee.

Kylie Côté noted that there was an error in the draft resolution that had been uploaded and that the correct proposal was for the Decolonization Circle to be a Senate standing committee (rather than a joint standing committee of the Board of Governors and Senate).

Dr. Andrew Webster invited Vicky Boldo, Associate Director of Indigenous Initiatives, and Dr. Genner Llanes-Ortiz, Assistant Professor of Sociology and Canada Research Chair in Digital Indigenities, to address Senate.

Vicky Boldo said that she had received several comments about the proposed composition and mandate of the Decolonization Circle. She said that the Decolonization Circle intentionally included permanent membership for certain positions as well as named some faculty members and that controlling the composition of the Circle is critical for its members.

Vicky Boldo said that Chief Richard O’Bomsawin had expressed an interest in collaborating with the Circle and in advancing the discussion on reconciliation. She said that the EDI advisor and that other professionals could be invited to specific meetings as required.

Vicky Boldo said that one of the Decolonization Circle’s first tasks will be developing an Action Plan on Decolonizing and Indigenizing.

Dr. Genner Llanes-Ortiz said that the Decolonization Circle would bring its proposals to Senate for consideration.

Dr. Brad Willms asked whether the Senate Nominating Committee would be involved in populating the Decolonization Circle.

Vicky Boldo said that the Senate Nominating Committee would not be involved in selecting the membership of the Decolonization Circle, but that its membership would be communicated to the Chair of the Nominating Committee for information.

Motion

THAT Senate approves the creation of a permanent standing Senate committee named the Decolonization Circle with the mandate and composition as detailed in Document 659/5.1*i* entitled *Decolonization Circle: Terms of Reference*. The Decolonization Circle replaces the Ad Hoc Committee on Reconciliation and Decolonization.

Moved by: Andrew Webster

Seconded by: Dawn Wiseman

Motion carried. (Approved: 24; Abstained: 1– Brad Willms; Opposed: 0)

Dr. Andrew Webster thanked Vicky Boldo, Dr. Colette Yellow-Robe and Dr. Genner Llanes-Ortiz for their work.

Principal Sébastien Lebel-Grenier said that he would inform the Board of Governors of the Decolonization Circle at the Board meeting on December 15, 2023.

ITEM 659/5.2 ACADEMIC STANDING AND ADMISSIONS POLICY COMMITTEE

Vice-Principal Academic and Research Andrew Webster said that on November 17, 2023, Senate had reviewed a proposal to create a permanent Fall non-teaching week, called the Fall Reading Week.

Motion

THAT Senate approve the addition of a non-teaching week for the Fall Semester as a standard feature of the University Sessional Dates, as of the 2024-2025 academic year.

THAT a Fall Semester non-teaching week be scheduled from Monday to Friday in the middle of the semester, as part of the standard process for setting the University’s Sessional Dates, proposed each year by the

Registrar's Office and confirmed by Senate.

THAT the Fall Semester non-teaching week be listed in the Academic Calendar as "Reading Week (no classes)", in the same format as the current Reading Week for the Winter Semester.

THAT, as far as possible, there continue to be a series of optional on-campus activities provided jointly by the University and the Students' Representative Council during this non-teaching week, to promote student well-being and to support student academic success.

THAT an appropriate process be instituted by the Registrar's Office to set an early results submission deadline, before the University closure period for the holiday break, for designated courses which serve as prerequisites for Winter semester courses.

Moved by: Kerry Hull

Seconded by: Martina Berkers

Motion carried. (Approved: 24; Abstained: 0; Opposed: 1– Brad Willms)

Registrar Hans Rouleau presented revised 2024-25 Sessional Dates for approval (Document 659/5.2.2) and indicated a small change to the proposed motion to specify Option 1- with a Student Success Week / Fall Reading Week on week 8.

Motion

THAT Senate approve the 2024-25 Sessional Dates, as presented in document 659/5.2.2, Option 1 – with a Fall Reading Week on week 8.

Moved by: Andrew Webster

Seconded by: Chelsea Sheridan

Motion carried.

ITEM 659/5.3 SENATE NOMINATING COMMITTEE

The Chair of the Nominating Committee, Dr. Dawn Wiseman, presented updates to the memberships of two Senate committees: adding Dr. Jean Manore to the Ad hoc Senate Committee for EWP and the Writing Centre, and confirming Dr. Jessica Riddell on the Ad hoc Search Committee for a Secretary General.

Motion:

THAT Senate approve the representatives appointed to the Ad Hoc Senate Committee for the EWP/Writing Centre and the Ad Hoc Search Committee for a Secretary-General as presented on December 8, 2023.

Moved by: Dawn Wiseman

Seconded by: Catherine Lavallée-Welch

Motion carried.

ITEM 659/5.4 SENATE PLANNING COMMITTEE

Spring / Summer 2024 Part-Time Courses

Vice-Principal Academic and Research Andrew Webster said that the Senate Planning Committee (SPC) received requests for 35 Part-Time (PT) courses from 15 Departments.

Dr. Andrew Webster said that SPC recommended for approval 30 part-time courses to come from the part-time academic budget which respects the commitment to offer at least 30 courses in the Spring-Summer semester of each year as originally approved by Senate at its 567th meeting on 16 March 2015. SPC also recommended four self-funded courses.

Dr. Webster said that the list of recommended courses included courses required for student progression; some courses in areas where students do not have the opportunity to take the course during the regular semester due to waitlists; and a small number of specialized experiential courses.

Motion

On behalf of the Senate Planning Committee, I move that Senate approve the following 30 part-time courses for the 2024 spring-summer session and the following 4 self-funded courses (see document 659/5.4.1, Appendix).

Moved by: Andrew Webster

Seconded by: Christina Lépine

Motion carried. (Approved: 24; Abstained: 1– Sonoma Brawley; Opposed: 0)

2024-25 Faculty Hiring

Vice-Principal Academic and Research Andrew Webster said that at its 658th meeting, Senate had requested that SPC review its recommendation for the 2024-25 faculty hiring. The Committee subsequently met on November 24th and December 1st. As part of its reconsideration, the Committee had available submissions from the Dean of Humanities Dr. Jean Manore, the Dean of Social Sciences Dr. Matthew Peros, as well as additional data submitted by Dr. Brad Willms. The committee was also informed of a very recent faculty resignation in the Williams School of Business, confirmed to take effect on December 31, 2023.

Dr. Andrew Webster said that the Committee determined it was not necessary to rewrite or repeat the bulk of the analysis provided in its initial report on tenure-stream appointments, including the specific commentary on each of the departmental submissions.

Dr. Webster summarized the range of objectives and considerations taken into account in SPC's deliberations for Tenure-Stream positions (TS):

1. SPC agrees that supporting Humanities as a Faculty is important and recognizes the Faculty's united support for its requested position in Arts Administration.
2. RAM data is treated by the committee only as a tool and not a single, determining factor. The mandate informing SPC, as revised in September 2018, directs that those programs whose RAM score is at or above break-even should receive serious consideration for a tenure stream position.
3. SPC has sought to continue to develop data that provide it and Senate with an overall picture of the University's academic operation. This data can provide informative comparators such as the ratio of full-time core students to available faculty complement and PT course allocation.
4. The role of SPC is to recommend to Senate those requested TS appointments which it feels can be supported, on the basis of their academic merits, their strategic value, the demonstrated need for resources, and the robustness of forward planning of the relevant department. The final decision on how many positions may be funded in any given year, taking into account the long-term financial constraints of the University, is strictly a matter for the Board of Governors.
 - Note: SPC's perspective is that the very large number of appointments made across the last five years has reduced the flexibility now available to the University to manage the wide range of requests currently being put forward.
5. One mechanism for implementing some flexibility in planning and in supporting departments over the immediate period where there is a demonstrated need is via the use of Limited Term Appointments (LTAs).

Dr. Andrew Webster said that the Senate Planning Committee had reconsidered the submissions made for new tenure stream appointments for 2024-25 and had produced the following recommendations:

1. Having thoroughly reviewed the submissions and data provided, the Committee continues to recommend that the top priorities for tenure stream appointments are for Sports Studies and for Education. The previous submission lays out the reasoning for these two priorities.
2. Following the confirmed retirement of a faculty member from the Williams School of Business in the critical disciplinary area of Accounting, and based on the analysis that SPC commenced ahead of its initial report (in which the needs for Accounting were already identified), the Committee has added a third ranked recommendation for a tenure stream appointment in Business (Accounting). It was also felt on the basis of available information that recommending an LTA in Accounting was not likely to result in a successful search.
3. The Committee reaffirms its initial view that the tenured positions requested for both Arts Administration and for Sociology are meritorious, but that they are not yet sufficiently well-supported at this time to recommend tenure-stream appointments. However, it wishes to make clear that it does support the overall case being made for both, and would expect renewed requests in the future. The recommendation is not intended as a rejection, therefore, but rather as an indication of the intent to work together to make future submissions successful.

Dr. Webster said that SPC's specific recommendations for Arts Administration and Social Sciences were included in document 659/5.4.2.

Dr. Darren Bardati asked why all of the submissions had not been ranked and said that the ranking and comments received during the process were useful for the authors of the proposals.

Dr. Webster said that a discussion at Senate about multiterm priorities would be beneficial. He said that the SPC was created as a resourcing committee and that decisions about its mandate and methodology needed to happen at Senate. Dr. Webster said that the University could not support all the tenure-stream requests and that decisions made now would affect the University's ability to make choices in the future.

Dr. Jessica Riddell said that ranking beyond the perceived financial threshold would allow for a 'ranking of hope'. Dr. Riddell said that she would welcome a larger discussion on academic mission.

Motion A:

THAT Senate recommends the following tenure-stream positions, in order of priority, for approval by the Board of Governors for the 2024-25 budget:

1. Sports Studies - Business and Society
2. Education - Teacher Education related to field-based, applied learning and practice at the Elementary or Elementary & Secondary Level
3. Business – Accounting

Moved by: Andrew Webster

Seconded by: Reena Atanasiadis

Motion carried. (Approved: 23; Abstained: 1– Jessica Riddell; Opposed: 1 – Hafid Agourram)

Motion B:

THAT Senate recommends the following limited term appointment positions, in order of priority, for approval by the Board of Governors for the 2024-25 budget:

1. Arts Administration (3-year)
2. Sociology – Social Inequality and Media (10-month)

Moved by: Andrew Webster

Seconded by: Cleo Wulder

Motion carried. (Approved: 23; Abstained: 1– Hafid Agourram; Opposed: 0)

Senators were very supportive of a discussion at Senate on the SPC's duties and Dean of Science and Mathematics Dr. Kerry Hull proposed the following:

Motion:

THAT Senate, at its next meeting, agrees to have an open discussion on the mandate of the Senate Planning Committee for the purpose of addressing concerns raised by Senators, such as the conditions under which small departments would get a tenure-track position and the benefits of ranking all submissions.

Moved by: Kerry Hull

Seconded by: Andrew Webster

Motion carried.

Vice-Principal Academic and Research Andrew Webster said that he would prepare a short document to guide the discussion about the SPC's mandate before the next meeting of Senate.

Several Senators suggested that the topic be raised at Department or Divisional meetings and that Senators could bring the resulting suggestions or comments to the next Senate.

ITEM 659/5.5 SENATE GRADUATE STUDIES COMMITTEE

Policy for Graduate Level courses taken by Undergraduate Degree Students

Associate Vice-Principal Research Kerry Hull said the draft Policy for Undergraduate Students to take Graduate Studies had been presented to Senate on November 17, 2023 for review.

Motion:

THAT Senate approves the Policy: Graduate Level courses taken by Undergraduate Degree Students (Document 659/5.5.1i).

Moved by: Kerry Hull

Seconded by: Élodie Lescure

Motion carried.

Graduate Studies Regulations

Associate Vice-Principal Research Kerry Hull said the draft Graduate Studies Regulations had been presented to Senate on November 17, 2023 for review. Dr. Hull said that the Committee had received comments which were integrated into the draft Policy where appropriate.

Motion:

THAT Senate approves the Graduate Studies Regulations (Document 659/5.5.2i).

Moved by: Kerry Hull

Seconded by: Bruno Courtemanche

Motion carried.

ITEM 659/5.6 SENATE RESEARCH COMMITTEE

Associate Vice-Principal Research Kerry Hull presented the following draft Policies for discussion:

- Visiting Scholar Policy (Document 659/5.6.1)
- Post-Doctoral Fellow Policy (Document 659/5.6.2)
- Adjunct Professor Policy (Document 659/5.6.3)

Dr. Hull said that the Senate Research Committee hoped to present these Policies to Senate for approval in early 2024.

Dr. Anthony Di Mascio asked about wording in the Adjunct Professor Policy which seemed to dictate work conditions or impose restrictions on an individual's ability to be part of a union. Dr. Di Mascio also remarked that the Senate Research Committee had not completed its review of the policies and questioned the parallel work of the committee and Senate.

Dr. Hull said that the policies were being presented to Senate and that any comments would be reviewed by the committee before being integrated into the draft policies which would eventually be brought to Senate for approval.

Principal Sébastien Lebel-Grenier said that the Policies should not be in conflict with the Collective Agreements and he encouraged Dr. Di Mascio to forward the questions to the Senate Research Committee for discussion.

ITEM 659/5.7 SENATE AD HOC COMMITTEE ON ACADEMIC INTEGRITY

Dean of the Williams School of Business Reena Atanasiadis presented for Senate's review a draft Academic Code of Conduct and Disciplinary Measures (Document 659/5.7i).

Dean Reena Atanasiadis said that the 'Definitions' section will likely be further modified as the Committee reviews and modifies the existing processes and disciplinary actions and that the section would be brought to Senate for approval at a later date.

Dr. Andrew Webster highlighted the clause 8c) Academic Investigation - which prevents a student from withdrawing from a course while an academic investigation is ongoing. Previously, students could withdraw from a course in order to avoid the mention of an academic misconduct on their transcript.

Dr. Webster also remarked on the section concerning multiple offences, whereby several factors are considered which could affect the sanctions imposed.

ITEM 659/5.8 SENATE LIBRARY COMMITTEE

University Librarian Catherine Lavallée-Welch said that the Committee discussed and approved a new formula to divide the library acquisitions budget for monographs among the various academic programs. The preceding formula dated from 1993, with an update in 2005-2006 as to the materials covered.

Reference Librarian Kiersten Bradley presented the new monograph formula which weighs several criteria to equitably divide the costs among the programs. All current departments are considered in the new formula which will be applied starting in the Winter 2024 semester.

659/6 OTHER BUSINESS

ITEM 659/6.1 ACADEMIC REPORT

Vice-Principal Academic and Research Andrew Webster announced the appointment of Dr Valerio Faraoni to serve as Interim Dean of Natural Sciences and Mathematics, for the period from January 1st to June 30th 2024, during Dr. Kerry Hull's administrative leave.


Dr. Matthew Peros will be providing assistance to Dr. Andrew Webster in his role as Vice-Principal Academic and Research and to the Director of the Office of Research and Graduate Studies, Dr. Joachim Jean-Jules, by taking on the role of Interim Associate Vice-Principal Research until July 1, 2024.


659/7 RECOMMENDATIONS

- 7.1 Williams School of Business - No recommendations.
- 7.2 Division of Humanities - No recommendations.
- 7.3 Division of Natural Sciences and Mathematics - No recommendations.
- 7.4 Division of Social Sciences - No recommendations.
- 7.3 School of Education - No recommendations.

Principal Sébastien Lebel-Grenier thanked Senators for the fulsome discussions.

The meeting was adjourned at 5:14 p.m.


Sébastien Lebel-Grenier, Chair
Vice-Chancellor and Principal


Kylie Côté, Secretary General
(Acting Interim)