

658TH MEETING OF SENATE
FRIDAY, NOVEMBER 17, 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, Julien Collin, Bruno Courtemanche, Dr. Julie Desjardins, 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: None

Guests: Vicky Boldo, Dr. Colette Yellow Robe

Secretary: Kylie Côté

Principal Sébastien Lebel-Grenier called the 658th meeting to order at 2:33 p.m.

658/1 AGENDA

Principal Lebel-Grenier requested the addition of Item 6.4 – ‘Discussion on the Moodle block for students who had not completed the mandatory annual training on the prevention of sexual violence’. The agenda was approved as revised.

Moved by: Reena Atanasiadis

Seconded by: Dawn Wiseman

Motion carried.

658/2 MINUTES

Acting Interim Secretary General Kylie Côté reported that she had received comments on the minutes of the meeting held on October 20, 2023 (Senate #657) from Dean of Humanities Dr. Jean Manore, who requested a few grammatical corrections as well as a modification to the last two paragraphs of Item 5.4, which referred to the revised composition of the Senate Research Committee. Dr. Manore suggested the addition of the phrase ‘... and the Chief Information Officer or their delegate’ to replace ‘... and a representative from Information Technology Services (ITS) or their representative’.

The Minutes of the 657th meeting of Senate held on October 20, 2023 were approved as amended above.

Moved by: Dawn Wiseman
Seconded by: Alexandre Drouin
Motion carried.

658/3 BUSINESS ARISING

There was no business arising.

658/4 COMMUNICATIONS FROM THE CHAIR

Senate Attendance

Principal Sébastien Lebel-Grenier noted that all Senators were in attendance and thanked everyone for their presence.

Acting Interim Secretary General

Kylie Côté has been appointed the Acting Interim Secretary General in the absence of Denise Lauzière.

New Senator

Dr. Anthony Di Mascio was nominated as the School of Education's second Senator.

Principal Lebel-Grenier said that pending the revision of the Statutes, Dr. Di Mascio would have full speaking rights at Senate and would gain full voting rights as soon as revised University Statutes are drafted, reviewed and approved by the Board of Governors following the process set out for this in the Statutes.

Principal Lebel-Grenier explained that this remains a priority but that the process has been slowed down as the major focus of the University's senior administration was on the Government's tuition reform for non-Quebec students.

Academic Freedom Policy

The University's Academic Freedom Policy was approved by the Quebec Government.

Tuition Reform

Principal Lebel-Grenier said that since the Quebec Government's announcement on October 13, 2023 regarding tuition increases for Canadian out-of-province and international students, he and members of the University's senior administration had been in many meetings and negotiations with senior members of the Ministry Higher Education (MES) and the Quebec Government.

On November 6, 2023, the heads of McGill, Concordia and Bishop's universities met with the Premier of Quebec and presented a counterproposal to the measures that had been announced. Principal Lebel-Grenier said that the English-language universities were offering to be an ally in promoting and protecting the French language through francization measures benefiting their non-French speaking students and better equipping them to succeed should they choose to stay in Quebec after completing their course of studies. By accepting this proposal and maintaining tuition at current rates, the Quebec Government could ensure that Quebec remains attractive to the best talent from across Canada and around the world. While this proposal has not been accepted, discussions are continuing.

As regards the proposed francization measures, Principal Lebel-Grenier explained that the University committed to the objective that 40% of its non-Francophone undergraduate students would attain level 6 (an intermediate level) on the Government of Quebec scale of French proficiency by the time they graduate. This

would not impose an individual obligation on students but it would provide them with enhanced opportunities to learn French and about Quebec culture and society.

On October 31, 2023, Eastern Township community leaders and members of the Bishop's community filled Centennial Theatre and the Gait to stand together in defense of Bishop's University. Over 80 community leaders representing cultural, business, and educational institutions from across the Eastern Townships and Quebec were on the Centennial Theatre stage to express support. An open letter in support of Bishop's University signed by over 180 leaders was also launched at the event.

Principal Lebel-Grenier thanked the Students' Representative Council for their commitment and positive actions that have helped to ensure that the impact of the announced measures on Bishop's remained headline news.

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.

While this is ongoing, recruitment and retention activities are continuing in order to reach enrollment and retention targets.

The Alumni Relations and Philanthropy Office has initiated an appeal for donations to help cover costs associated with the fight against the proposed tuition reform and its impacts on the University.

Dr. Dawn Wiseman said that the University had also made commitments to Indigenous education and languages and suggested that Senate should receive a status update on these commitments.

Dr. Jordan Tronsgard said that two courses on the Abenaki Language were being offered at the University in 2023-24.

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

658/5 COMMITTEE ITEMS

ITEM 658/5.1 NOMINATING COMMITTEE REPORT

The Chair of the Nominating Committee of Senate, Dr. Dawn Wiseman, presented the proposed membership of the Working Group on Senate Committees.

Dr. Andrew Webster requested the following modifications to the membership of the Working Group on Senate Committees: Acting Interim Secretary General, Kylie Côté to replace the Acting Secretary General who is on leave, and the Dean of Humanities, Dr. Jean Manore, be added as the Academic Dean.

Motion:

That Senate approves the committee changes as brought forward by the Senate Nominating Committee Report (*Document 658/5.1i*) as well as two additions to the membership of the Working Group on Senate Committees, namely the Acting Interim Secretary General and the Dean of Humanities.

Moved by: Dawn Wiseman

Seconded by: Jessica Riddell

Motion carried.

ITEM 658/5.2 SENATE AD HOC COMMITTEE ON RECONCILIATION AND DECOLONIZATION

Vice-Principal Academic and Research Andrew Webster said that Senate had received a proposal to replace the existing Ad Hoc Committee on Reconciliation and Decolonization with a permanent standing Senate committee. Dr. Webster said that the proposal was being brought to Senate at this meeting for discussion and would be brought back to Senate in December 2023 for a decision.

Dr. Andrew Webster invited Vicky Boldo, Associate Director of Indigenous Initiatives, and Dr. Colette Yellow Robe, Assistant Professor of the School of Education, to address Senate.

Vicky Boldo said that the idea to transform the Ad hoc Committee on Reconciliation and Decolonization into a permanent standing committee designated as the 'Decolonization Circle' was the result of many discussions. She said that a standing committee would demonstrate the institution's enduring commitment to the processes of reconciliation, decolonization, and indigenization which require long-term attention and dedication.

The proposed mandate of the Decolonization Circle revolves around developing opportunities and initiatives to enhance the culture at Bishop's University, particularly for Indigenous students, staff, and faculty.

Dr. Colette Yellow Robe said that it is important that the Decolonization Circle be Indigenous-led and that it be centred around Indigenous knowledges and world views in order to recognize the importance of Indigenous voices in shaping the direction and actions of the committee.

Vicky Boldo encouraged Senators to read a report written by three members of faculty, Drs. Jean Manore, Avril Aitken, and Mary Ellen Donnan entitled 'Research and Recommendations for Reconciliation and Decolonization at Bishop's University' that was presented to the 597th Senate on October 18, 2018 (Document 597/6.2).

Principal Lebel-Grenier said that the document would be shared in advance of the next meeting of Senate.

Dr. Michael Teed suggested that a committee reporting directly to the Board of Governors might have additional influence.

Hans Rouleau suggested that the Advisor on Equity, Diversity and Inclusion could be included in the composition of the new committee.

Dean of Natural Science and Mathematics Kerry Hull asked why there were no Senators in the composition.

Dr. Anthony Di Mascio said that there are other Senate committees, such as the Research Ethics Board, which are arms length from Senate.

Dr. Andrew Webster said that authors of the proposal would consider input and prepare a final draft for Senate's consideration at the next meeting on December 8, 2023.

Vicky Boldo asked about the process of informing the Board of Governors about the Decolonization Circle and if a joint Senate-Board committee could be created.

Principal Lebel-Grenier said that he could present the Decolonization Circle to the Board of Governors at a future meeting.

ITEM 658/5.2 SENATE PLANNING COMMITTEE

Vice-Principal Academic and Research Andrew Webster said that the Senate Planning Committee (SPC) had received applications from eight departments, totaling eleven requests for tenure-stream appointments.

SPC met with the Department Chairs and Deans while reviewing the requests and shared its recommendations with Chairs and Deans before bringing them to Senate for review.

Dr. Webster said that the University has maintained a consistently positive approach to approving new faculty appointments over the past five or more years, with a particularly high number of new tenure-track appointments approved for 2020, 2021 and 2022, which has had the effect of reducing the degree of flexibility now available to the University in how it addresses its faculty resourcing needs.

Dr. Webster said that SPC decided to rank only two proposals to be recommended to the Board of Governors for tenure-stream positions. Furthermore, instead of ranking third and fourth for tenure-stream positions the submissions received from Arts Administration and Sociology, SPC proposed limited term appointments.

Dr. Webster said that Motion B should have indicated a 24-month limited term appointment for the Arts Administration position rather than 12 months as was incorrectly noted in Document 658/5.3.

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

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. Sociology – Social Inequality and Media (10-month)
2. Arts Administration (24-month)

Motions A and B moved by: Andrew Webster

Motions A and B seconded by: Dawn Wiseman

Dr. Jean Manore requested that Senators oppose the motions and that SPC reconsider its recommendations to include more fairness from the point of view of retirements and hires as indicated by the table in Document 658/5.3, Appendix 1.

Dr. Manore said that the RAM score should not be the only criteria for ranking the proposals, especially as the Humanities could be considered to have contributed \$600K annually to the other departments through retirements that were not replaced.

Dr. Manore said that Arts Administration is a multidisciplinary department that has no tenure-stream faculty despite being a lifeline that feeds other programs and asked Senators to value the Humanities by voting against the resolutions.

Dr. Jessica Riddell said that the Senate should be making recommendations based on the University's academic mission and leave to the Board of Governors the decision on how many positions can be financed.

Dr. Patrick McBrine said that the proposed Arts Administration tenure-track position was important to the mission of the University and would support the University's mission.

Dr. Jean Manore said that hiring for the promotion or exploration of a new program can be problematic if an external professor is hired as there might not be a tenure-stream position once the term of the Strategic Hire or Innovation Hire is completed.

She suggested that the University could use a faculty member already included in the Faculty Complement for innovative new programs, so that if the program development does not proceed, the person can go back to their previous position.

Sonoma Brawley said that the Arts Administration department is the heart of the Humanities and provides many collaborations with other departments and many experiential learning opportunities for students.

Dr. Michael Teed said that sometimes the retirement of a professor can have serious long-term impacts, including the loss of a concentration or degree.

Dr. Andrew Webster withdrew the motions.

Motion:

That the recommendations for tenure-stream and limited term appointment positions presented by the Senate Planning Committee to Senate on November 17, 2023 be reconsidered by the Senate Planning Committee using fairness/equity as a factor.

Moved by: Kerry Hull (on behalf of Jean Manore)

Seconded by: Jessica Riddell

In favour: 16

Opposed: 3

Abstained: 8

Motion carried.

Dr. Manore encouraged SPC to consider the net number of retirements versus new hires.

The Chair called for a break from 4:40 p.m. to 4:45 p.m.

Dr. Darren Bardati left the meeting at 4:40 p.m.

ITEM 658/5.3 SENATE RESEARCH COMMITTEE

The Chair of the Senate Research Committee, Dr. Kerry Hull said that the 'Policy for the Calculation and Allocation of Indirect Research Costs' had been reviewed and revised based on feedback received at the 657th Senate meeting October 20, 2023. One of the main changes was to more explicitly state that, unless specified by the sponsor, rates other than those specified in the table can be negotiated between the sponsor and the Office of Research and Graduate Studies.

Motion:

That Senate approves the Policy for the Calculation and Allocation of Indirect Research Costs.

Moved by: Kerry Hull

Seconded by: Michael Teed

Motion carried.

Dr. Jessica Riddell left the meeting at 4:56 p.m.

ITEM 658/5.4 ACADEMIC STANDING AND ADMISSIONS POLICY COMMITTEE

The Chair of the Academic Standing and Admissions Policy Committee (ASAP), Registrar Hans Rouleau, reported on the Fall Student Success week pilot project and said that ASAP had been tasked by Senate to survey faculty on the Fall Student Success week and the Students' Representative Council had been asked to survey students.

Dr. Andrew Webster said that Full-time and Contract Faculty were surveyed following the conclusion of this year's Fall Student Success Week, asking them to reflect upon their assessment of the experience across the three years of the pilot project. The results of responses to the main, summative question indicate that a large majority of faculty (77.9%, 81 of 104 responses) were either 'very supportive' or 'supportive' of retaining Student Success Week into the future.

SRC Vice-President Academic Affairs Christina Lépine presented the results of the student survey and said that the student community is strongly in favour of continuing with a Fall semester non-teaching week.

Dr. Brad Willms said that most of the objectives of the Fall Student Success Week, as stated in the rationale for having a fall break, were not attained; that many students left campus and that many student help centres were either closed or had reduced opening hours.

Catherine Lavallée-Welch said that the Writing Centre was open but with reduced hours and that the Centre offers an online option for support.

Student Senators said that many students had expressed to the SRC the need for a Fall break which allowed students the time to recharge and finish the term and that without the Fall break they might not have continued their studies to the end of the semester.

Dr. Michael Teed said that he was concerned with the proposal to spread the five-days off by staggering a single day off a week over 5 weeks.

Dr. Andrew Webster said that the Registrar would prepare several different options for the Fall Reading Week for sessional dates to the next Senate meeting.

Dr. Matthew Peros left the meeting at 5:15 p.m.

Dr. Andrew Webster suggested that the Fall non-teaching week should be thought of as a Fall Reading Week rather than a Student Success Week – a title which had been chosen in response to specific needs during the Covid pandemic.

Dr. Andrew Webster thanked Senators for the discussion and said that the proposal for a Fall Reading Week would be brought to Senate on December 8, 2023 for a decision.

ITEM 658/5.5 SENATE COMMITTEE ON ACADEMIC INTEGRITY

The Chair of the Senate Committee on Academic Integrity Dean Reena Atanasiadis presented proposed definitions on academic integrity for discussion and said that the definitions would be brought back to Senate on December 8, 2023 for approval.

ITEM 658/5.7 SENATE GRADUATE STUDIES COMMITTEE

The Chair of the Senate Graduate Studies Committee, Dr. Kerry Hull, presented for discussion 'Regulations for Graduate Studies' (Document 658/5.7i) and a 'Policy for Undergraduate Students taking Graduate Courses'.

Élodie Lescure asked about course-based Master's programs.

Dr. Kerry Hull said that they would be included in the draft which will be brought back to Senate on December 8, 2023 for approval.

Dr. Yanan Wang left the meeting at 5:31 p.m.

ITEM 658/6.1 ACADEMIC REPORT

Vice-Principal Academic and Research Andrew Webster noted that his report included the business already discussed.

ITEM 658/6.2 RESEARCH AND GRADUATE STUDIES REPORT

Dr. Kerry Hull encouraged Senators to read the report about activities carried out by the Office of Research and Graduate Studies.

ITEM 658/6.3 APPROVAL OF DEGREE – STUDY PERMIT REQUIREMENT

Registrar Hans Rouleau said that an international Masters of Arts student who successfully defended his thesis required a transcript stating that he had graduated in order to comply with immigration requirements. The documentation is required before December 31, 2023.

The Registrar requested that Senate exceptionally approve the student's degree in advance of the next regularly scheduled Senate meeting to approve degrees which is January 19, 2024.

Motion:

That Senate approves the granting of a Masters of Arts degree to Muhammed Zeeshan.

Moved by: Andrew Webster

Seconded by: Dawn Wiseman

Motion carried.

ITEM 658/6.4 DISCUSSION ON THE MOODLE BLOCK FOR STUDENTS WHO HAD NOT COMPLETED THE MANDATORY ANNUAL TRAINING ON THE PREVENTION OF SEXUAL VIOLENCE

Vice-Principal Academic and Research Andrew Webster said that at its 638th meeting held on November 19, 2021, Senate approved the requirement for annual online training on the prevention of sexual violence as a necessary requirement for access to Moodle.

This Fall, ITS developed and implemented a system to block students from using Moodle until they had completed the mandatory training. Students received several emailed reminders and the Student Services office sent reminders on student lists, advising them of the deadline to complete the training and the consequences of not completing the training.

The day before the Moodle block was installed, over 700 students had not completed the mandatory training. Within 24 hours, 400 students had completed the training and as of November 15, 2023, there were less than 30 students who had not completed the training.

Dr. Andrew Webster said that faculty should have been advised of the Moodle block at the same time as students as they are important allies in encouraging students to complete the training.

Dr. Alexandre Drouin said that during the period that students were being blocked from Moodle, professors were seeing them disappear from their Moodle groups and professors were unable to continue to access submissions or enter marks for those students.

Dr. Andrew Webster said that ITS was working on a solution to block only the student Moodle access and not impact professors' access to their classes on Moodle.

A discussion ensued on the deadline for students to complete the mandatory annual training. Suggestions for the deadline to complete the annual training included:

- September 15th;
- before classes begin;
- during O-Week; and
- on September 30th.

Dr. Webster said that the discussion on the deadline would continue at a future Senate meeting and thanked Senators for their comments.

658/7 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 5:52 p.m.



Sébastien Lebel-Grenier, Chair
Vice-Chancellor and Principal



Kylie Côté, Secretary General
(Acting Interim)