



638TH MEETING OF SENATE
FRIDAY, NOVEMBER 19TH 2021
2:30 P.M.

MINUTES

Chair: Principal Michael Goldbloom

Present: Ms. Reena Atanasiadis, Dr. Darren Bardati, Mr. Branden Bonham, Dr. Gregory Brophy, Mr. Julien Collin, Dr. Claire Grogan, Dr. Anthony Di Mascio, Mr. Mauladad Bashar Doost, Dr. Alexandre Drouin, Mr. Mark Ganley, Dr. Kerry Hull, Ms. Sufia Langevin, Ms. Catherine Lavallée-Welch, Ms. Genny LeClair, Ms. Sydney Marteniuk, Dr. Michele Murray, Ms. Victoria Perak, Dr. Elizabeth Prusak, Dr. Jessica Riddell, Mr. Hans Rouleau, Dr. Michael Teed, Dr. Jordan Tronsgard, Dr. Miles Turnbull, Dr. Marianne Vigneault, Ms. Doan Duy Vo, Dr. Yanan Wang, Dr. Brad Willms, Dr. Dawn Wiseman

Regrets: Mr. Bruno Courtemanche

Guests: Dr. Stine Linden-Andersen, Dr. Nicole Riley, Mr. Dan Seneker

Secretary: Dr. Trygve Ugland

The Chair called the 638th meeting to order at 2:32 p.m.

ITEM 638/1 AGENDA

The agenda was unanimously approved as presented.

ITEM 638/2 MINUTES

The minutes of the 637th Senate held on October 22nd 2021, were approved as presented.

Moved by: Jessica Riddell

Seconded by: Gregory Brophy

Motion carried.

ITEM 638/3 COMMUNICATIONS FROM THE CHAIR

Principal Michael Goldbloom said that he had just been informed of the passing of Norman Webster '62, DCL '85, C.M. on November 19, 2021, at the age of 80. Mr. Webster was an award-winning reporter, foreign correspondent and editor-in-chief of The Globe and Mail and The Montreal Gazette.

His newspaper career started at Bishop's where he was editor of The Campus. In his journalistic memoir, Newspapering, that was published in 2020, he wrote that of the three editor jobs he had held "the Campus job was the most difficult and satisfying of the three." He said that it was the proximity to his readers and the instantaneous reaction he received from them that made the role so challenging and rewarding.

After Mr. Webster graduated from Bishop's in 1962, he continued his studies at Oxford University as a Rhodes Scholar.

Mr. Webster contributed to Bishop's University in multiple ways over several decades. For many years he served as a member of the Corporation (the forerunner to our Board of Governors) and as Chair of the Executive Committee. Our University has also been the beneficiary of the Webster family's generous philanthropy.

He was named Alumnus of the Year in 2000, and the Webster Reading Room in the Library Learning Commons is named in his honour and of the Webster family.

Mr. Webster is survived by his wife, Patterson, our colleague Dr. David Webster and his other children Andrew, Derek, Gillian and Hilary. There will be a memorial service in North Hatley next summer.

Principal Goldbloom congratulated the Students' Representative Council its first Fall Student Success week.

The Principal acknowledged Ms. Sonia Patenaude and Dr. Maxime Trempe for their leadership of the Centraide campaign and thanked everyone who contributed.

In the last week of October, the Vice-Principal Finance and Administration, the Secretary

General and Vice-Principal Government Relations and Planning, and Principal Goldbloom met with the Sherbrooke mayoral candidates including Ms. Évelyne Beaudin who was elected as Mayor of Sherbrooke on November 7, 2021. Principal Goldbloom said he was encouraged by the importance Ms. Beaudin placed on higher education and her commitment to data-based decision making.

The Top 10 after 10 was held on November 11th. The award recipients were eloquent in their recognition of the key role that Bishop's University and its professors have had on their lives.

The first live theatre production on campus since the beginning of the pandemic is a play called Speech and Debate directed by Wade Lynch which will run from November 18th - 21st.

The University learned that an act of archaeological vandalism had taken place on a campus site of significance to the Abenaki Nation. The University has been informed that similar actions had occurred recently elsewhere in the province. Prior to this discovery, the University had advised the leadership of the Abenaki Nation that it would not authorise archeological digs on University property without their prior consent. Principal Goldbloom asked the University community to be on alert and to advise Security if they see anyone conducting digging that they consider suspicious.

This week, there were some negative social media accounts relating to the University's recent decision to dismiss a professor. Out of respect for confidentiality, the University does not discuss matters related to any individual member of faculty or staff. In any situation where a conflict may arise, there are robust processes in place to protect employees and the University Community. These steps are clearly outlined in collective agreements between the University and its employees, which have been negotiated and agreed upon.

Principal Goldbloom said that it has been anguishing to hear that some students at Bishop's feel unsafe on the campus and unsupported by the University. He said that any form of sexual aggression on our campus and in our community is unacceptable and we must work to eradicate it. There must be zero tolerance for violence and harassment at Bishop's.

Under the survivor-centred leadership of our Dean of Student Affairs, Dr. Stine Linden-Andersen, and the determined engagement of students, faculty and staff, the University has implemented several measures to address sexual aggression at Bishop's. The Principal stated that each of us has the responsibility of being an active bystander equipped and ready to intervene to prevent sexual aggression, and that the University will support everyone who does so. He said that the University is committed to providing support to anyone who makes a disclosure and to investigating fully every complaint of sexual violence made to us.

Survivors can contact the Dean of Student Affairs, the Sexual Aggression Response Coordinator, Ms. Dominique Pelletier, or the resource they are most comfortable with.

Me Danielle Gauthier, a senior member of the Quebec Bar, a Bishop's graduate with law degrees from the Université de Sherbrooke (LL.L.) and Harvard University (LL.M.), has been engaged as an independent external investigator into the declarations on the bridge made by survivors. A survivor, or anyone who wishes to share information about these disclosures, may contact Me Gauthier confidentially.

On November 4th, the Sexual Culture Committee organized a silent vigil at the signs posted on the bridge. On November 9th, Dr. Linden-Andresen held a Town Hall to discuss sexual violence at the University.

On November 12th, many students were in the corridor outside the room where a meeting of the Board of Governors was in progress. Five individuals were invited to address the Board of Governors. The individuals told their stories, and the Board expressed its commitment to identify and support the implementation of the changes necessary to make the campus a safer place.

Principal Goldbloom reported that the Board of Governors had voted unanimously to strike an Ad Hoc Committee to focus on:

- Ensuring appropriate action is taken to address recommendations of the Independent External Investigator, Me Danielle Gauthier, with respect to the declarations on the bridge made by survivors.
- Recommending an Education and Prevention of Sexual Violence Action Plan to enhance student safety and empower students to create a more positive culture within the Bishop's community.
- Based on an Independent External Review, make recommendations to improve the University's practices, policies and procedures in response to disclosures, reports and formal complaints of sexual violence.

During the week of November 15th, Dr. Stine Linden-Andersen and Principal Goldbloom met with representatives from the Sexual Culture Committee and the five individuals who addressed the Board.

The next Town Hall will be held by Dr. Linden-Andersen and Principal Goldbloom on Wednesday, November 24th in Cleghorn and on Teams at 11:30 a.m.

ITEM 638/4 BUSINESS ARISING

There was no business arising from previous meetings.

ITEM 638/5 COMMITTEE ITEMS

5.1 ACADEMIC STANDING AND ADMISSIONS POLICY COMMITTEE REPORT

The Chair of the Academic Standing and Admissions Policy (ASAP) Committee, Registrar Hans Rouleau, reported that the Committee met on November 1, 2021 and discussed:

- Grading and assessment, Update on competency inventory
- Courses elsewhere
- Student appeal
- Second degree applicants
- Mandatory online sexual violence prevention training
- Scholarship policy.

Registrar Hans Rouleau said that the ASAP Committee held two extraordinary meetings during the week of November 14th, at the request of the Students' Representative Council (SRC) to discuss measures to reduce stress and anxiety felt by students.

SRC Vice-President Academic Affairs Sufia Langevin said that the motions are important to alleviate stress caused by the ongoing pandemic.

Motion 1

To extend the withdraw with permission (WP) deadline to the last day of classes for the Fall 2021 and Winter 2022 semesters.

Moved by: Anthony Di Mascio

Second by: Dawn Wiseman

For: 24

Opposed: 0

Abstained: 1

Motion carried.

Motion 2

That the University extend the availability of the Pass/Fail (P/F) option for one course for each of the Fall 2021 and Winter 2022 semesters.

Moved: Sufia Langevin

Seconded: Michele Murray

Dr. Brad Willms said that it was too late in the semester to change the conditions that students and professors had already agreed upon in their course syllabi. He suggested that Senate should advise professors of changes to the grading system before the beginning of the semester.

Dr. Alexandre Drouin asked if there were any statistics that showed the benefits of a Pass/Fail grading system.

Ms. Sufia Langevin said that the SRC had not carried out an official survey, but a Bishop's student who felt strongly about the Pass/Fail option ran a survey on campus and received 156 responses which generated the following:

- 84% of students thought they still had the Pass/Fail option.
- Some students have not attended courses without a Pass/Fail option.

Dr. Gregory Brophy asked how the ASAP Committee arrived at the motion which included the Pass/Fail option for one course for each of the two semesters.

Registrar Hans Rouleau said that some members of the ASAP Committee initially expressed concerns about extending the Pass/Fail option. However, the Committee kept returning to the notion that the pandemic is not over and that students are still living with exceptional levels of stress.

SRC Vice-President Academic Affairs Sufia Langevin said that by not converting a failed grade automatically to an 'F', but instead allowing students to request the change for just one class per semester was a way to gradually ween students off of the Pass/Fail option.

Vice-Principal Academic and Research Miles Turnbull said that the University would ensure communication about the Pass/Fail option was clear so that students could make informed decisions. Dr. Turnbull said that benchmarking and consultations would be undertaken to consider whether there should be a permanent Pass/Fail option.

Dr. Michael Teed said that he had received more students in his office than ever before. Many students had not anticipated that it would be so stressful to be back in classes in person.

The Chair called for the vote when there were no more comments.

For: 23
Opposed: 1
Abstained: 1
Motion carried.

5.2 DEAN OF SCIENCE'S REPORT ON SPARC RECOMMENDATIONS (BIOCHEMISTRY)

Dean of Science Kerry Hull tabled her response to the recommendations for the Biochemistry program which emerged from the 2013 SPARC review.

5.3 DEAN OF ARTS' REPORT ON SPARC RECOMMENDATIONS (ENGLISH)

Dean of Arts Michele Murray tabled her response to the 2019 SPARC review of the English program.

5.3I DEAN OF ARTS' REPORT ON SPARC RECOMMENDATIONS (COLLEGE OF LIBERAL ARTS)

Dean of Arts Michele Murray tabled her response to the 2019 SPARC review of the College of Liberal Arts program.

ITEM 638/6 OTHER BUSINESS

6.1 ACADEMIC REPORT

Vice-Principal Academic and Research Miles Turnbull congratulated Dr. Dawn Wiseman who won the Emerging Scholar Award 2020-2021 and Dr. Jade Savage, who won the Research and Creative Activity Award 2019-2020.

On November 12, 2021, the Board of Governors approved funding for the top seven tenure-track positions as presented by the Senate Planning Committee at the 637th Senate.

Dr. Turnbull invited Registrar & Director of Admissions Hans Rouleau, Associate Registrar-Student Records Nicole Riley and Director Student Recruitment & Retention Dan Seneker to present an update of the Fall 2021 enrolment.

Dr. Nicole Riley reported on enrolment data for Fall 2021 compared to the previous five years, including admission statistics for graduate and undergraduate programs, enrolment by tuition category and division, international student enrolment, academic quality of incoming students, and retention rates. Registrar Hans Rouleau reported on recruitment and admission initiatives for Fall 2022.

Dr. Michael Teed asked how Recruitment could address concerns expressed by parents or prospective students regarding the Maclean's ranking or the issue of sexual violence on campus.

Ms. Victoria Perak said that she is a student ambassador. If someone asks about security on campus, she explains that it's not just people at Bishop's who are at risk, but people at all universities who are at risk of sexual violence. Ms. Perak said that if there was a sign like the one on the Lennoxville bridge on a bridge in a big city – there might not be a response whereas at Bishop's the issues are being addressed and changes are being made.

Dr. Turnbull said that the draft Strategic Enrolment Management (SEM) Plan was posted on MyBU. Vice-Principal Finance and Administration Isabelle Goyette and Dr. Turnbull will present the SEM Plan at the December Senate meeting.

6.2 COMMITTEE FOR THE PREVENTION OF HARASSMENT AND SEXUAL VIOLENCE

Dr. Gregory Brophy, the Co-Chair of the Committee for the Prevention of Harassment and Sexual Violence, reported that the Committee had received faculty complaints concerning abusive and discriminatory comments submitted by some students on their teaching evaluations.

Motion 1:

On behalf of the Committee for Prevention of Harassment and Sexual Violence, I move that as of Fall 2021, all forms for the student evaluation of teaching be amended to include guidance to students concerning constructive feedback and notice that abusive and discriminatory comments (along with numerical scores) will be deleted before evaluations are delivered to instructors.

Moved by: Gregory Brophy

Seconded by: Jordan Tronsgard

Motion carried.

Motion 2:

On behalf of the Committee for Prevention of Harassment and Sexual Violence, I move that Senate recommend that an individual, agreed upon by the Association of Professors of Bishop's University (APBU) and the University administration, be assigned to the task of moderating and filtering any abusive and discriminatory comments (along with numerical scores), in accordance with stipulations regarding access to files of members laid out in the Faculty and Contract Faculty collective agreements, with any necessary modification of current processes being worked out at the Joint Committees.

Moved by: Gregory Brophy

Seconded by: Jessica Riddell

Motion carried.

Motion 3:

On behalf of the Committee for Prevention of Harassment and Sexual Violence, I move that Senate recommend that comments redacted by the moderator be delivered to an oversight panel (composed of one faculty member, one administrator, and one student representative), agreed upon by the Association of Professors of Bishop's University (APBU) and the University administration at the Joint Committees. This panel would be charged with confirming all redacted comments are abusive or discriminatory, and not merely critical of the instructor's professional practices.

Moved by: Gregory Brophy

Seconded by: Brandon Bonham

Motion carried.

6.3 PROPOSED MOTION ON BEHALF OF THE SEXUAL CULTURE COMMITTEE

Students' Representative Council (SRC) Vice-President Academic Affairs Sufia Langevin presented a motion on behalf of the Sexual Culture Committee and the Dean of Student Affairs. Ms. Langevin said that the motion has the support of the Students' Representative Council, and that on November 15th a majority of the Academic Standing and Admissions Policy Committee members voted in support of it.

Motion:

That Senate approve the requirement for annual online Sexual Violence training as a necessary requirement for access to Moodle.

Moved by: Sufia Langevin
Seconded by: Alexandre Drouin
Motion carried.

Ms. Langevin said that there is an option to opt out of the training if the individual is uncomfortable with the subject, for example a survivor of sexual violence.

Dr. Gregory Brophy suggested finding out how Concordia University handles requests to opt out of mandatory prevention of sexual violence training.

Secretary General Trygve Ugland said that if Senate approves the motion, there would be practical issues that would need to be addressed before the policy could come into effect.

Vice-Principal Academic and Research Miles Turnbull expressed hesitancy in blocking a student's access to education at the beginning of the semester.

SRC Vice-President Academic Affairs Sufia Langevin said that it was better to implement the policy to enter into effect at the beginning of the semester rather than at the end of the semester to ensure that everyone on campus had taken the training.

Dr. Gregory Brophy said that the Government of Quebec legislated mandatory training for the Prevention of Sexual Violence

Dr. Michael Teed said that it was important that training for the prevention of sexual violence take precedence.

Ms. Victoria Perak said that students have been asking for the University to make sure that students all complete the mandatory training repeatedly, not just once at the beginning of their time at the University.

Dr. Jessica Riddell said that mandating students to take the course is an important and complex issue. She said that it is important to set up an evaluative perspective and assess whether it has been effective and whether the concerns raised by the students have been addressed.

Principal Goldbloom suggested that consideration should be given to introducing incentives or requirements for faculty, staff and managers to take the required prevention of sexual violence training.

Dr. Jessica Riddell said that it is important that all members of the community take the course and apply trauma-informed pedagogy (what to do when trauma is disclosed and what to do when these types of conversations occur in a classroom setting).

Dean of Arts Michele Murray said that faculty would receive an email from their Dean if they had not yet completed the training.

Dr. Darren Bardati said that the training is on the Moodle page for faculty and that it could be completed at any time. Dr. Bardati asked if the training should be made mandatory for faculty and staff.

Principal Goldbloom said that it was important for the entire Bishop's community to be held to the same standard.

ITEM 638/7 RECOMMENDATIONS

The Chair of the Senate Planning Committee, Dr. Miles Turnbull, said that all recommendations had been thoroughly vetted by the Committee before being brought to Senate.

7.1 Williams School of Business – no recommendations

7.2 Arts and Science

7.2.1 Division of Humanities

The Dean of Arts, Dr. Michele Murray, moved the approval of course deletions 7.2.1.1 to 7.2.1.6 on behalf of the departments of English and Music.

Moved by: Michele Murray

Seconded by: Jessica Riddell

Motion carried.

The Dean of Arts, Dr. Michele Murray, moved the approval of course modifications 7.2.1.7 to 7.2.1.20 on behalf of the departments of Art History, Études françaises et québécoises, English, Philosophy and Fine Arts.

Moved by: Michele Murray

Seconded by: Gregory Brophy

Motion carried.

The Dean of Arts, Dr. Michele Murray, moved the approval of new course proposals 7.2.1.21 to 7.2.1.38 on behalf of the departments of Art History, Études françaises et québécoises, English, Philosophy and Fine Arts.

Moved by: Michele Murray

Seconded by: Jessica Riddell

Motion carried.

The Dean of Arts, Dr. Michele Murray, moved the approval of a micro-certificate on Archives 7.2.1.39 on behalf of the departments of History and Global Studies and English.

Moved by: Michele Murray

Seconded by: Reena Atanasiadis

Motion carried.

Dr. Turnbull said that the micro-certificate on Archives was Bishop's first embedded micro-certificate.

The Dean of Arts, Dr. Michele Murray, moved the approval of program modifications 7.2.1.40 to 7.2.1.49 on behalf of the departments of Arts Administration, Classical Studies, Études françaises et québécoises, English, History and Pre-Law.

Moved by: Michele Murray

Seconded by: Alexandre Drouin

Motion carried.

7.2.2 Division of Natural Sciences and Mathematics

The Dean of Science, Dr. Kerry Hull, on the recommendation of the Department of Chemistry requested that Senate approve Adjunct status for Dr. Sarah Aline Delage.

Motion:

That Senate approve Adjunct status for a six-year period (starting September 1, 2022 and ending August 31, 2028) for Dr. Sarah Aline Delage, on the recommendation of the Department of Chemistry.

Moved by: Alexandre Drouin

Seconded by: Anthony Di Mascio

Motion carried.

7.2.3 Division of Social Sciences – no recommendations

7.3 School of Education

The Interim Dean of the School of Education, Dr. Anthony Di Mascio, moved the approval of course deletions 7.3.1 to 7.3.3 on behalf of the School of Education.

Moved by: Anthony Di Mascio

Seconded by: Dawn Wiseman

Motion carried.

The Interim Dean of the School of Education, Dr. Anthony Di Mascio, moved the approval of course modification 7.3.4 on behalf of the School of Education.

Moved by: Anthony Di Mascio

Seconded by: Dawn Wiseman

Motion carried.

The Interim Dean of the School of Education, Dr. Anthony Di Mascio, moved the approval of new course proposal 7.3.5 on behalf of the School of Education.

Moved by: Anthony Di Mascio

Seconded by: Victoria Perak

Motion carried.

The Interim Dean of the School of Education, Dr. Anthony Di Mascio, moved the approval of program modifications 7.3.6 to 7.3.9 on behalf of the School of Education.

Moved by: Anthony Di Mascio

Seconded by: Dawn Wiseman

Motion carried.

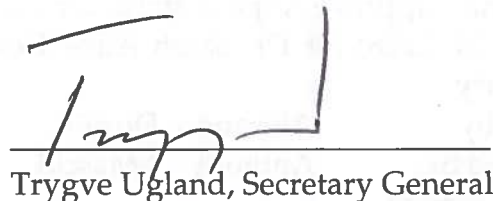
ITEM 638/8 OTHER BUSINESS

Vice-Principal Academic and Research Miles Turnbull said that the Senate Planning Committee (SPC) will be examining the processes of curriculum changes from the department level to the SPC.

The meeting was adjourned at 4:44 p.m.



Michael Goldbloom, Chair



Trygve Ugland, Secretary General