

**652<sup>ND</sup> MEETING OF SENATE**  
WEDNESDAY, MARCH 22, 2023, 3:00 P.M.  
MCGREER 100 AND BY VIDEOCONFERENCE

**MINUTES**

**Chair:** Mr. Michael Goldbloom

**Present:** Ms. Sandra Aneke, Ms. Reena Atanasiadis, Dr. Darren Bardati, Dr. Gregory Brophy, Mr. Julien Collin, Mr. Bruno Courtemanche, Dr. Julie Desjardins, Dr. Alexandre Drouin, Ms. Tiffany Farouse, Dr. Kerry Hull, Ms. Catherine Lavallée-Welch, Mr. Gaby Loupiac, Dr. Michele Murray, Dr. Elizabeth Prusak, Dr. Jessica Riddell, Mr. Hans Rouleau, Dr. Michael Teed, Dr. Jordan Tronsgard, Dr. Marianne Vigneault, Dr. Yanan Wang, Dr. Andrew Webster, Dr. Brad Willms, Dr. Dawn Wiseman

**Regrets:** Dr. Hafid Agourram, Ms. Sonoma Brawley, Dr. Claire Grogan, Ms. Victoria Perak, Mr. Joshua Prentice, Mr. Nick Veenstra

**Guests:** Mr. Robert Hall, Dr. Sébastien Lebel-Grenier

**Secretary:** Ms. Denise Lauzière, LL.B.

Chair Principal Goldbloom called the 652<sup>st</sup> meeting to order at 3:19 p.m. once members were able to join virtually.

**652/1 AGENDA**

The agenda was approved as presented.

**Motion carried.**

**652/2 PREFERRED CANDIDATE FOR THE POSITION OF PRINCIPAL AND VICE-CHANCELLOR –**

Principal Goldbloom invited Bob Hall, Chair of the Board of Governors and Chair of the Search Committee for the 19<sup>th</sup> Principal and Vice-Chancellor, to report on the work of the Search Committee and to introduce the preferred candidate.

Mr. Hall noted that the search process was initiated in April 2022.

A request for input on the qualities, skills and abilities which the Committee should seek in filling the Principal and Vice-Chancellor position was sent to the Bishop's Community on April 25, 2022. Nine responses were submitted by the May 13, 2022 deadline.

The recruitment firm of Odgers Berndtson was engaged to support the work of the Committee. The recruitment firm and committee members contacted multiple individuals in order to identify and attract potential candidates.

The Committee met seven times during the Fall and Winter terms prior to meeting candidates virtually on February 1 and 2, 2023. In-person interviews were held on February 17. The Committee met on February 20<sup>th</sup> and identified a preferred candidate. On March 13<sup>th</sup> it reconvened to receive a verbal report on reference checks and a psychometric assessment concerning the preferred candidate and to consider a recommendation to the Board of Governors.

The University's Statutes provide that the preferred candidate is to be presented to the Bishop's community and that Senate is to be consulted prior to the Search Committee making its recommendation for appointment to the Board of Governors.

Mr. Hall had presented Dr. Sébastien Lebel-Grenier to the Bishop's community in Centennial Theatre on Wednesday March 22, 2023 prior to the meeting of Senate.

Mr. Hall provided background information about Dr. Sébastien Lebel-Grenier including his service as former Dean of the law faculty at l'Université de Sherbrooke. He noted that Dr. Lebel-Grenier is familiar with Bishop's given that he lives in Lennoxville and has regularly attended events on the campus such as the Donald Lectures. He added that Dr. Lebel-Grenier's spouse, Nadia Martel '90, is a Bishop's alumna, who has been a committed volunteer as a Board member and as a member of the Bishop's Foundation.

Dr. Lebel-Grenier introduced himself, spoke of his area of research in constitutional law and human rights and invited questions from Senators.

Discussion ensued about his experience interacting with the Quebec government, his approach with respect to advancing, equity, diversity and inclusion and his perspectives on the role of Senate.

Dr. Lebel-Grenier left the meeting at 3:30 p.m.

Senators raised questions about the search process including the limited opportunity for Senators to consult their colleagues about Dr. Lebel-Grenier's candidacy.

The Chair and the Principal responded to the questions.

It was noted that whereas some universities have an electoral college process for selecting a Principal/President, most Canadian universities proceed – as Bishop's does - with a representative search committee which makes a recommendation to the Board of Governors.

Bishop's Statutes mandate a 14-member Search Committee including representatives of the Board, faculty, staff, managers, students and academic officers to undertake the selection process. Candidates are assured that the process will proceed confidentially. The Committee's role is to assess

the candidates and recommend a preferred candidate to the Board.

Bishop's Statutes include two steps which are not generally included in a search process: presentation of the candidate to the community and consultation with Senate prior to the Search Committee making its recommendation to the Board.

Some Senators said that insufficient notice was given of these steps and that they felt that they had not been given an appropriate opportunity to consult with colleagues and to make an informed assessment of the candidate.

The Chair noted that the short list of applications included candidates who had requested and had been assured that the process would be confidential as they did not wish their current employer to know of their candidacy.

A Senator invited colleagues to recognize the representative nature of the Search Committee and to respect its work.

Principal Goldbloom suggested that the concerns about the process should be relayed to the Governance and Ethics Committee of the Board and that it be asked to review the process and consider what changes, if any, should be made for next time.

A Senator asked if the search committee's vote was unanimous. Mr. Hall answered the question.

(A draft version of the Minutes uploaded to the Senate portal for the April 14<sup>th</sup> Senate meeting included information on the breakdown of the vote. At the April 14<sup>th</sup> Senate meeting, a Senator questioned whether the breakdown of the vote should be included in the Minutes given that Search Committee deliberations are in camera.

Consequently, the breakdown of the vote has not been included in these Minutes. If Senators disagree, this issue can be discussed at Senate.)

The meeting was adjourned at 4:03 p.m.



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Michael Goldbloom, Chair



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Denise Lauzière, LL.B. Secretary General  
(Interim)