

**653<sup>RD</sup> MEETING OF SENATE**  
**FRIDAY, APRIL 14<sup>TH</sup> 2023, 2:30 P.M.**  
**MCGREER 100 AND BY VIDEOCONFERENCE**

**MINUTES**

**Chair:** Principal Michael Goldbloom

**Present:** Ms Sandra Aneke, Dr. Darren Bardati, Ms Sonoma Brawley, 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, Mr. Nick Veestra, Dr. Marianne Vigneault, Dr. Yanan Wang, Dr. Andrew Webster, Dr. Brad Willms, Dr. Dawn Wiseman

**Regrets:** Dr. Hafid Agourram, Ms Reena Atanasiadis, Dr. Claire Grogan, Ms Victoria Perak, Mr. Joshua Prentice

**Guests:** Dr. Jamie Crooks, Mr. Ghislain Demers, Ms Victoria Marquez-Pacheco

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

Principal Goldbloom called the 653<sup>rd</sup> meeting to order at 2:35 p.m. and welcomed as observers to Senate the following 2023-24 Students' Representative Council Senators: Vice-President Academic – Christina Lépine, Graduate Student Senator - Élodie Lescure and Education Senator - Martina Berkers.

**653/1 AGENDA**

Principal Goldbloom said that Item 2.3 - Minutes of the 652<sup>nd</sup> Senate would be tabled to the next Senate meeting to allow Senators the time to review the document. Registrar Hans Rouleau requested the addition of Item 6.5 - Gender neutral diplomas.

The revised agenda was approved unanimously.

Dr. Jessica Riddell thanked the Principal for tabling the approval of the Minutes of the 652<sup>nd</sup> Senate meeting and underlined the importance for minutes to be limited to reflecting discussions and decisions of Senate.

Dr. Brophy queried the necessity of including in the Minutes the breakdown of the votes by the

Principal and Vice-Chancellor's search committee.

Principal Goldbloom encouraged Senators to review the Minutes and to send their comments or corrections to the Secretary General.

#### 653/2 MINUTES

The minutes of the 650<sup>th</sup> meeting of Senate held on January 27, 2023 were approved as presented.

Moved by: Alexandre Drouin

Seconded by: Michele Murray

**Motion carried.**

The minutes of the 651<sup>st</sup> meeting of Senate held on February 24, 2023 were approved as presented.

Moved by: Michele Murray

Seconded by: Julien Collin

**Motion carried.**

#### 653/3 COMMUNICATIONS FROM THE CHAIR

##### Athletics Awards Night

The annual Athletics Awards Night was held on April 13<sup>th</sup> in Centennial Theatre. The event was live streamed to over 1,000 parents and supporters watching at home. Principal Goldbloom said that he was impressed by the number of student athletes who were recognized for their academic achievements.

##### Frederick Simpson Coburn paintings

Principal Goldbloom noted that several of the portraits of Bishop's past Principals in Thomlinson Hall (McGreer 100) had been replaced with a collection of 13 paintings by Frederick Simpson Coburn. The artist donated one of his paintings to the University in 1942. Scott and Marjorie Taylor recently donated 11 paintings and the Principal and his siblings donated a Coburn which had been in their parents' home. Community members and visitors can view the artwork by reserving a time through the University Librarian.

##### Bishop's Exceptional Student Talent (B.E.S.T) Project Fund

The B.E.S.T. Project Fund, made possible by an anonymous Bishop's graduate, is the premiere experiential learning opportunity at Bishop's. It is intended to assist students in determining their career paths and realizing their ambitions.

The funds are awarded to students whom the Selection Committee believes have the potential for significant achievement and impact once they graduate from Bishop's. For 2023-24, the Selection Committee awarded funds to fourteen students for projects ranging from internships to educational workshops, land-based learning and language revitalization. The 2023-24 B.E.S.T. projects will be carried out locally and across the globe.

##### Raising the Odanak Flag

On March 21<sup>st</sup>, the University held a special ceremony to raise the Odanak flag in front of the campus. Chief Richard O'Bomsawin led the activity and several members of the Abenaki Nation were also present. Following the flag raising, community members were invited to the Quad for a lunch of traditional Abenaki Sagamité soup, Bannock and maple syrup products.

### Donald Lecture – Dr. Esi Edugyan

The last Donald Lecture of the 2022-23 series was held on March 22<sup>nd</sup> and featured an interview of Dr. Esi Edugyan by Dean Michele Murray. Over 400 copies of Dr. Edugyan’s award-winning novel ‘Washington Black’ had been distributed to students and community members. During question period students asked Dr. Edugyan questions about the book and for advice on becoming a writer.

### Top 10 After 10

On March 24<sup>th</sup>, the 2023 Bishop’s Top 10 After 10 honorees were inducted at a celebratory luncheon. Students, faculty and staff heard speeches by the inductees, many of whom spoke fondly about a professor whose words or actions had made a lasting positive impact on them.

### 653/4 BUSINESS ARISING

There was no business arising.

### 653/5 COMMITTEE ITEMS

#### 5.1 ACADEMIC STANDING AND ADMISSIONS POLICY COMMITTEE

The Chair of the Academic Standing and Admissions Policy Committee, Registrar Hans Rouleau reported on a change to the 2023-24 sessional dates whereby the 2024 spring break was moved to March 4 – 8, 2024 to align with the local primary and secondary schools. Mr. Rouleau said that the revised 2023-24 sessional dates were available on the University website.

#### 5.2 SENATE NOMINATING COMMITTEE

The Chair of the Senate Nominating Committee, Dr. Dawn Wiseman reported on minor changes to committee memberships (Document 653/5.2). Dr. Wiseman requested that the motion to approve membership changes include the nomination of Dr. Jacob Robbins-Kanter as the Social Sciences representative on the Senate Prize Committee. There was no objection to adding the Senate Prize Committee membership change to the committee changes in Document 653/5.2.

#### Motion:

That Senate approves the committee changes as brought forward by the Senate Nominating Committee on April 14, 2023.

Moved by: Dawn Wiseman

Seconded: Brad Willms

One abstention.

**Motion carried.**

### 653/6 OTHER BUSINESS

#### 6.1 ACADEMIC REPORT

Vice-Principal Academic and Research Andrew Webster presented a verbal update on the hiring processes for the tenure-track positions in Education, Business and Psychology that were approved by the Board of Governors at its meeting of November 11, 2022, as well as the search for a position in Computer Science that was held over from the previous year.

Dr. Webster said that the University was progressing with several searches for Limited Term Appointments (LTAs), including a 12-month appointment in Arts Administration and a 24-month appointment in Sustainable Agriculture and Food Studies.

On March 13<sup>th</sup>, Dr. Webster met with the Chairs of Departments for a detailed discussion of the processes underpinning the work of the Senate Planning Committee including the annual timelines around tenure-track position requests, the approach taken to academic planning (program changes), and the information needed to assess part-time course requests.

The Senate Planning Committee will put out a call before the end of April for initial proposals from all departments for new tenure-track positions as part of the Fall 2023 evaluation by the committee for hirings in July 2024.

There are six SPARC reviews in progress. There have been meetings with the external reviewers for Art History (January 26-27), Sociology (March 20-21) and Computer Science (April 11-12). The visits from the reviewers for the Williams School of Business (April 20-21), Classics (April 26-27) and Études françaises et québécoises (June) are all scheduled.

## 6.2 EXPERIENTIAL LEARNING

Vice-Principal Academic and Research Andrew Webster invited Mr. Ghislain Demers, the Manager of Experiential Learning (EL) to update Senate on the EL office.

Mr. Demers presented the EL office's mission and said that progress had been made in collaborating with its key strategic partners:

- Advancement Office
- Alumni
- Bishop's Foundation
- Recruitment and Retention Office
- International Office
- Career and Transition Services (CATS)

Mr. Demers said that the Senate Experiential Learning Committee had not met in 2022-23 but that he hoped the Committee would meet soon. He also suggested the creation of an advisory committee to guide the EL office in prioritizing the distribution of funds.

## 6.3 CONTENT ADVISORIES IN THE CLASSROOM

Students' Representative Council Senator Sonoma Brawley invited Virginia Marquez-Pacheco, a member of the Prevention and Response Subcommittee of the Sexual Culture Committee to present the revised Content Advisories in the Classroom document.

Ms Marquez-Pacheco said that a draft Content Advisories in the Classroom reference document was presented for feedback at the 652<sup>nd</sup> Senate on February 24, 2023. Ms Marquez-Pacheco said that while there was generally positive feedback from Senators, concern was also raised about the option for professors to offer alternative content to students who expressed distress about content in a course syllabus

Ms Marquez-Pacheco said the subcommittee also consulted mental health committees, student groups and equity seeking advocates for feedback on the draft. The feedback and comments received were used to revise the document.

Ms Marquez-Pacheco summarized the main changes incorporated into the revised document:

- The replacement of therapeutic language (for example: ‘trauma’, ‘healing’, ‘triggering’) with non-clinical language such as ‘distressing’, ‘dehumanizing’, ‘content that could cause harm’, etc.
- The addition of a ‘Definitions’ section to clarify key terms
- The document structure was modified to assist users (for example, the layout was modified to be a step-by-step guide rather than an academic paper and sample content advisories were grouped together)

Dr. Gregory Brophy suggested that the importance of Academic Freedom be added to the document.

Dr. Brad Willms said that Senate should state very clearly that it is not mandatory for professors to include content advisories in their course documentation.

Dr. Bruno Courtemanche asked about feedback from the Student Accommodations and Accessibility Services (SAAS).

Ms Marquez-Pacheco said that the document had been created for faculty and that it included resources for students that professors could provide if needed. Ms Marquez-Pacheco said that the Manager of SAAS, Ms Theresa Gagnon had reviewed the document.

Dr. Michael Teed suggested that as the document is a ‘living document’ it was important to identify a ‘home’ for the document so that it could be revised as required and so that faculty would know where to access it.

Ms Marquez-Pacheco said that the maintenance of the document was included in the tasks of the Sexual Culture Committee and that there were ongoing discussions with Ms. Amy Abe, Special Advisor EDI for transferring the upkeep of the document to the EDI Office.

Dean of the School of Education Julie Desjardins said that the document should have a title page which includes the authors. Dr. Desjardins suggested that the Content Advisories in the Classroom document be classified as a reference document rather than added as an appendix to an existing policy.

Dr. Andrew Webster suggested that the item be brought back to Senate on May 19<sup>th</sup> to allow for additional consultations and review. Dr. Webster also suggested that a small group including the authors, Dr. Gregory Brophy and the Registrar meet to revise the motion.

Senators voiced no objections to Dr. Webster’s suggestion.

Dr. Webster thanked the authors of the document for their hard work.

#### 6.4 ACADEMIC ADMINISTRATIVE STRUCTURES COMMITTEE

Dr. Andrew Webster and President of the Association of Professors of Bishop’s University (APBU) Jamie Crooks presented the final report of the Academic Administrative Structures Committee (AASC) which was stuck by the Board of Governors on October 7, 2022 to review the academic administrative structure that was implemented in summer 2020.

The AASC, which was supported by Ms Denise Lauzière, Interim Secretary General, had the following membership:

- Dr. Andrew Webster, Vice-Principal Academic and Research
- Dr. Stine Linden-Andersen, Vice-Principal Student Affairs
- Dr. Claire Grogan, Associate Vice-Principal Academic
- Dr. Kerry Hull, Dean of Science
- Dr. Jamie Crooks, President of the Association of Professors of Bishop's University
- Dr. Jenn Cianca, Vice-President of the Association of Professors of Bishop's University
- Dr. Patrick McBrine, Faculty Council representative
- Dr. Daniel Miller, Faculty Council representative

The AASC's final report included the following seven proposals:

- 1) That the University create an academic administrative structure comprising three divisions and two schools, each to be represented within the University by an Academic Dean.
- 2) That these five units should be constituted and named as follows:
  - a. Faculty of Humanities
  - b. Faculty of Social Sciences
  - c. Faculty of Natural Sciences and Mathematics
  - d. Williams School of Business
  - e. School of Education
- 3) That the new Academic Dean roles created as part of this restructure be filled preferably by internal candidates.
- 4) That the role of Associate Vice-Principal Academic be discontinued, but that the University recognise the contribution of such experienced academic leadership and be open in the future to re-creating such an Associate Vice-Principal position as circumstances require.
- 5) That there be sufficient administrative support for each of the five units and Deans. Given current financial constraints, this restructuring should be done via the reallocation of duties amongst the existing administrative staff positions. This includes the roles of Administrative Assistants, Experiential Learning Coordinators and Academic Advisors, for whom there would potentially be changes to reporting lines or specific areas of responsibility.
- 6) That consequent changes to the Statutes of the University be recommended, to put these academic administrative structures into effect and to account for their impact on the composition of Senate voting membership.
- 7) That this new structure be reviewed by the University, through the creation of an Academic Administrative Structures Committee, after five years.

Dr. Andrew Webster said that the AASC was a parity committee formed of representatives of the University Administration, the APBU, and Faculty Council and that as such, the AASC report was shared with Senate for information and would be brought to the Board of Governors on April 28, 2023 for information. The Principal would bring forward recommendations to the Board.

Dr. Brad Willms asked if the University would engage a recruitment firm for the Dean positions.

Dr. Webster said that the University was confident that it could fill the Dean of Humanities and Dean of Social Sciences positions with internal candidates and that it did not plan to engage an external search firm.

Dr. Willms suggested that the internal candidates for the new Dean positions be voted on by faculty as opposed to a selection committee.

Dr. Webster said that the AASC recommended that the selection process for the new Deans be based on the Search Committee for a Dean of Arts and Science as outlined in the Statutes (Division V, sections 5 and 7).

Principal Michael Goldbloom said that there would be an internal call for candidates for a Dean of Humanities and a Dean of Social Sciences and that only if there were no eligible candidates would an external search firm be hired.

Dr. Darren Bardati asked about the performance evaluation of Deans.

Dr. Andrew Webster said that the Deans are reviewed at the end of each of their mandates in accordance with the University Statutes and on an ongoing basis by himself as their immediate supervisor.

Dr. Bardati asked why there were no faculty from the Division of Natural Sciences and Mathematics or the Division of Social Science on the AASC.

Dr. Webster said that the Administration appointed four members and the other four members were faculty. He said that the Administration has no purview to dictate conditions for members appointed by the Faculty Council and the APBU. He said that to the best of his knowledge, no faculty of the Division of Natural Sciences and Mathematics or the Division of Social Science stepped forward when the call was issued for the AASC membership.

Dr. Brad Willms asked if the AASC had prepared a human resources plan for the administrative support to the new Deans.

Dr. Webster said that this was not included in the AASC mandate.

Dr. Willms asked if the five Deans would have equal rights, obligations and compensation.

Dr. Webster said that in its final report, the AASC proposed that the Deans have equal rights, obligations and compensation.

Dr. Jessica Riddell asked about the Associate Vice-Principal Research position and whether a new Academic Administrative Structures Committee would need to be struck if the position was made permanent.

Dr. Webster said that the role was created on an interim basis by the Principal and Vice-Chancellor until June 30, 2023. Dr. Webster said that the Statutes allow for the Principal and Vice-Chancellor to assign to Deans additional roles as needed.

Principal Goldbloom quoted the Statutes (Division I, Section 4.6.2):

The Principal and Vice-Chancellor may, upon a motion of the Board of Governors, appoint one or more of the Academic Deans to the position of Associate Vice-Principal in order to

perform such institutional duties or functions (including external representation) as may from time to time be found necessary.

Dr. Jordan Tronsgard said that he agreed with the AASC recommendations and asked about the timeline and search processes for the new Dean positions.

Dr. Andrew Webster said that the University hoped to begin populating the search committees soon after the Board of Governors meeting on April 28, 2023 if the Board approves the AASC recommendations.

Dr. Jamie Crooks said that the AASC recommended hiring internally in order to reduce the cost of the Dean positions. Dr. Crooks said that results of a Faculty Survey carried out in November 2022 are included in the appendix of the AASC final report.

Dr. Webster said that the Academic Calendar would need to be updated to reflect the new academic units.

Principal Goldbloom thanked Senators for the open discussion and the AASC members for their hard work.

#### 6.5 GENDER-NEUTRAL DIPLOMAS

Registrar Hans Rouleau said that he and Denise Lauzière, the Interim Secretary General, had discussed revising the Latin wording on our diploma to be gender-neutral. Suggested wording will be brought to Senate in May.

#### ITEM 653/7 RECOMMENDATIONS

7.1 Williams School of Business - No recommendations.

7.2 Arts and Science

7.2.1 Division of Humanities - No recommendations.

7.2.2 Division of Natural Sciences and Mathematics

The Dean of Science, Dr. Kerry Hull, reported on a curriculum modification that had been omitted from the previous divisional review. Dean Hull said that the proposed curriculum change is to add a lab tutorial to MAT 190.

#### Motion:

Upon the recommendation of the Division of Science, the Dean of Science requested that Senate approve curriculum change 7.2.2.1.

Moved by: Michael Teed  
Seconded by: Gaby Loupiac

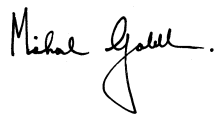
**Motion carried.**

7.2.3 Division of Social Sciences - No recommendations.



7.3 School of Education - No recommendations.

The meeting was adjourned at 4:23 p.m.



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Michael Goldbloom, Chair



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