579TH MEETING OF SENATE

MONDAY, SEPTEMBER 19TH 2016
7:00 P.M.
TOMLINSON HALL, MCGREER 100

AGENDA

579/1 Approval of Agenda

579/2 Approval of Minutes
   2.1 Minutes of the 578th meeting of Senate - Document 579/2.1, to follow – M. Goldbloom

579/3 Communications from the Chair

579/4 Business Arising
   4.1 Request for additional credits for certain production courses in the Drama Department – M. Turnbull, M. Gagnon

579/5 Committee Items
   5.1 Report of the Nominating Committee – Document 579/5.1, to follow - H. Aggouram
   5.3 Report of Senate Planning Committee on its Resource Allocation Model – Document 579/5.3, attached - M. Turnbull
   5.4 Report of the Senate Planning Academic Review Committee (SPARC) on the schedule for review – Document 579/5.4, attached - M. Turnbull
579/6  Other business:
   6.2  Approval process for U4 joint course delivery endeavours – No document, J. Manore
   6.3  Changes to the Convocation list – Document 579/6.3, distributed at the meeting - M. Turnbull

579/7  Recommendations
   7.1  Williams School of Business
   7.2  Arts and Science
       7.2.1  Division of Humanities
       7.2.2  Division of Natural Sciences and Mathematics
       7.2.3  Division of Social Sciences
   7.3  School of Education
   7.4  Continuing Education

579/8  Information items
579th Meeting of Senate

Monday, September 19th 2016
7:00 p.m.
Tomlinson Hall, McGreer 100

Minutes

Chair: Principal Michael Goldbloom

Present: Ms Lauren Audas, Dr. Marie-Josée Berger, Dr. Claude Charpentier, Ms Morgan Gagnon, Dr. Bruce Gilbert, Dr. François Huard, Dr. Kerry Hull, Ms Sara Kobari, Dr. Sunny Lau, Dr. Jean Manore, Dr. Adrianna Mendrek, Mr. Gary McCormick Dr. Michele Murray, Mr. Tayler Ross, Ms Stephanie Sisam, Dr. Sylvain Turcotte, Dr. Francine Turmel, Dr. Miles Turnbull, Dr. Trygve Ugland

Regrets: Dr. Stefan Bruda, Mr. Hans Rouleau, Dr. Yanan Wang

Item 579/1 Approval of Agenda

At the request of Claude Charpentier two Items were added to the Agenda:

i. The Policy for the Prevention of Harassment was added as Item 4.2, under Business arising.

ii. The Membership of the Research Ethics Board and of the Ethics Review Committee for Students was added under Item 5.2a.

At the request of Michele Murray, three recommendations for Adjunct Professors were added as items 7.2i, 7.2ii and 7.2iii.
Item 579/2  Approval of Minutes
Adrianna Mendrek moved approval of the Minutes of the 578th meeting of Senate and Francine Turmel seconded the motion.

The motion carried.

Item 579/3  Communications from the Chair
Convocation
The Principal reported that Convocation had been a success. The Honorands, Abel Bosum, Sophie Brochu, Xavier Dolan and Monique Gagnon-Tremblay addressed the graduating students thoughtfully and the three valedictorian speeches were also very good. Five hundred and eighty-four people attended the Chancellor’s Dinner, where they heard Jenn Cianca sing Adele’s hit song Hello.

Town Hall meeting
The Principal’s presentation at the Town Hall meeting held on June 15th 2016 is available on the University web site.

The TD Terrace at the Sports Centre was inaugurated on the day of the Retirees’ luncheon

Leading the Way Campaign
The Principal reported that the $30M target for the Leading the Way Campaign has been achieved, and the Campaign Cabinet had decided to increase the campaign goal to $36M.

Over Homecoming Weekend, September 22nd to 24th, the new gym in the renovated John H. Sports Centre would be named after Wally Denver, a Bishop’s alumnus who had made a very generous gift to the Campaign, and the renovated Alumni House on Harrold Drive would be named for the Griffin family.

Abbott Hall Residence
The renovated Abbott Hall Residence had opened to very positive responses from students, and jealous comments from their parents.

2016 Fall Enrolment
Approximately 915 new students had enrolled at Bishop’s in September, making the 2016 entering class the largest ever, including the year of the Ontario double cohort, when we welcomed 900 new students.
Numbers were still preliminary as of the date of the 579th meeting of Senate, and would be confirmed only after the end of the add-drop period. As of the Senate meeting, the total number of students (headcount) stood at 2,818, an increase over the Fall 2015 headcount of 2,748. But the full-time equivalents, which determine a significant portion of our operating grant from Quebec, were a bit short of the budget target.

*Academic Success Archway Program*

Thirty-four students took to the preparatory program run by Dean of Arts and Science Michele Murray and Dr. Gregory Brophy. The University will follow their academic success.

*2016 Orientation*

The Principal thanked members of the Students Representative Council for continuing to improve orientation week activities year after year. The headline in the Sherbrooke paper La Tribune had been “*Rentée calme à l’Université Bishop’s*”.

He thanked faculty members who had attended the reception to welcome parents on move-in day, observing that this was a highlight for parents of new students. For the third year, new students had attended the “Can I Kiss You” presentation by the founder of the Date Safe Project, and for the first time, they had all attended a Bystander Intervention Program to help combat sexual violence on campus. There had been sessions on services available to Students and on what students can expect of their experience at Bishop’s by Dean of Student Affairs Dr. Jackie Bailey.

*Donald Lecture Series*

The Principal announced the Donald lectures for the 2016-17 academic year:

- on October 20th 2016, Maureen Dowd and Carl Hulse of the New York Times would talk about politics ahead of the American elections;
- on November 16th 2016, Amanda Lindhout, who was abducted in Somalia, would talk about the experience;
- on January 18th, Senator Murray Sinclair, the Chief Commissioner of the Truth and Reconciliation Commission, would be on campus; and
- on February 10th, Marie Henein, one of Canada’s top criminal lawyers, would deliver a Donald lecture.
Gender inclusive washrooms
All single-stall washrooms on campus had been converted from gender-specific to gender inclusive.

Aboriginal Intern
Celine Martin had worked over the summer as the first Bishop’s Aboriginal Intern, one of whose roles would be to determine how we can better welcome and support our indigenous students.

Maple League
The Universities of the U4 League, soon to be renamed the Maple League, had undertaken a pilot project to allow students on one campus to take a course given on another campus. During the Fall 2016 session, 11 Bishop’s students were taking a Greek language course given by a Professor of Classics at Mt. Allison.

Federal Government’s Strategic Investment Fund for Post-Secondary Institutions (SIF)
The Principal reported that there had not, as yet, been any announcements of SIF funding in Quebec, though there had been announcements in most other provinces. Our library and Johnson Lab renovation projects had been submitted for funding. Our information was – as it had been for some time – that announcements were imminent.

Hochelaga, terre des âmes
Historical and archeological opinion currently holds that the settlement of Hochelaga was located under the Percival Molson Stadium. To mark the 375th anniversary of the City of Montreal, Quebec film-maker François Girard was making a film which opened with a McGill-Bishop’s football game at the stadium, and then took the audience back to the time of the foundation of the City.

Quebec Government Relations
In July, the Government of Quebec had released our conditional grants for 2014-15 and 2015-16 conditional on agreeing to a Plan de redressement that meets the Ministry’s requirements. The Principal would meet with Deputy Minister Sylvie Barcelo on October 14th to decide on the terms of the Plan de redressement.
Item 579/4  Business Arising

4.1 Request for additional credits for certain production courses in the Drama Department

Morgan Gagnon, Vice-President Academic of the Students' Representative Council, reported that a new proposal in response to the Drama students' request for additional credit was at under consideration by the Drama Depart.

4.2 Policy for the Prevention of Harassment

In response to questions from Claude Charpentier on consultation on the revised Policy for the Prevention of Harassment, Secretary General Victoria Meikle reported that she had received no feedback from Senators following the 578th meeting of Senate on May 18th 2016.

Since the May Senate meeting, the Secretary General and University Legal Counsel Me Marie-Josée Dufour had met with, and received feedback from, the Human Resources Committee of the Board of Governors and the Executive of the APBU.

Several suggestions made by the APBU Executive had been integrated into the draft of the Policy, including:

i. a reformulation of the responsibilities of the Association under the Policy;
ii. a deadline of 90 days for making a complaint of harassment; and
iii. the inclusion in the policy of wording to protect the teaching and discussion of controversial material, as long as it was done in a respectful manner.

The revised Policy for the Prevention of Harassment would be brought to the Board of Governors for approval at its September 23rd meeting.

Adrianna Mendrek, who had attended the meeting with the APBU Executive, added that there had also been requests for changes in language and for consultation with the Committee on the Prevention of Harassment on major decisions.

Item 579/5  Committee Items

5.1 Report of the Nominating Committee

Appointments and reappointments to Senate Committees were set out in bold in Document 579/5.1 annexed to these minutes. Jean Manore moved approval of the new appointments and reappointments, and Claude Charpentier seconded the motion.
Jean Manore moved and Claude Charpentier seconded the appointment of those in bold to Senate Committees.

**The motion carried.**

During the course of discussion, several corrections to document 579/5.1 were suggested:
- Sunny Lau would continue to serve on Senate even though on sabbatical.
- On p. 3, Academic Standing and Admissions Policy Committee, Senate Planning Committee should be replaced by Senate Nominating Committee.
- On p. 4, the composition of the Continuing Education Committee should be amended to show a part-time faculty member, but no part-time student.
- On p. 21, Adrianna Mendrek should be shown as the member of the Foundation Course Committee for the Division of Social Sciences, and N. Chamoux should be replaced by E. Chamoux.

5.2  **Annual Report of the Research Ethics Board, 2016**
Claude Charpentier presented the 2016 Annual Report of the Research Ethics Board. There were no questions from Senators on the 2016 Annual Report.

5.2a  **Membership of the Research Ethics Board and of the Ethics Review Committee for Student Research**
Vice-Principal Miles Turnbull moved, and Sunny Lau seconded, approval of the membership of the Research Ethics Board and the Review Committee for Student Research, 2016-17.

**Research Ethics Board, 2016-17**

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>Mandate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charpentier, Claude</td>
<td>Chair</td>
<td>2015-2017</td>
</tr>
<tr>
<td>Berco, Cristian</td>
<td>Faculty member</td>
<td>2015-2017</td>
</tr>
<tr>
<td>Drumheller, Andrea</td>
<td>Faculty member</td>
<td>2015-2017</td>
</tr>
<tr>
<td>Haigh, Corinne</td>
<td>Faculty member</td>
<td>2016-2018</td>
</tr>
<tr>
<td>Svetlana Davis</td>
<td>Faculty member</td>
<td>2015-2017</td>
</tr>
<tr>
<td>De Praeter, Alicia</td>
<td>Member - Expert in law</td>
<td>2016-2018</td>
</tr>
<tr>
<td>Smith, Evelina</td>
<td>Community representative</td>
<td>2015-2017</td>
</tr>
<tr>
<td>Julie Frédette</td>
<td>Research Office representative, <em>ex officio</em></td>
<td>n/a</td>
</tr>
</tbody>
</table>
**Ethics Committee for Student Research, 2016-17**

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Drumheller, Andrea</td>
<td>Chair</td>
</tr>
<tr>
<td>Aitken, Avril</td>
<td>Faculty member</td>
</tr>
<tr>
<td>Teed, Michael</td>
<td>Faculty member</td>
</tr>
<tr>
<td>Carriere, Jonathan</td>
<td>Faculty member</td>
</tr>
<tr>
<td>Frédette, Julie</td>
<td>Research Office representative, <em>ex officio</em></td>
</tr>
</tbody>
</table>

**The motion carried.**

5.3 **Report of Senate Planning Committee on its Resource Allocation Policy**

In April of 2016, the Task Force to develop a Sustainable Model for Bishop’s University had recommended that Senate Planning Committee review the formulas and processes used to set priorities for the allocation of academic resources.

Senate Planning Committee met and deliberated on the recommendations of the Task Force, and produced a revised policy for the allocation of part-time credits and the prioritisation of tenure-stream positions that integrates the Resource Allocation Model (RAM score) developed by Brad Willms.

The Task Force recognised that it would be more difficult for some departments to achieve a score of 45 than for others. The key was that all units needed to improve their financial performance as measured by the RAM score, whether they were below the target, met it, or exceeded it significantly.

Target RAM scores for different departments had not been established as of the date of the 579th meeting of Senate. Targets would be established taking into consideration the current position of the department vis-à-vis the break-even RAM score of 45. Units that are not breaking even would continue to be subsidised by others that were generating a surplus.

Under the proposal from Senate Planning Committee, revenues and costs would be calculated on a three-year average and for the most recent academic year. The RAM score for each academic unit would be the more favourable of the two calculations.

Where the RAM score for a particular unit is negative, the impact on the allocation of part-time credits would depend on the academic budget available.
Dr. Turnbull noted that, due to significant variations across Divisions and Departments in the number of credits required to complete a major or an honours program, it may be necessary to develop policy on program composition as a complement to the policy on the allocation of part-time credits and the prioritisation of tenure-stream positions.

**Motion 1: Part-time Credits**

The Vice-Principal moved, and Bruce Gilbert seconded, that Senate approve the use of the RAM-score as a tool to determine how many part-time credits an academic unit can afford to offer each year, according to the formula and the process outlined in section 5.0 of Document 579/5.3.

The motion carried.

**Motion 2: Tenure Stream Positions**

Dr. Turnbull moved, and Robert Palmer seconded, that Senate adopts the following policy for the approval of tenure-stream positions:

a) Senate will normally recommend tenure-stream positions for academic units that meet or exceed the RAM score corresponding to a break-even level for the University. Academic units would have to demonstrate a track record of breaking even, normally for a three-year period, before qualifying for consideration for a tenure-stream position.

b) Academic units which do not have such a track record would have to provide concrete and convincing evidence that their current break-even state is sustainable and replicable.

c) In extraordinary circumstances, when the integrity and mission of the University as a whole are deemed to be in jeopardy, Senate Planning Committee may consider ranking an academic unit for a tenure-stream position where:
   i) the academic unit can provide a convincing argument that the major/honours program associated with the academic unit is essential to the mission of the University and to the development of the University’s liberal education competencies; and
   ii) the academic unit provides a concrete and acceptable plan to fund the new tenure-stream position within the overall academic budget; and
   iii) the academic unit provides convincing evidence that significant and concrete efforts have been made to become sustainable, over a period of at least three years.
d) Senate Planning Committee would then rank qualifying positions based on the RAM-score, as the principal determining factor. Academic units with RAM scores well above the break-even point would rank higher than those at, or only slightly above, break-even. Ranking would also consider the following secondary criteria: the three-year average of Honours/Majors per full-time faculty member and the three-year average of new full-time students entering as Majors per full-time faculty member.

e) All things being equal, ranking would also consider:
   i) the three-year average of external and internal research grants (indirect costs generated minus costs associated with course relief and other costs not covered by the grants)/faculty;
   ii) concrete evidence of program innovation and streamlining that has helped enhance the student experience, the academic unit's ability to attract new students and/or enhance the University's sustainability.

f) The process for tenure-stream allocations is outlined in section 6.0 of Document 579/5.3.

The motion carried, one abstention.

During the course of discussion, Dale Stout, the Chair of the Psychology Department, was granted permission to address Senate. Dr. Stout emphasized the need for units to make a qualitative case for a tenure-stream position, even where they meet the RAM score threshold. Dr. Turnbull committed to including this point in guidelines to Chairs for submissions to Senate Planning Committee requesting tenures-stream positions.

MOTION 3: ANNUAL REVIEW OF THE FORMULA AND CALCULATION
Dr. Turnbull moved, and Morgan Gagnon seconded, that the RAM score formula and calculation process will be reviewed annually and the Senate policy on the allocation of resources for part-time and tenure-stream positions will be reviewed by September 2019 at the latest.

The motion carried.
MOTION 4: OTHER RECOMMENDATIONS OF THE TASK FORCE
Dr. Turnbull moved, and Dr. Gilbert seconded, that the Vice-Principal Academic, or designate, will present a report to Senate by the December, 2016 meeting to outline progress or make recommendations relating to the remaining Task Force recommendations over which Senate has jurisdiction (1, 2, 4, 5, 6, 7, 8).

The motion carried.

The Principal thanked members of the community for their work in coming to these recommendations, acknowledging the difficult issues they had had to come to grips with.

5.4 Report of the Senate Planning Academic Review Committee (SPARC) on the schedule for review
The Vice-Principal moved, and Sara Kobary seconded, that the Departments of Chemistry, Sports Studies and Mathematics be scheduled for review during the Winter Term of 2017.

The motion carried.

Item 579/6 Other Business:
6.1 Academic Report
It was noted that Bishop’s rules around transfer credits ought to be tightened if the University is more generous than others.

6.2 Approval process for U4 joint course delivery endeavours
It was agreed that the issues and procedures around the participation of Bishop’s students in courses taught at other U4 universities would be brought back for discussion at Senate, with the goal of developing a proposal that could be shared with the other U4 universities.

6.3 Changes to the Convocation list
The Vice-Principal Academic circulated, for the information of Senators, a list of changes to the Convocation list made between the Senate meeting on May 18th 2016 and Convocation on June 3rd.
Item 579/7  Recommendations from the Divisions

7.1  Williams School of Business
There were no recommendations from the Williams School of Business.

7.2  Arts and Science
7.2.1  Division of Humanities
There were no recommendations from the Division of Humanities.

7.2.2  Division of Natural Sciences and Mathematics
Dean of Arts and Science Michele Murray moved the appointment to Adjunct status for six years, effective July 1st 2016, of the following colleagues, all of whom had been recommended by the Division. Kerry Hull seconded the motion.
   i. Anca I Nedelescu in the Department of Physics
   ii. Jason F. Rowe in the Department of Physics
   iii. Réjean Fortin in the Department of Chemistry

The motion carried.

7.2.3  Division of Social Sciences
There were no recommendations from the Division of Social Sciences.

7.3  School of Education
There were no recommendations from the School of Education.

7.4  Continuing Education
There were no recommendations from Continuing Education.

Item 579/8  Information items

Contract faculty teaching awards
Teaching awards for contract faculty would be announced at an event on Tuesday September 27th, from 4:30 to 6:30.

Orientation Week awards
The SRC would give awards for Orientation Week on Wednesday the 28th

Orange Shirt Day
The annual “Every child matters” drive in support of Indigenous people would take place on September 30th. Members of the Bishop’s community were invited to wear an orange t-shirt day and to participate in a reconciliation workshop.
Motion of thanks to Dr. Michael Childs, Interim Registrar

Dr. Gilbert moved that Senate thank Michael Childs for stepping in as Registrar, and Trygve Ugland seconds the motion.

The motion carried.

There being no further business, the 579th meeting of Senate adjourned.

[Signatures]
Michael Goldbloom, Chair
Victoria Meikle, Secretary