



**628<sup>TH</sup> MEETING OF SENATE**

FRIDAY, DECEMBER 11, 2020

2:30 P.M.

MINUTES

**Chair:** Principal Michael Goldbloom

**Present:** Ms. Reena Atanasiadis, Dr. Darren Bardati, Mr. Yotam Baum, Dr. Jim Benson, Dr. Gregory Brophy, Mr. Samy Cauvet, Mr. Georges-Philippe Gadoury-Sansfaçon, Mr. Mark Gandey, Mr. Eric Gendron, Dr. Claire Grogan, Dr. Corinne Haigh, Dr. Kerry Hull, Ms. Catherine Lavallée-Welch, Dr. Michele Murray, Mr. David Piperno, Dr. Elizabeth Prusak, Dr. Jessica Riddell, Mr. Hans Rouleau, Ms. Emma Story, Dr. Michael Teed, Dr. Miles Turnbull, Dr. Marianne Vigneault, Dr. David Webster, Dr. Brad Willms, Dr. Dawn Wiseman

**Regrets:** Maria Clavelli, Ms. Hannah Sommerville, Dr. Yanan Wang

**Guests:** Estelle Chamoux, Jenn Cianca, Charlene Marion

**Secretary:** Dr. Trygve Ugland

The Chair called the 628<sup>th</sup> meeting to order at 2:30 p.m.

ITEM 628/1 APPROVAL OF AGENDA

The agenda was unanimously approved as presented.

ITEM 628/2 COMMUNICATIONS FROM THE CHAIR

Principal Goldbloom said that Senate has had a key role in directing the University since the beginning of the pandemic in March and he thanked everyone for their work. There have been ten virtual Senate meetings since the beginning of the pandemic as well as nine electronic votes.

The Principal reported that as of December 11, 2020, there were no longer any cases of Covid-19 on campus. At its peak, the November 6<sup>th</sup> outbreak numbered 20 cases on campus but there have been no additional cases since the first week and all affected individuals have recovered. Principal Goldbloom said that the measures and policies developed by the COVID-19 Task Force were quickly put into place and that the efficiency of these measures contributed to the containment of the outbreak.

The Principal reported that the first Donald Lecture of the year was delivered by former Truth and Reconciliation Commissioner Marie Wilson via live stream on Tuesday, November 10<sup>th</sup>. Ms. Wilson, a consultant in the field of reconciliation, was one of three commissioners of the Truth and Reconciliation Commission of Canada (TRC) from 2009 to 2015. The Principal said that he had received very positive feedback from students, faculty and staff.

For the first time the School of Education held its 'Individual Differences' conference virtually instead of in-person on December 1<sup>st</sup>.

The deadline for students to apply for B.E.S.T scholarships is the end of January 2021 and the Principal encouraged faculty to remind students to submit their projects.

The Centraide campaign, under the leadership of Dr. Kerry Hull and Ms. Sonia Patenaude, is underway and donations can be made to the campaign until the end of December 2020.

There will be a virtual 'Staff Recognition Event' held on Wednesday, December 16<sup>th</sup> at 2 p.m.

The Principal said that the University will extend the holiday break by commencing on December 16<sup>th</sup> and ending on January 7<sup>th</sup>. He expressed his appreciation for the efforts everyone has been making and hoped the extra days would allow everyone to rest and restore their energy.

#### ITEM 628/3 MINUTES

The minutes of the 624<sup>th</sup> Senate held on September 11<sup>th</sup> 2020, were approved as presented.

Moved by: Dawn Wiseman

Seconded by: Miles Turnbull

**Motion carried.**

The minutes of the 625<sup>th</sup> Senate held on October 5<sup>th</sup> 2020, were approved as presented.

Moved by: Dawn Wiseman

Seconded by: Miles Turnbull

**Motion carried.**

ITEM 628/4 BUSINESS ARISING

There was no business arising.

ITEM 628/5 COMMITTEE ITEMS

5.1 THE JOINT BOARD AND SENATE TASK FORCE ON EQUITY, DIVERSITY AND INCLUSION REPORT  
The Chair of the joint Board and Senate Task Force on Equity, Diversity and Inclusion (EDI), Dr. Jenn Cianca, reported that the EDI Task Force broke into subcommittees which met every week or every two weeks to focus on specific topics. Dr. Cianca said that some of the subcommittee recommendations were relatively easy to implement, for example changing the language used in documents, and that other recommendations were more complicated due to the number of governing bodies involved, for example curriculum changes, EDI training for students and staff, or the review of hiring practices.

Dr. Cianca said that the EDI Task Force identified several key recommendations which were consistently found in the individual subcommittee reports:

- Creation of an office of Equity, Diversity and Inclusion;
- Introduction of mandatory EDI training for all employees of the University; and
- Review of hiring practices.

The Principal asked if there were any questions or comments.

The Students' Representative Council Vice-President Academic, Mr. Georges-Philippe Gadoury-Sansfaçon, asked how students were consulted. Dr. Cianca said that students were present and were consulted at all points in the process.

Mr. Gadoury-Sansfaçon asked if there had been a survey for members of the EDI Task Force to provide feedback on their experience. Dr. Cianca said that there was general agreement that holding efficient discussions with 21 individuals is difficult. She said that after the report is presented to Senate and the Board of Governors, and if the EDI Task Force's mandate is extended, individual EDI Task Force members would be asked to indicate if they wished to remain on the Task Force.

Mr. Gadoury-Sansfaçon said that some students had expressed to him that they did not feel that the EDI Task Force was a safe space for them to share their experiences and participate fully and that an anonymous survey would be a safe space for EDI Task Force members to make comments about their experience and make proposals on how the EDI Task Force should proceed.

Mr. Gadoury-Sansfaçon asked how the hiring of the EDI Specialist would be undertaken. Dr. Cianca said that the hiring of an EDI Specialist is beyond the mandate of the EDI Task Force.

Dr. Gregory Brophy asked whether the EDI Specialist's office could be independent of the

Human Resources department in order to enhance its autonomy. Principal Goldbloom said that in many universities, the EDI Specialist reports to someone with a global overview of institution, such as the Principal, the Secretary General, or the Dean of Student Affairs.

The Dean of Arts, Dr. Michele Murray, said that the EDI Task Force had done a great job and that there was a lot of work still to do.

The Vice-Principal Academic and Research, Dr. Miles Turnbull said that the report was very timely and important.

The SRC division of Social Sciences representative, Mr. Eric Gendron, asked who would lead the mandatory EDI course for students, the EDI Specialist or someone already teaching at the University. Dr. Cianca said that the EDI Task Force recommendation was that all departments and programs require their students to take a course with a high EDI content or if the department or program did not have such a course, that they would allow their students to take the course from a different department.

The Dean of the Williams School of Business, Ms. Reena Atanasiadis, said that in the interest of sharing information she wished to advise Senate that she was leading the process of seeking a gender diversity accreditation for the University and would keep Senate informed of progress.

Motion 1:

That Senate endorses the hiring of an EDI Specialist, as per General Recommendation 1 in the Preliminary Report of the joint Board and Senate Task Force on Equity, Diversity and Inclusion.

Moved by: Reena Atanasiadis

Seconded by: Georges-Philippe Gadoury-Sansfaçon

**Motion carried.**

Motion 2:

That Senate endorses the Joint Board-Senate Task Force recommendation that, upon hiring of an EDI Specialist, their first priority be to implement General Recommendations 2 and 3, namely: the introduction of mandatory EDI training for all employees of the University and a review of hiring practices.

Moved by: Georges-Philippe Gadoury-Sansfaçon

Seconded by: David Webster

**Motion carried.**

Motion 3:

That Senate endorses the extension of the mandate of the Joint Board and Senate Task Force for Equity, Diversity and Inclusion to July 1, 2022.

Moved by: Mark Gandey

Seconded by: Michele Murray

Dr. David Webster asked whether the composition of the EDI Task Force would remain the same if the mandate were to be extended.

Principal Goldbloom said that the fourth motion of the EDI Task Force was a recommendation that the Task Force be empowered to change its own composition without needing to return to Senate and the Board of Governors for approval. He said that the EDI Task Force needed to continue its work and that its composition needed to be reconsidered and suggested passing Motions 3 and 4 at the same time.

Motion 4:

That Senate endorses the Joint Board-Senate Task Force recommendation that the Task Force be empowered to modify its own composition in response to the changing needs of the group's work, particularly with regard to increasing BIPOC representation on the committee, while committing to a minimum of five student representatives, as outlined in the original mandate.

Moved by: Gregory Brophy

Seconded by: Darren Bardati

**Motions 3 and 4 carried.**

Principal Goldbloom thanked Dr. Cianca and the entire membership of the Joint Senate and Board Task Force on Equity, Diversity and Inclusion for their work on these important issues.

5.2 TEACHING AND LEARNING CENTRE INITIATIVE COMMITTEE REPORT

The Chair of the Teaching and Learning Centre Initiative Committee, Dr. Estelle Chamoux reported that the Committee had been asked to produce recommendations to reduce students stress and maintain high academic standards. She said the Committee met several times and held both internal and external consultations in the development of the document entitled "Teaching strategies and alternative modes of assessments to relieve students' stress". The document is broken down into recommendations for instructors, students, and the University administration.

Dr. Chamoux said that the document was well received and that several faculty members said the recommendations were useful.

Dr. Chamoux said that the TLC has created a website with resources, as well as a forum so that they can exchange questions, answers, suggestions and support with other professors.

Dr. David Webster asked if the document had been presented to students as he had heard from many students that they would prefer fewer low stakes assignments.

Dr. Chamoux said that the TLC planned to present a workshop on how to implement lower stake assessments more effectively.

The Dean of the School of Education, Dr. Corinne Haigh, as a member of the TLC, proposed that Senate accept the report and that it be shared with faculty.

Motion:

That Senate receive the document entitled "Teaching strategies and alternative modes of assessments to relieve students' stress", and that it be shared with faculty.

Proposed by: Corinne Haigh

Seconded by: Jessica Riddell

**Motion carried.**

5.3 ACADEMIC STANDING AND ADMISSIONS POLICY COMMITTEE

The Chair of the Academic Standing and Admissions Policy Committee, Registrar Hans Rouleau, reported that the ASAP Committee had met several times since it had last reported to Senate on October 30, 2020, to discuss relieving student stress in the Winter 2021 semester. Vice-Principal Academic and Research Miles Turnbull presented the five motions brought forward by the ASAP Committee.

Motion 1:

That Senate approves moving the Winter 2021 Course Withdrawal date to the last day of Winter 2021 classes.

Moved by: Miles Turnbull

Seconded by: Corinne Haigh

**Motion carried.**

Motion 2:

That Senate approves the Pass/Fail (P/F) option for all courses for the Winter 2021 semester, in a manner akin to the Fall 2020 semester.

Moved by: Miles Turnbull

Seconded by: Jessica Riddell

**Motion carried.**

Dr. Miles Turnbull noted that the wording of motion 3 had changed. The word 'all' was removed from the following sentence:

Instructors may also set a minimal performance threshold for some (~~all~~) assessment items in order to successfully complete a course.

Dr. Gregory Brophy said that he supported the motion, but he questioned the notion of minimal performance threshold.

Dean of the Williams School of Business Reena Atanasiadis said that Business students are expected to obtain a minimum of 40% on their final exam in order to pass the course.

Dr. Darren Bardati said that Mathematics students must pass the final exam to pass the course.

Dean of Science Kerry Hull said that it is important for the minimal performance threshold to be clearly indicated on the course syllabus.

Dr. Turnbull said that the threshold is intended to encourage students to remain engaged during the entire course and to complete group assignments. He said that professors are not required to set a minimal performance threshold but that it is an available option.

**Motion 3:**

That Senate decides that for the Winter 2021 semester students are expected to complete all course requirements (e.g., assignments, group activities, quizzes, and exams) to the best of their ability. Instructors shall make it clear to students, in the course syllabus, which assignments, quizzes, exams and other assessment items in the course must be completed to be eligible to pass the course. Instructors may also set a minimal performance threshold for some assessment items in order to successfully complete a course. Instructors shall make this threshold clear in the course syllabus before the add-drop deadline.

Moved by: Miles Turnbull

Seconded by: Jessica Riddell

**Motion carried.**

Dr. Turnbull read the proposed changes to the document entitled "Responsibilities of the Academic Staff to Students" which are highlighted in yellow in annex 1 of document 628/5.3:

- 1) The final exam may not count for more than 60 percent of the course grade without consent of both the professor and the student.
- 2) In-class quizzes and exams carried out during the last 14 days of classes as defined in the Academic Schedule) may not total more than 10% of the final grade, except in the case of laboratory or oral testing, presentations, or summative/capstone projects.
- 3) An exception was added to the following:  
Nothing requiring mandatory student participation (e.g. class, midterms, fieldtrips etc.) with the exception of final evaluations (e.g. exams, performances) shall be scheduled outside of class hours, without the consent of the entire class.  
(Exception: Where out-of-regular hours participation is outlined in the course syllabus; reasonable alternatives shall be made if the out-of-regular participation involves grading).

Motion 4:

That Senate endorses the Academic Standing and Admission Policy Committee's recommendations for modification to the policy entitled 'Responsibilities of the Academic Staff to Students' with changes highlighted in yellow (annex 1 of document 628/5.3).

Moved by: Miles Turnbull

Seconded by: Georges-Philippe Gadoury-Sansfaçon

**Motion carried.**

Dr. Turnbull said that the COVID-19 Task Force requested the University eliminate penalties for students who report symptoms of COVID-19.

Dr. Brad Willms asked whether a professor would be required to offer alternate exams or assignments to students who report that they have symptoms of COVID-19. Dr. Turnbull said that professors would need to evaluate each situation and that there were multiple options available.

Dr. Darren Bardati asked whether a professor was required to offer alternatives if a student contacted the professor after an exam or assignment due date. Dr. Turnbull said that the intent of the motion is to encourage students to get tested rather than wait in a clinic for a doctor's note.

Dean of Arts Michele Murray said that this is an exceptional circumstance due to the pandemic.

Motion 5:

That Senate endorses the elimination of all penalties for students who report to their course instructor that they are experiencing COVID-like symptoms - effective immediately with the Fall 2020 Final Examinations and until further notice. Professors may not require students to produce a medical note to justify an absence from class or from upcoming exams, class assignments, and/or presentations. This shall also apply to Education students during practicum in schools. For Education practicum students, students must contact their supervisor and the Teaching Office as well as their associate teachers. Students are expected to communicate with their course instructor before the beginning of the scheduled class or assessment activity.

Moved by: Miles Turnbull

Seconded by: Jessica Riddell

**Motion carried.**

Dr. Turnbull said that the ASAP Committee had been tasked with examining the University's current numerical grading policy. He said Bishop's is the only Quebec university using a numerical grading scheme and that the other Quebec universities are using a letter grading scheme. Dr. Turnbull said that the Committee will review this dossier in Fall 2021.



#### 5.4 SENATE PLANNING COMMITTEE REPORT

The Chair of the Senate Planning Committee, Vice-Principal Academic and Research Miles Turnbull presented the Committee's recommendations for 34 part-time courses and nine self-funded graduate courses in Spring/Summer 2021.

##### Motion:

On behalf of the Senate Planning Committee, I move that Senate approve the following 34 undergraduate courses for the 2021 Spring-Summer session and nine self-funded graduate courses (document 628/5.4).

Moved by: Miles Turnbull

Seconded by: Brad Willms

**Motion carried.**

#### 5.5 EXPERIENTIAL LEARNING COMMITTEE REPORT

The co-Chairs of the Experiential Learning Committee, Ms. Charlene Marion and Dr. Miles Turnbull acknowledged the work and dedication of the Committee members in the preparation of the document entitled "Experiential Learning at Bishop's: A Foundational Framework" which supports the University's Strategic Framework Priority #2: Expand Experiential Learning.

Ms. Charlene Marion presented an overview of the document and the resources consulted in its creation.

Principal Goldbloom thanked Ms. Marion for her clear and concise presentation.

##### Motion:

On behalf of the Experiential Learning Committee, I move that Senate adopt the document entitled "Experiential Learning at Bishop's University: A Foundational Framework"

Moved by: Miles Turnbull

Seconded by: Dawn Wiseman

**Motion carried.**

Dr. Turnbull said that Associate Vice-Principal Academic Claire Grogan would replace him on the Committee henceforth and that the Committee would present regular reports to Senate and to the Board of Governors on the strategic priority of expanding experiential learning.

#### ITEM 628/6 OTHER BUSINESS

##### 6.1 ACADEMIC REPORT

Vice-Principal Academic and Research Miles Turnbull submitted his report to Senate.

ITEM 628/7 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

The Dean of the Williams School of Business, Ms. Reena Atanasiadis, moved the approval of 7.1.1 to 7.1.7.

Moved by: Reena Atanasiadis

Seconded by: Samy Cauvet

**Motion carried.**

7.2 Arts and Science

7.2.1 Division of Humanities

The Dean of Arts, Dr. Michele Murray, moved the approval of 7.2.1.1 to 7.2.1.6 on behalf of the department of Arts Administration.

Moved by: Michele Murray

Seconded by: Jim Benson

**Motion carried.**

Dr. Michele Murray noted that included in the proposed curriculum changes for the division of Humanities there were two name changes: the department of Religion was proposing to change its name to 'Religion, Society and Culture' and a History minor was being renamed 'minor in Global Change', rather than 'minor in Global Studies' to avoid confusion with the offerings of the Political Science department.

The Dean of Arts, Dr. Michele Murray, moved the approval of 7.2.1.7 to 7.2.1.81 for the departments of Classical Studies, Drama, English, Études françaises et québécoises, Fine Arts, Modern Languages, Literatures, and Cultures, History, Liberal Arts, Music, Philosophy, Pre-Law, Religion and moved the approval of 7.2.1.82 to revise the division of Humanities' language requirement.

Moved by: Michele Murray

Seconded by: Eric Gendron

**Motion carried.**

7.2.2 Division of Natural Sciences and Mathematics

The Dean of Science, Dr. Kerry Hull, presented curriculum changes 7.2.2.1 to 7.2.2.14 for the departments of Biology, Computer Science, Mathematics and Physics & Astronomy for Senate's approval.

Moved by: Michele Murray

Seconded by: Emma Story

**Motion carried.**

### 7.2.3 Division of Social Sciences

The Dean of Science, Dr. Kerry Hull, presented curriculum changes 7.2.3.1 to 7.2.3.15 for the departments of Environment & Geography, Psychology, Sociology and Sports Studies for Senate's approval.

Moved by: Michele Murray

Seconded by: Darren Bardati

**Motion carried.**

The Dean of Science, Dr. Kerry Hull, presented curriculum change 7.2.3.16 for the creation of a new program in Sustainable Agriculture and Food Systems (SAFS) for Senate's approval.

Moved by: Mark Gandey

Seconded by: Darren Bardati

**Motion carried.**

Dr. Darren Bardati requested that recommendation 7.2.3.16, be moved under Environment & Geography, the department which is proposing the creation of the new program.

Principal Goldbloom said that the creation of the two minors in Sustainable Agriculture and Food Systems is a significant step in an ambitious and important initiative for the University.

Dr. Miles Turnbull said this would allow the University to recruit students interested in sustainable agriculture and food systems while waiting for governmental endorsement of the two SAFS majors that were approved by Senate almost two years ago. He explained that the process of creating new majors can take up to four years.

### 7.3 School of Education

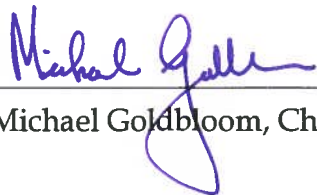
The Dean of the School of Education, Dr. Corinne Haigh, moved the approval of 7.3.1 to 7.3.10.

Moved by: Corinne Haigh

Seconded by: David Piperno

**Motion carried.**

There being no additional business, the meeting was adjourned at 4:33 p.m.



Michael Goldbloom, Chair



Trygve Ugland, Secretary General

