

JUNE 29, 2020  
**MINUTES**  
TELECONFERENCE

- Chairs:*** Robert Hall, Cathy McLean
- Present:*** Abel Bosum, Jane Brydges, Kent Carson, Enzo Evangelisti, Michael Goldbloom, Brian Levitt, Charlene Marion, Michel Marleau, Heather McKeen-Edwards, Daniel Miller, Patricia Pleszczynska, Scott Stoddard, Calin Valsan, Tova White
- Regrets:*** Pierre Cossette
- Guest:*** Dale Stout
- Senior Administration:*** Nick Andrews, Reena Atanasiadis, Marie-Josée Dufour, Isabelle Goyette, Claire Grogan, Corinne Haigh, Denise Lauzière, Stine Linden-Andersen, Miles Turnbull
- Secretary:*** Trygve Ugland

**ITEM 1: CHAIR'S WELCOME**

The Chair called the meeting to order at 4:00 p.m.

**ITEM 2: APPROVAL OF AGENDA**

The agenda was unanimously approved as presented.

**ITEM 3: ACADEMIC ADMINISTRATIVE STRUCTURES COMMITTEE**

Principal Goldbloom invited the Co-chairs of the Committee, Dr. Dale Stout and Dr. Trygve Ugland, to present the Committee's report.

Dr. Ugland gave a summary of the Academic Administrative Structures Committee's deliberations which concluded that the creation of an Associate Vice-Principal Academic position and a Dean of Science position, on provisional basis for a three-year term, would be beneficial to the University. It was further recommended that the positions be filled by internal candidates and reviewed after two years.

Dr. Ugland detailed the main tasks of the Associate Vice-Principal Academic and Dean of Science.

Dr. Stout said that the Committee presented a unanimous report after significant and frank discussions. The Committee worked hard to articulate how it reached the conclusions outlined in its final report for the Board (Document 2019-11-03i).

Ms. Cathy McLean thanked the Committee for its comprehensive report and was especially appreciative of the presentation of the long-term gains in enrolment and research. She said that the successful delivery of the courses this fall was critical to the University and that these positions should ensure increased support for faculty and students.

Ms. Charlene Marion asked if the committee had considered the need for an assistant to the Associate Vice-Principal Academic or to the Dean of Science. Dr. Stout said that this had not been discussed by the Committee, which limited its deliberations to the need for an Associate Vice-Principal Academic and a Dean of Science. He said that the review of the positions could be an opportunity to consider if additional support positions need to be created.

Principal Goldbloom said that in compliance with LOFI #4, the report of the Academic Administrative Structures Committee had been presented to both the Board of Governors and Senate. Therefore, the Academic Administrative Structures Committee's current mandate had been completed and the Committee was dissolved.

#### **ITEM 4: AD HOC SEARCH COMMITTEES**

Principal Goldbloom said that following the creation of the provisional positions of Dean of Science and Associate Vice-Principal Academic, Search Committees needed to be formed. Since the provisional positions do not exist in the Statutes of Bishop's University, the compositions of existing Search Committees would be used as starting points for the composition of the Search Committees for a Dean of Science and for an Associate Vice-Principal Academic.

The composition of the Ad Hoc Search Committee for the Associate Vice-Principal Academic would be based, but not identical to, the membership of the Ad Hoc Search Committee for the Vice-Principal Academic. In view of the fact that the Associate Vice-Principal Academic would report jointly to the Principal and the Vice-Principal Academic and Research, the Vice-Principal Academic and Research would be included on the Search Committee.

The composition of the Ad Hoc Search Committee for the Dean of Science would be based on, but not identical to, the membership of the Ad Hoc Search Committee for the Dean of the Williams School of Business and the Dean of the School of Education. As the Dean of Science would have a leadership role for certain Social Sciences Departments, representatives of the Social Sciences would be included on the Search Committee for the Dean of Science. The Principal presented the following resolution for the striking of the *ad hoc* Search committees.

Resolution 2019-11-01  
Ad Hoc Search Committees for  
Associate Vice-Principal Academic and  
Dean of Science

WHEREAS the Board of Governors at its meeting on May 1st, 2020, struck an Academic Administrative Structures Committee to consider changes proposed by the Principal in the academic administrative structures of the University;

WHEREAS an Academic Administrative Structures Committee was established in compliance with the Letter of Intent (LOFI#4, 1990) between the Association of Professors of Bishop's University (APBU) and the Corporation consisting of two members named by the APBU (Jamie Crooks and Andrea Drumheller), two members elected by the Faculty Council (Dale Stout and Mike Teed) and four members named by the Board (Michael Goldbloom, Miles Turnbull, Trygve Ugland and Tova White);

WHEREAS the Academic Administrative Structures Committee in a unanimous report recommends the creation of two new positions: an Associate Vice-Principal Academic and a Dean of Science, on a provisional basis for three years;

AND WHEREAS the Academic Administrative Structures report has been presented for input to the Senate and to the Board of Governors;

BE IT RESOLVED THAT the Board of Governors establish Ad Hoc Search Committees for the positions of Associate Vice-Principal Academic and Dean of Science pursuant to the proposal of the Academic Administrative Structure Committee. (The composition of the Ad Hoc Search Committee for the Associate Vice-Principal Academic will be based on the membership of the Ad Hoc Search Committee for the Vice-Principal Academic<sup>1</sup>, and the composition of the Ad Hoc Search Committee for the Dean of Science based on the membership of the Ad Hoc Search Committee for the Dean of the Williams School of Business and the Dean of the School of Education<sup>2</sup> (as detailed in Document 2019-11-04i);

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<sup>1</sup> Statutes, Division V, section 7.4

<sup>2</sup> Statutes, Division V, sections 7.6 and 7.7

BE IT RESOLVED THAT the External members of the Board of Governors on the Ad Hoc Search Committee for the Associate Vice-Principal Academic be Patricia Pleszczynska and Tova White;

AND BE IT FURTHER BE RESOLVED THAT the External Governor on the Ad Hoc Search Committee for the Dean of Science be Jane Brydges.

Moved by: Michel Marleau

Seconded by: Kent Carson

**Motion Carried.**

At 4:30 p.m., Chair Robert Hall and Ms. Jane Brydges left the meeting and the Vice-Chair of the Board of Governors, Ms. Cathy McLean, assumed the Chair.

**ITEM 5: JOINT BOARD AND SENATE TASK FORCE ON EQUITY, DIVERSITY AND INCLUSION**

The Principal said that recent world events have highlighted the need for the University to address issues of unconscious bias and systemic discrimination. He proposed the creation of a joint Board and Senate task force on Equity, Diversity and Inclusion to make recommendations for actions in the following areas:

- Hiring, promotion and retention objectives and practices for faculty, research chairs, staff, librarians and management;
- Training for faculty, research chairs, librarians, staff, managers, students and governors;
- Governance;
- The academic curriculum including research programs and activities;
- The University's policies, procedures and guidelines

Principal explained that the Board was being asked for its approval of the mandate and composition of the Task Force. Should the Board agree, the Principal would then bring the proposal of the Task Force to Senate for discussion, possible revisions and approval. Should Senate approve the Task Force with significant amendments the Board would be asked for its final approval.

Vice-Chair Cathy McLean asked Governors if they had any questions or comments.

Dr. Heather McKeen-Edwards asked if student groups had been contacted with regard to the Task Force. The President of the Student Representatives' Council, Mr. Enzo Evangelisti said

that the individual student groups had not been contacted directly, but that there is general interest in the topic.

Ms. Patricia Pleszczynska said that the Task Force itself should have a diverse composition.

Mr. Evangelisti asked if there could be an additional student named to be on the Task Force. It was pointed out that the SRC could name two additional members to the Task Force and that both the Task Force itself and the Principal could also name an additional member if required.

#### Resolution 2019-11-02

##### Joint Board and Senate Task Force on Equity, Diversity and Inclusion

Subject to input from and agreement with the Senate, the Board of Governors hereby proposes the creation of a Joint Board and Senate Task Force on Equity, Inclusion and Diversity with the mandate, composition and time line set out in Document 2019-11-05.

Moved by: Charlene Marion

Seconded by: Abel Bosum

**Motion Carried.**

#### **ITEM 6: OTHER BUSINESS**

Principal Goldbloom said that July 1<sup>st</sup> was the deadline set by the University to communicate with students the decision it had reached with regard to Convocation 2020. The University had chosen August 29<sup>th</sup> 2020 as the alternate day for Convocation 2020. However, due to the ongoing COVID-19 health safety guidelines, the University has decided to hold Convocation 2020 in two parts.

On August 29<sup>th</sup>, the University will host a virtual convocation ceremony. On June 4<sup>th</sup> 2021, the University will host an on-campus convocation for the 2020 graduates so they can cross the stage in front of their peers and families. The University will send out graduation diplomas within the next few weeks.

The Board was presented with a draft communication which the Principal proposed to send to graduates if the Board was agreeable. Several Board members commented that this seemed to be the best solution possible and voiced their support of the decision.

Mr. Carson asked if the government had communicated further about support for the University in response to the COVID-19 pandemic. The Principal said that the government recently appointed a new Minister for Higher Education, Mme Danielle McCann, and that she had not yet made any official statements

Ms. McLean called for a motion to close the meeting.

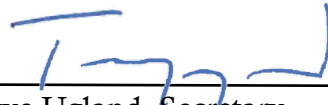
Moved by: Tova White  
Seconded by: Charlene Marion  
**Motion Carried.**

The meeting ended at 4:57 p.m.



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Robert Hall, Chair



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Trygve Ugland, Secretary