



Carleton University acknowledges and respects the Algonquin people, traditional custodian of the land on which the Carleton University campus is situated.

**Carleton University Senate
Meeting of June 2, 2023 at 2:00 pm
Pigiarvik 608 + Zoom videoconference**

AGENDA

Closed Session:

- 1. Welcome & Approval of Agenda (closed)**
- 2. Minutes: February 24, 2023 (Closed Session)**
- 3. Graduation:**
 - a) Notification of Receipt of Graduation Lists (Clerk)
 - b) Motion to Graduate All Recommended Students
 - c) Posthumous Recognition (Clerk)
 - d) Special Features of the Graduation Classes (Deans)
 - e) Motion to Graduate Recommended Students: Dominican University College
- 4. Report on the Empowering Motion (Clerk)**
- 5. Report from the Medals & Prizes Committee (Clerk)**
- 6. Other Confidential Business**

Open Session:

- 1. Approval of Agenda (open)**

2. Minutes (Open):

- a) April 14, 2023 (Short-notice meeting)
- b) April 21, 2023

3. Matters Arising

4. Chair's Remarks

5. Question Period

6. Administration (Clerk)

- a) Senate membership ratification
- b) Contract Instructor Election – motion to extend term
- c) Revised Convocation Schedule for 2023-24
- d) Revised Senate Schedule for 2023-24

7. Reports:

- a) SCCASP (H. Nemiroff)
- b) SQAPC (D. Deugo)
- c) SAGC (E. Sloan)
- d) SRC (D. Russell)

8. Reports for Information:

- a) Senate Executive Minutes (April 11, 2022)
- b) Report from COU Academic Colleague
- c) Letter to Senate on Short-Notice Meeting
- d) Faculty Gender Equity Report

9. Other Business

10. Adjournment



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**Carleton University Senate
Meeting of April 14, 2023 at 2:00 pm
Short-notice meeting
Via Zoom videoconference**

OPEN SESSION

Minutes

Present: K. Al Hammuri, J. Armstrong, B.A. Bacon (Chair), M. Baez, M. Barbeau, H. Becker, V. Bhatia, S. Blanchard, A. Bordeleau, F. Brouard, D. Brown, S. Burges, D. Caratao, W. Chung, E. Cyr, J. Dawson, M. DeRosa, D. Deugo, L. Dyke, S. Everts, R. Goubran, K. Graham, T. Haats, M. Haines, K. Hellemans, D. Howe, J. Kovalio A. Lannon, C. Laurendeau, A. Lettieri, D. Livingston, M. Lundy, B. MacLeod, J. Malloy, L. Marshall, P. Mkandawire, L. Moffitt, M. Murphy, J. Murray, H. Nemiroff, A. North, B. O'Connor, B. O'Neill, H. U. Ozcan, A. Park, M. Pearson, M. Qalinle, J. Ramnarine, P. Rankin, T. Roberts, M. Rooney, D. Russell, S. Sadaf, M. Sanghani, D. Siddiqi, E. Sloan (Clerk), C. Smelser, P. Smith, D. Sprague, K. Taylor, R. Teather J. Tomberlin, C. Viau, J. Wallace, P. Wolff

Regrets: B. Campbell, R. Gorelick, L. Hayes, G. Sestini

Absent: A Clarke, L. Kostiuk, K. Moss, F. Sepanta, J. Taber

Recording Secretary: K. McKinley

1. Welcome + Approval of Agenda

The meeting was called to order at 2:02 p.m. The Chair welcomed Senators to a special short-notice meeting of Senate, which was called by the Senate Executive Committee in response to the *Senate Policy on Academic Accommodations During Labour Disputes*. The Chair remarked that tentative agreements with CUPE 4600 were reached on April 5 for Unit 2, and on April 6 for Unit 1. He thanked the negotiating teams on both sides for their hard work in reaching these agreements.

The Chair briefly reviewed the procedures for online meetings, and reminded observers that they are welcome to observe but must not comment verbally or via the chat function. He also noted that in accordance with the procedures for short-notice meetings (AGU 5.2.7) the meeting will focus only on the issue identified in the agenda. No regular business of Senate will be addressed.

It was **MOVED** (M. DeRosa, B. O'Neill) that Senate approve the agenda for the short-notice meeting of April 14, 2023, as presented.

The motion **PASSED**.

2. Recommendation from Senate Executive Committee and Academic Continuity Committee as per the *Senate Policy on Academic Continuity in the Event of Labour Disruptions*

The Provost spoke to this item and provided some context for the recommendations from Senate Executive/ACC.

As per the *Senate Policy on Academic Accommodations During Labour Disputes*, the Academic Continuity Committee (ACC) was officially convened by the Senate Executive Committee on April 6, the 11th calendar day of the strike, which also happened to be the last day of the strike. The ACC met to consider potential academic accommodations that might be used in order to achieve a successful end of term for students. After consulting with the Carleton Academic Student Group (CASG), the ACC produced a recommendation that was then brought to a meeting of the Senate Executive Committee on Tuesday April 11th. The Senate Executive Committee voted unanimously to bring this recommendation to Senate via a short-notice meeting so that students would be advised of any accommodations that had been put in place before entering the exam period. The proposed recommendations plus an agenda for the meeting were circulated to Senators in advance.

The recommendation brought forward by the Senate Executive Committee, on behalf of the ACC, is to allow flexible and compassionate grading options (SAT/UNS) for students in the Winter 2023 semester.

- All course instructors will submit the earned grades of their students, as usual
- All students will have the option to convert a passing final letter grade (D- and above) in any undergraduate Winter 2023 or full-year (Fall/Winter) course to a grade of SAT.
- F grades will be converted to UNSAT automatically, with the exception of an F that has been assigned as part of an academic integrity violation.

- Any student registered in a graduate Winter or full-year (Fall/Winter) course must contact the Faculty of Graduate and Postdoctoral Affairs to determine whether or not the SAT/UNS mode may be used for their courses.
- Grades that were originally assigned will still be available and can be used by the Registrar's Office for other purposes.

It was **MOVED** (J. Tomberlin, A. Lettieri) that Senate approve the flexible and compassionate grading policy for the Winter 2023 term, as presented.

Discussion:

The Chair first addressed the following questions submitted in advance by Senators unable to attend the meeting:

- From my understanding the students will be able to choose whether or not they opt for SAT/UNSAT; could the Chair of the Committee confirm this?
 - Yes, this is true for students in undergraduate courses. Students in graduate courses must apply through FGPA to change letter grades to SAT/UNSAT.
- How do these policies impact the overall CGPA? Is SAT considered once the final grade is calculated, and if so, how? And the same question is for UNSAT.
 - The SAT/UNS does not have any impact on CGPA.
- This option will only apply to classes that were disrupted, but please correct me if I am wrong. Did the committee consider any sort of support policy for the students who also have the rest of the non-disrupted classes' finals? Since the strike ended, students had to catch up with a lot of assignments, readings, papers, and final examinations. All of this added to the other classes that were not disrupted put a high burden and level of anxiety on the students, which obviously negatively impacts performance and mental health. I believe it is very important that Senate considers policies to support the students who are also dealing with the rest of their classes. For example, extending the option of SAT/UNSAT to these other courses would positively help the students.
 - Recognizing the impact of the strike on all students, the flexible grading policy applies to all undergraduate courses. Similarly, requests from students in graduate courses will be considered on a case-by-case basis by application to FGPA.

A Senator remarked that compassionate grading measures were a warranted response to the COVID pandemic, which was an unforeseen emergency, but questioned whether it is appropriate to use these measures in this context. The concern is that this action will impact the future of collective bargaining at Carleton. In response, the Provost noted that under the Senate Policy for Academic Accommodations During Labour Disputes, the ACC was obliged to consider options for

accommodating students and then to bring those recommendations to Senate Executive. The ACC is fulfilling its mandate as per the Senate policy and is considering the interests of students as its primary focus.

Another Senator objected to the re-introduction of SAT/UNSAT grading option, and maintained that students can take advantage of the opportunity to do no work all term, then use the UNSAT option to avoid a failing grade. This impacts their success in subsequent terms and is especially apparent when they are involved in group projects. Later in the discussion other Senators also expressed concern with students “gaming the system.” The Provost acknowledged that this has been experienced during COVID for every university in our sector, but that the mandate of the ACC is to propose measures to accommodate students who were affected by the strike, and not to consider punishing students who may abuse these measures. Later in the discussion a Senator commented that in their experience as a student, it is not that common for students to take advantage of SAT/UNSAT in order to avoid doing any course work.

Another Senator asked how requests for SAT/UNSAT in graduate courses would be handled, since many graduate courses are taught by faculty members (not contract instructors) and do not use teaching assistants. The Dean of FGPA responded that graduate courses would be evaluated on a case-by-case basis, and in consultation with the faculty member teaching the course.

A Senator asked why the grading options are being applied to all undergraduate courses, and not just those that were taught by Contract Instructors and/or those involving teaching assistants. The Provost replied that this question was discussed extensively at ACC. It was felt that the strike affected all students, especially those at the undergraduate level, and subsequently that the options should be available to all. A Senator noted that in her experience the stress of the strike has affected students’ performance in courses that were not directly impacted by the strike. She added that the SAT option can prevent some students from losing their scholarships.

In response to another question, the Provost confirmed that students should submit the required work for the course and instructors are expected to grade papers and supply the grades in the normal fashion. A Senator asked what options students will have if Contract Instructors are not able to grade assignments due to the payment issues still being resolved. The Provost responded that a communication will be sent to all instructors reminding them of their obligation to grade assignments and papers.

A Senator asked the Provost to comment on potential drawbacks of the proposal, particularly with regards to reputational risk. The Provost replied that potential risks were an essential part of the discussions at ACC, and that the ACC considered the reputational risks to be low. The risk to students regarding how their SAT will be evaluated was also considered to be low, since compassionate grading options were widely adopted during the pandemic and are familiar to the sector. The ACC does not consider that students will be unduly penalized by having a SAT on their record.

In a follow-up question, the Provost responded that he did not know if other universities and/or colleges have used compassionate grading (SAT/UNSAT options) in response to the disruption of labour disputes.

A Senator asked that communications sent out to students regarding the strike be written in clear and simple language that avoids jargon. Some students did not understand terms in these communications such as “collective agreement” or “CUPE 4600.” When these students looked elsewhere for explanations, they encountered mis-information that added to their confusion and anxiety. The Senator added that a clear explanation of the process involved in decision making and proposals coming forward would be beneficial to students. The VP Students & Enrolment thanked the Senator for the comments and agreed with the need for clear and concise language for students.

Several Senators expressed that they were having difficulty disentangling the motion from the context of labour relations, and wondered if the vote would be precedent setting. Another Senator asked how outstanding grading can be completed if Teaching Assistants are not doing it. The Provost responded that Teaching Assistant are back at work and that grading should be completed.

A student Senator expressed appreciation for all of the different perspectives being shared by Senators, but advocated strongly in favour of the motion. She noted that students were not involved in the dispute nor were they the cause of it, but they are the ones most impacted by it, and should have choices that will allow them to complete the term successfully.

The Chair acknowledged that the strike was very difficult for all of the Carleton community, and that coming back from a strike also is not easy as some issues are still being resolved. He thanked Senators for the open discussion on the matter, and called for the vote.

Following questions and comments regarding the voting protocol used in the Chat, the Recording Secretary clarified that the Zoom poll Senate normally uses for online meetings could not be used, because of the large number of observers in the meeting and because there is no way to monitor who votes in the polls. Instead, the protocol Senate had been using since September in its hybrid meetings for online participants was adopted, which asks those abstaining and opposed to indicate so in the Chat while assuming everyone else is in favour. Some Senators expressed concerns with this protocol in the chat. The vote concluded with 8 abstentions, 15 opposed and 41 in favour.

The motion **PASSED**.

- 3. Adjournment** - The meeting was **ADJOURNED** (D. Howe, M. Qalinle) at 3:03 pm.



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Carleton University Senate
Meeting of April 21, 2023 at 2:00 pm
Pigiarvik 608 + Zoom Videoconference

Minutes

Present in Person: B.A. Bacon (Chair), M. Barbeau, S. Blanchard, S. Burges, B. Campbell, E. Cyr, J. Dawson, M. DeRosa, D. Deugo, L. Dyke, S. Everts, K. Graham, K. Hellemans, D. Howe, J. Kovalio A. Lannon, C. Laurendeau, D. Livingston, B. MacLeod, J. Malloy, M. Murphy, H. Nemiroff, A. North, B. O'Neill, M. Pearson, P. Rankin, T. Roberts, D. Russell, D. Siddiqi, E. Sloan (Clerk), D. Sprague, K. Taylor, R. Teather J. Tomberlin, C. Viau J. Wallace,

Present via Zoom: : K. Al Hammuri, J. Armstrong, M. Baez, V. Bhatia, A. Bordeleau, F. Brouard, D. Brown, M. Haines, L. Hayes, M. Lundy, L. Marshall, J. Murray, B. O'Connor, M. Rooney, G. Sestini, P. Smith, J. Taber,

Regrets H. Becker, W. Chung, A. Clarke R. Gorelick, R. Goubran, T. Haats, L. Kostiuk, A. Lettieri, P. Mkandawire, L. Moffitt, K. Moss, A. Park, S. Sadaf, C. Smelser, P. Wolff

Absent: D. Caratao, H. U. Ozcan, M. Qalinle, J. Ramnarine, M. Sanghani, F. Sepanta

Recording Secretary: K. McKinley

1. Welcome & Approval of Agenda

The meeting was called to order at 2:00 p.m. The Chair welcomed Senators back to the newly renovated Senate Room (Pigiarvik 608). In response to a question from a Senator, the Chair confirmed that for the next meeting snacks will be made available, as they were in the past.

After reviewing the Senate protocols for hybrid meetings, the Chair noted this would be the last meeting for the following four ex officio student members:

- Dakota Livingston (CASG President)
- Anastasia Lettieri (CUSA President)
- Milan Sanghani (GSA President)
- Hande Uz Ozcan (GSA Vice-President, Academic)

The Chair thanked them for their service.

One change was noted in the agenda. Senators were asked to remove item 9(b) under Reports for Information (Report from the COU Academic Colleague) as this item will be presented at the June 2nd meeting.

It was **MOVED** (M. Pearson, D. Siddiqi) that Senate approve the agenda for the meeting of Senate on April 21, 2023, as amended.
The motion **PASSED**.

2. Minutes: March 31, 2023

It was **MOVED** (M. Haines, L. Dyke) that Senate approve the minutes of the Senate meeting of March 31, 2023, as presented.
The motion **PASSED**.

3. Matters Arising:

The Chair provided Senators with a report on the short-notice meeting of Senate that was held on Friday April 14th at 2:00 p.m. The meeting was called by the Senate Executive Committee to review recommendations brought forward from the Academic Continuity Committee (ACC), as per the Senate Policy on Academic Accommodations During Labour Disputes.

Senators were advised of the meeting by email on Tuesday April 11th and by calendar invitation on April 12th. The agenda and memo containing the ACC recommendations and motion to consider were circulated in advance to Senators on April 11.

The meeting was held on Zoom, and was devoted solely to a consideration of the recommendations brought forward by the Senate Executive/ACC; no regular business of Senate was addressed at the meeting.

Attendance included 64 Senators, 6 staff members from the Secretariat Office and IMS, and 14 observers.

The recommendations proposed by the ACC and endorsed by the Executive Committee were to provide flexible and compassionate grading options (SAT/UNS) for students in the Winter 2023 semester.

Senators discussed the proposal then voted on the motion. The motion passed, with 42 in favour, 14 opposed, and 8 abstentions. The original count provided immediately after the vote was 41 in favour, 15 opposed and 8 abstentions, but after reviewing the chat function after the meeting, it was noted that one Senator entered an opposed vote twice.

The Chair acknowledged that some Senators had raised questions and concerns regarding the voting method used. To preserve the integrity of the vote in the presence of a large number of observers, a Zoom poll was not used, since Zoom polling is anonymous and all attendees have access to the poll. Instead, the voting protocol Senate had been using for online attendees of hybrid meetings since September was followed; those opposed and abstaining registered their vote in the Chat, and all others were assumed to be in favour.

Discussion:

A Senator noted that an open letter has been circulated that expresses concern with the decision made by Senate at the short-notice meeting. The open letter to Senate has been signed by 128 faculty members at the university, including a number of sitting Senators and former Senators. A link to the letter was posted in the Zoom chat. The first and primary concern expressed in the letter is that in voting on this specific motion, Senate was being asked to exceed its mandate as a body with a strictly academic focus. In so doing, Senate established a precedent that may result in unwelcome and unforeseeable consequences for the non-academic realm of collective bargaining. The second concern is a procedural one, regarding the manner in which the vote was conducted. The letter indicated that the voting protocol used was not appropriate for votes on contentious matters, since it forced "no" and "abstain" voters to use the chat, but allowed "yes" voters a level of anonymity.

The Senator asked that the letter be included in the official record of Senate on this issue. It was noted that the Senate Office has agreed to include the letter as an item of information in the Senate package for the next meeting on June 2nd, and that the letter with the list of signatories will be kept on file in the Senate Office.

The Chair thanked Senators for raising these concerns. In response to a follow-up question, he emphasized that the voting protocol followed on April 14 is a generally accepted practice for online voting. The Assistant University Secretary noted that in light of the discomfort of Senators in using this protocol, the Senate Office will investigate alternative protocols to use for online attendees moving forward.

4. Chair's Remarks

The Chair began his remarks by reflecting on the labour conflict of the past month. He reiterated that occasional strikes are part of the collective bargaining process. A strike is a legal and legitimate tool that unions use to pressure their employers. Now that the conflict is over, it is important to move forward together as a community.

The Chair expressed thanks to the CUPE 4600 leadership and negotiating teams for their hard work, and assured CUPE 4600 members that they are important and valued members of this community. Similarly, the Chair also thanked the teams negotiating on behalf of the university. All of the negotiators involved carried an immense burden over a long period of time, and the Chair expressed gratitude for their efforts.

The Chair noted that over the past 15 years he had personally been involved in more than 50 collective agreements on both sides of the table across 4 institutions and that he had experienced three strikes. He noted that every round of bargaining has its challenges and that some can be heartbreaking. Although collective bargaining can create divisions, after agreements are signed it is important to remember that we all are partners in a single community.

With the COVID pandemic receding and the strike over, there are even more reasons to be optimistic. Student applications for next year are up 2%, research continues to soar, and in approximately 6 weeks, the graduating class of 2023, over 6000 strong will be celebrated at Convocation.

The Chair reported that Carleton researchers have recently received a \$1.65M CREATE grant from the Natural Sciences and Engineering Research Council of Canada (NSERC) to support research and training in the area of permafrost, climate change and sustainability. The Chair congratulated Professor Stephan Gruber from FASS and the entire team of researchers and partners on this achievement.

Congratulations were also extended to Dr. Banu Örmeci who received the 2023 Exemplary Biosolids Management Award in the area of Public Outreach and Knowledge Transfer.

The Chair closed his remarks by inviting Senators to register to attend Spring Convocation.

A Senator asked the Chair what the university is doing to move forward towards healing, in the wake of the strike. The Chair responded that it is a process; we need to acknowledge how difficult this time has been but also to move forward for our students and the institution, while rebuilding relationships across campus.

Another Senator brought forward a notice of motion for the next Senate, related to the recent labour dispute and resulting Senate actions. The motion was for Senate to empower SCCASP to draft a policy that articulates the acceptable reasons for altering the normal course of academic matters at the institution, including 1) recommendations or motions to rapidly change course modalities, and 2) recommendations that implement SAT/UNSAT or other similar compassionate grading measures. The Chair of SCCASP responded that a new policy is not needed, but that the existing policy (Academic Accommodations During Labour Disputes) could be reviewed. The Chair suggested that an appropriate next step would be for the conversation to continue at the committee level with SCCASP, before potentially bringing the matter to full Senate. The Senator agreed that this would be acceptable.

5. Question Period

Two questions were submitted in advance by Senators.

- Question 1 – submitted by Giuseppe Sestini

Students have recently reported that in their classes some professors have commented, asked about, or called out their ethnicity and race by using racial slurs. In addition, the students reported that these professors have also used slur vocabulary, specifically the n-word and the i-word referring to Indigenous people while teaching in class. What is Carleton University's policy on the use of slurs and offensive words in classes and online environments? What support system does Carleton have for students who are impacted the most by the use of these words? And is Carleton open for a discussion on the topic (in case the student community finds its policy not satisfying)?

AVP Equity and Inclusive Communities Noel Badiou responded to this question. Carleton University has Human Rights Policies and Procedures which incorporate all of the protected grounds under the Ontario Human Rights Code prohibiting discrimination and harassment based on any one or more of the protected grounds including race, ancestry, ethnic origin, disability, sexual

orientation and gender identity/expression. Part IV of the policy, the anti-racism and ethno-cultural relations policy specifically prohibits any form of discrimination or harassment based on protected grounds of ethnic origin and race or ancestry. Any form of discrimination and/or harassment, such as using racial/ethnic slurs, can be reported to the Department of Equity and Inclusive Communities which has the mandate to receive and address all questions, concerns and complaints related to the Human Rights Policies. The Department of Equity and Inclusive Communities is beginning the process of reviewing and updating the university's Human Rights Policies and Procedures and will be consulting with the wider Carleton University community about proposed updates as well as welcoming community feedback during this process.

- Question 2 – submitted by David Sprague

I wanted to get clarification about the timeframe /ongoing policy regarding student self-declarations. I've had several cases each term where students struggling in my class fill in a self-declaration just before an assignment is due or exam occurs. I want to support our students and minimize some overhead but instructors don't have the prerogative to question the declaration and the university isn't tracking who submits these documents. It seems primed for exploitation. I wanted to give the benefit of the doubt but my experience these past two terms seems to indicate the approach is probably being exploited. When will Senate revisit this self-declaration policy or standardize and track student reports to monitor abuse?

The Chair of SCCASP, Howard Nemiroff, responded that there are 2 separate issues in this question: the self-declaration form that has replaced medical notes and the medical accommodation policy itself.

The self-declaration form was implemented during COVID and approved by Senate on November 25, 2022 to replace the medical note that students previously used to request accommodations for short-term illness/incapacitation.

SCCASP Chair Nemiroff clarified that the self-declaration form and medical note are similar in that in both cases, faculty members cannot challenge the submission by the student, and minimal information is provided on the document. The self-declaration form differs in that it requires the signature of the student.

Data on the number of self-declaration forms used during COVID, when it was not possible to obtain a medical note, suggests that the number of students gaming the system was minimal, or at least similar to pre-pandemic times when students used medical notes.

Pre-pandemic numbers included approximately 1600 – 1700 total self-declarations per semester for deferred exams, and the number of applications in the Fall 2022 semester was 1800, which does not represent a huge increase. Approximately 65,000 unique undergraduate exams were written at the end of the Fall 2022 Semester. The requests for deferrals amounts to 2.8% of the total.

SCCASP has thus determined that it is appropriate to continue with the self-declaration form, and to move forward with the Medical Accommodation Policy, which will be discussed at the SCCASP retreat during the summer and brought to Senate in the fall. Issues SCCASP will be considering in their discussions include the difference between term work and final exams via deferrals, and how to monitor these requests while ensuring the privacy of the student and the security of the information.

6. Administration (Clerk)

a) Senate Membership Ratification

The Clerk presented a motion to ratify 2 faculty members and 2 undergraduate students to Senate.

It was **MOVED** (D. Deugo, M. Barbeau) that Senate ratify the following new Senate appointments, as presented, for service beginning July 1, 2023. The motion **PASSED**.

b) Senate Survey Update

The Clerk noted that the launch of the 2023 Senate Survey has been postponed to May, due to the strike.

7. Reports:

a) Senate Committee on Curriculum, Admissions and Studies Policy (SCCASP)

SCCASP Chair Howard Nemiroff presented minor modifications for the month of April, for information only.

7-Reports (cont'd):

b) Senate Quality Assurance and Planning Committee (SQAPC)

Committee Chair Dwight Deugo presented 5 items for approval and one item for information. Items for approval included 4 major modifications, combined into an omnibus motion, and one motion regarding the transfer of graduate curriculum approvals from the Graduate Faculty Board to the disciplinary Faculties.

Omnibus Motion - Major Modifications:

It was **MOVED** (D. Deugo, P. Rankin) that Senate approve the major modifications as presented.

The motion **PASSED**.

Individual Motions within the Omnibus:

- MOTION: That Senate approve the major modification to the BA and BA (Hons) program in Criminology and Criminal Justice as presented with effect from Fall 2024.
- MOTION: That Senate approve the major modification to the concentration in Mind and Behavior as presented with effect from Fall 2024.
- MOTION: That Senate approve the deletion of the concentration and minor in Organizational Psychology and the deletion of PSYC 3805 as presented with effect from Fall 2024.
- MOTION: That Senate approve the introduction of the Stream in Artificial Intelligence and Cognitive Modelling to the BCogSc and BCogSc (Hons) programs as presented with effect from Fall 2024.
- MOTION: That Senate approve the introduction of the Concentration in Heritage Planning and Studies to the MA in Canadian Studies as presented with effect from Fall 2023.

Item for information:

SQAPC Chair Dwight Deugo reminded Senators that as part of the affiliation agreement with the Dominican University College (DUC), Carleton plays a role in curriculum and program reviews and approvals at DUC. Minor modifications approved by DUC are provided to Carleton for information; a document listing these changes was circulated to Senators in their meeting package. There was no discussion of this item, and no motion for Senate.

Motion Related to Transfer of GF Curriculum Approvals:

SQAPC Chair Dwight Deugo presented a motion for Senate to approve a process for bringing recommendations to Senate regarding the transfer of graduate curriculum approvals from the Graduate Faculty Board to the disciplinary Faculty Boards.

This proposed change is the first step in a larger plan to reorganize the Faculty of Graduate and Postdoctoral Affairs. FGPA has engaged collaboratively with all Faculties to discuss this new approach, and led a consultation with Senate on the topic in January of 2023.

The current proposal is for SQAPC to bring the recommendations to Senate in June of 2023. Senators were asked to vote to approve this process.

It was **MOVED** (D. Deugo, P. Smith) that the Senate Quality Assurance and Planning Committee (SQAPC) make recommendations to Senate by June 2023 that will facilitate the transfer of graduate curriculum approvals (including but not limited to new graduate programs and courses and modifications to existing programs/courses) from Graduate Faculty Board to the disciplinary Faculties.

Discussion:

A Senator asked why this motion is needed. SQAPC Chair Dwight Deugo replied that the motion clarifies the role of SQAPC in the process. The Provost added that the motion allows Senate to review and comment on the process, and provides a timeline for bringing recommendations to Senate. He confirmed that Senators are not committing to any changes with this motion, but are approving the process.

A Senator asked if the disciplinary Faculties mentioned in the motion have yet to be defined, since Computer Science and some other schools have their own Faculty Boards. In response, the SQAPC Chair noted that the "line" Faculties

(FASS, FED, Science, Sprott, and FPA) are working on updating their constitutions and, where appropriate in Science and Engineering & Design, are reviewing a process and potential structure for bringing multiple Faculty Boards together.

Another Senator asked for more context on the larger reorganization of FGPA, and what other changes will be coming to Senate as a result. The Provost noted that Carleton is no longer primarily an undergraduate institution; the proposed reorganization of FGPA is a response to substantial growth in graduate programs. The graduate curriculum approval process is the first step in the reorganization, and will be followed by a discussion and review of graduate admissions, which will likely occur in the next academic year.

The SQAPC Chair concluded by re-affirming that the current motion before Senate is to confirm that SQAPC will bring recommendations to Senate in June. Senators are not voting to approve any recommendations with this motion.

The motion **PASSED**.

7-Reports (cont'd):

c) **Senate Academic Governance Committee (SAGC)** (E. Sloan)

The Senate Academic Governance Committee is responsible for directing the nomination and election process for Senate committee membership. On an annual basis, SAGC members review Senate faculty and student committee nominations to make recommendations to Senate on the allotment of membership positions, based on a number of established protocols, including nominee preference, background and experience.

The committee received nominations from 9 faculty members and 15 students, and presented the following recommendations to Senate:

- 1) Senate Executive Committee
 - Shaun Seneviratne (UG – FED)
- 2) Senate Committee on Curriculum Admissions and Studies Policy
 - Emily Udle (UG – FASS)
- 3) Senate Quality Assurance and Planning Committee
 - David Mendeloff (Faculty – FPA)
 - Gerardo Kanter (GR – FPA)

- Nir Hagigi (UG – FPA)
- 4) Senate Academic Governance Committee
 - Donald Russell (Faculty – FED)
 - Joana Rocha (Faculty – FED)
 - Kevin Graham (Faculty – Science)
 - Maryam Usman (GR – Sprott)
 - Anthony Valenti (UG – FPA)
 - 5) Senate Library Committee
 - Anya Roth (UG – FASS)
 - 6) Honorary Degrees Committee
 - Stelios Zyglidopoulos (Faculty – Sprott)
 - Farzad Alizadeh (GR – FED)
 - Ineza Karake (UG – FASS)
 - 7) Senate Student Academic Integrity Appeals Committee
 - Jean Daudelin (Faculty – FPA)
 - Jonathan Ojangole (UG – Science)
 - 8) Senate Committee on Undergraduate Student Awards
 - Shanorah Brown (UG – FASS)
 - Ryan Lyster (UG – FASS)
 - 9) Senate Graduate Student Appeal Committee
 - Jeffrey Erochko (Faculty – FED)
 - 10) Senate Review Committee
 - Isaac Odoom (Faculty – FPA)
 - Farzam Sepanta (GR – FED)
 - Ryan Lyster (UG – FASS)
 - Rana Saadi (UG – FPA)

It was **MOVED** (E. Sloan, D. Deugo) that Senate ratify the nominees for Senate committees, for service beginning July 1, 2023.

The motion **PASSED**.

8. Carleton Draft Operating Budget Presentation

Provost Jerry Tomberlin presented a report to Senators on the draft Operating Budget for 2023-24. Following the presentation to Senate, the Operating Budget will be presented to the Board of Governors for approval on April 24, 2023.

The Provost began with a review of the budget planning cycle, principles and prioritization process. Pressures on the budget this year include a continuing freeze on tuition, corridor-model and performance-based provincial funding, rising capital costs and the end of Bill 124, which capped wage increases for public sector employees at 1% per year for three years. Mitigating factors for these pressures include the return to in-person recruitment, a reputational enhancement campaign, program innovation and renewal, and internationalization. To further ease pressure on the budget, all Resource Planning Committees were asked to implement a 2% base expenditure budget cut for 2023-24.

The proposed budget is based on the assumptions that enrolment will remain stable and government funding will remain frozen over the planning horizon. There will be no increase in tuition fees for domestic (Ontario) residents, but out-of-province students could see a 5% increase and there could be some adjustments for tuition anomalies. Other assumptions include an anticipated general and administrative expense increase of 3%, market adjustment on contracted IT services, plus an increase in salaries and benefits resulting from the ending of Bill 124. Financial risk mitigation measures include across-the-board budget cuts, conservative budget allocations, and encouraging RPCs to strategically use existing carry-forward.

The revenue and expenses of the proposed 2023-24 operating budget are balanced at \$525M which shows a modest increase of \$4M from the previous year. Government grants and domestic tuition account for approximately 2/3 of revenues. Approximately 3/4 of expenses are devoted to salaries and benefits.

Resource Planning Committees (RPCs) will see a reduction of \$5.9M in their base budget and a decrease of \$1.0M in fiscal allocations, while university and contingency budgets will see an increase in total of \$14.8M base and \$16.3M fiscal, mostly to cover increases in salaries and benefits. The Provost provided a detailed breakdown of budget priorities for these allocations.

Discussion:

A Senator asked if the Strategic Mandate Agreement metrics will come into effect, now that the pandemic is over, and what financial penalties might result from not meeting these metrics. The Provost responded that performance-based metrics

were removed during the pandemic since they put additional pressure on universities that are already struggling. He added that this is not of concern to Carleton as we have consistently outperformed on the metrics.

In response to another question the Provost confirmed that research income is not included in the Operating Budget. Indirect costs of research are included in the Operating Budget, but may be allocated to support research in the future.

A Senator asked for comments on the long-term financial outlook for Carleton and all Ontario universities. The Provost noted that the current financial climate for universities is challenging, but that universities have weathered other financial challenges in the past few decades, including the recession in the 1990s and the financial crisis of 2008. He noted that Carleton will survive, but balanced budgets may not continue. Carleton's rigorous budgeting process and consistently conservative management of the budget have put us in a good position to weather the current storm.

In response to another question, the Chair provided an explanation of the "Blue Ribbon Panel," a short-term advisory panel that will make recommendations to the provincial government on the financial sustainability of universities. The Blue Ribbon Panel is composed of sector experts including Alan Harrison, former Provost of Carleton University and Bonnie Paterson, former President of Trent University and long-time supporter of the sector. The panel has been asked to explore how the government may implement a global framework for universities and colleges that ensures financial accountability and sustainability, without significant financial input from the government. A tuition framework will be included in the discussions; performance metrics are not included at this time. Ontario universities are advocating for advanced knowledge of this framework in order to be able to plan responsibly. The panel will be consulting with universities, both individually and as a group within the next few months.

The Chair noted that as costs continue to increase, universities must be allowed the mechanisms to also grow revenues. There are significant risks to a prolonged tuition freeze, but the provincial government can implement other options to ease the pressure on universities, including abolishing the corridor funding model so that all students can be funded, increasing the funding per student and indexing the grant and providing additional infrastructure funding.

In response to another question, the Provost confirmed that all of Carleton's employee groups will have exited Bill 124 by the end of 2024.

The Chair thanked the Provost for the presentation and Senators for their engagement and discussion.

9. Reports for Information

a) Senate Executive Committee minutes (March 21, 2023)

There was no discussion of this item.

10. Other Business

There was none.

11. Adjournment

The meeting was adjourned (E. Cyr, n.s.) at 3:45 p.m.

Senate Question Period – June 2, 2023

1) Question from Root Gorelick – Faculty Boards

Should we eliminate the Computer Science Faculty Board and subsume its functions into the Science Faculty Board and eliminate the Architecture Faculty Board, Industrial Design Faculty Board, and Information Technology Faculty Board and subsume their functions into the Engineering Faculty Board? Rationale: Graduate Faculty Board matters have already been shunted from those four smaller faculty boards to the Science and Engineering Faculty Boards, so it should be possible to shunt all other functions of those four smaller faculty boards into these two respective decanal faculties.

2) Question from Jeff Dawson – Return to Work Protocol

On April 14, 2023, the Carleton University Senate was summoned to a short-notice meeting during which a motion was put forward by Provost Jerry Tomberlin to adopt “Flexible and Compassionate Grading Options” made necessary by the two-week strike of CUPE 4600. Though the vote passed, 14 Senators voted in opposition to the motion and 8 abstained from voting on the motion. At the next meeting of Senate, held on April 21, 2023, an open letter was presented to Senate objecting to this short-notice vote on both substantive and procedural grounds. This open letter was signed by 139 faculty members, 10 of whom are current members of Senate and 18 are former Senators. Additionally, some of these signatories also served on the Senate Executive and the Senate Academic Governance Committee.

President Bacon made an appeal for the healing process to begin in the aftermath of the labour action of CUPE 4600. Yet the healing process has been made especially difficult by a failure to negotiate a return-to-work protocol that might have reduced the damage caused by the labour action. For instance, a return-to-work protocol mitigated some of the most devastating consequences of a labour action by CUPE 3906 that took place from November 21 to December 13, 2022 at McMaster University. Section 5.b of this return-to-work protocol states that “Employees who had completed their full hours in advance of the strike, as validated and approved by their supervisor, shall suffer no loss of pay.” Section 6 states the following: “In some exceptional circumstances, additional hours may be offered to Employees by their employment supervisor.”

Why was a return-to-work protocol not negotiated at Carleton? Return-to-work protocols are customary in labour actions. Signing bonuses are also customary. Why does Carleton find itself today in a position where its Teaching Assistants who have completed all the work of their contracts not getting financially compensated for that work? And why is there no flexibility comparable to Section 6 of the McMaster return-to-work protocol in the recently negotiated Collective Agreement between Carleton University and CUPE 4600? In other words, why were the consequences of the labour action at Carleton so damaging when they didn’t have to be?

3) Questions from Julie Murray:

- Senate has in its meeting material this month an item for information: a letter, signed by 139 members of the Carleton community, many of them current and former Senators, expressing their deep concern about the short-notice Senate meeting that took place on April 14th, in which a motion to adopt “Flexible and Compassionate Grading Options” was approved. The signatories to the letter took issue both with the motion itself, which appeared to be an attempt to use Senate to manage issues arising from the labour dispute, and with the lack of transparency surrounding the vote. The vote itself was far from unanimous, with 14 senators voting against the motion and another 8 abstaining. It is important not to forget that 139 members of the Carleton teaching community signed an open letter of protest because they are concerned about what happened at Senate on April 14. In short, how can Senate be assured that it will not be used to manage conflicts arising from labour disputes in the future?
- With respect to the Compassionate Grading policy, it is unclear how compassion for students, which was the rationale for invoking an exceptional policy in unexceptional circumstances, is to be understood in the absence of a back-to-work protocol for CUPE 4600. Teaching Assistants are graduate students. Where is our compassion for them?
- What are the implications of Carleton awarding SAT/UNS grades in the context of labour disruptions on Carleton’s reputation for upholding a high academic standard? How can we ensure that Carleton’s academic mission does not suffer because of this decision

4) Question from Sarah Everts – FGPA Restructuring

Could the Provost please detail the administration's vision for moving the role of graduate student admissions from FGPA to the Line Faculties. Specifically: Will the ultimate power to approve a unit’s admission and funding packages be moved from FGPA to the Line Faculty Dean's Offices? What additional operational responsibilities do you envision moving from FGPA to the Line Faculties? What budget has been or will be given to Line Faculties to execute new responsibilities in graduate curriculum and in admissions?

Senate Membership Ratifications

June 2, 2023

MOTION: That Senate ratify the following new Senate appointment, as presented, for service beginning July 1, 2023.

Faculty Member

- Anne Bowker (FASS)



MEMORANDUM

From: Clerk of Senate
To: Senate
Date: June 2, 2023
Subject: Extension of CI term to September 30 2023

Terms for Contract Instructors and elected faculty members on Senate are 3 years in duration and begin on July 1st. While the nomination, election and ratification of faculty members on Senate generally occurs from February to April, Contract Instructors will not know if they are eligible to apply for a nomination on Senate until after their contracts are finalized, which generally occurs much later in the term, often well into June or July. The nomination and election process for Contract Instructors must, therefore, begin after July 1st.

In order to guarantee full Contract Instructor representation over the summer months, I am recommending an extension of the Senate term to September 30th for any Contract Instructor whose term expires in June 2023.

MOTION: That Senate approve the extension of the 2022/23 Senate term to September 30, 2023, for Contract Instructors whose term is expiring on June 30, 2023.



MEMORANDUM

From: Clerk of Senate
To: Senate
Date: June 2, 2023
Subject: Convocation Date Change – Spring 2024

The Registrar's Office is requesting a change in the Spring 2024 Convocation schedule, from June 10 – 14, 2024 to June 17 – 21, 2024.

The rationale for the change is to increase the number of graduating students, particularly those who are scheduled to write deferred examinations. By moving the convocation dates one week later, students will have sufficient time to complete their deferrals, allowing instructors ample time to grade their deferred exams in time for graduation.

<p>MOTION: That Senate approve the change of dates for Spring 2024 Convocation from June 10 – 14, 2024 to June 17 – 21, 2024.</p>
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Senate Schedule for 2023-24 (as of June 2, 2023)

- Friday, September 22, 2023
- Friday, October 20, 2023 (+Closed Session) (Convocation Nov 4)
- Friday, November 24, 2023
- Friday, December 15, 2023 (tentative)
- Friday, January 26, 2024
- Friday, March 1, 2024 (+Closed Session)
- Friday, April 5, 2024
- Friday, May 3, 2024
- Friday, June 7, 2024 (+Closed Session) Convocation June 17 - 21
- Friday, June 21, 2024 (tentative) at 10:00 am

MEMORANDUM

The Senate Committee on Curriculum, Admission and Studies Policy (SCCASP)

To: Senate
From: Howard Nemiroff, Chair of SCCASP
Date: June 2, 2023
Subject:

For Senate approval

1. TBD-1363 R-ADM-Program-BCom – Bachelor of Commerce admission regulations

Motion: That Senate approves the revisions to Regulation TBD-1363: R-ADM-Program BCom Admission and Continuation Requirements effective for the 2023/24 Undergraduate Calendar as presented.

Attachment: *TBD-15363: R-ADM-BCom*

2. TBD-1370 R-ADM-Program-BIB – Bachelor of International Business admission regulations

Motion: That Senate approves the revisions to Regulation TBD-1370: R-ADM-Program BIB Admission and Continuation Requirements effective for the 2023/24 Undergraduate Calendar as presented.

Attachment: *TBD-1370: R-ADM-Program-BIB*

For Information

1. UG_G_2324_MinorMods_for_SCCASP_April18 – minor mods chart from April 18th SCCASP
2. UG_G_MinorMods_for_SCCASP_May02

Program Change Request

Date Submitted: 04/25/23 12:42 pm

Viewing: **TBD-1363 : R-ADM-Program-B.Com.**

Last approved: 04/04/23 1:41 pm

Last edit: 04/25/23 12:42 pm

Last modified by: jensugar

[Changes proposed by: jensugar](#)

In Workflow

1. REGS ADM Review
2. PRE SCCASP
3. SCCASP
4. Senate
5. PRE CalEditor
6. CalEditor

Approval Path

1. 04/25/23 12:41 pm
Jen Sugar (jensugar):
Rollback to Initiator
2. 04/25/23 12:44 pm
Jen Sugar (jensugar):
Approved for REGS ADM Review
3. 04/27/23 2:04 pm
Natalie Phelan (nataliephelan):
Approved for PRE SCCASP

History

1. Jan 21, 2016 by Sandra Bauer (sandrabauer)
2. Apr 4, 2016 by Janice O'Farrell (janiceofarrell)
3. Oct 17, 2016 by Sandra Bauer (sandrabauer)
4. Mar 30, 2017 by Sandra Bauer (sandrabauer)
5. Feb 12, 2020 by Jen Sugar (jensugar)
6. May 3, 2021 by Sarah Cleary (sarahcleary)
7. Mar 31, 2022 by Natalie Phelan (nataliephelan)
8. Apr 4, 2023 by Jen Sugar (jensugar)

Calendar Pages Using this Program [Commerce](#) [Business](#)

Effective Date	2024-25
Workflow	majormod
Program Code	TBD-1363
Level	Undergraduate
Faculty	Sprott School of Business
Academic Unit	School of Business Regulations: Admissions
Degree	
Title	R-ADM-Program-B.Com.

Program Requirements

Admissions Information

Admission requirements are based on the Ontario High School System. Prospective students can view the admission requirements through the Admissions website at admissions.carleton.ca. The overall average required for admission is determined each year on a program-by-program basis. Holding the minimum admission requirements only establishes eligibility for consideration; higher averages are required for admission to programs for which the demand for places by qualified applicants exceeds the number of places available. All programs have limited enrolment and admission is not guaranteed. Some programs may also require specific course prerequisites and prerequisite averages and/or supplementary admission portfolios. Consult admissions.carleton.ca for further details.

Note: If a course is listed as *recommended*, it is not mandatory for admission. Students who do not follow the recommendations will not be disadvantaged in the admission process.

Degree

- Bachelor of Commerce (B.Com.) (Honours)
- Bachelor of Commerce (B.Com.)

Admission Requirements

First Year

Bachelor of Commerce (B.Com.) (Honours)

The Ontario Secondary School Diploma (OSSD) or equivalent including a minimum of six 4U or M courses. The six 4U or M courses must include English (or *anglais*), Advanced Functions, and either Calculus and ~~Vectors~~. ~~Applicants who do not present with Calculus and Vectors~~ or Mathematics must successfully complete MATH 0009 at Carleton in the Fall semester of Data Management. Note that Calculus and Vectors is preferred.

~~first year in order to be eligible to continue:~~

Applicants submitting an English language test to satisfy the requirements of the [English Language Proficiency section of this Calendar](#) may use that test to also satisfy the 4U English prerequisite requirement.

Bachelor of Commerce (B.Com.)

No direct entry; access is restricted.

Advanced Standing**Bachelor of Commerce (B.Com.) (Honours)**

Applications for admission to the second or subsequent years will be assessed on their merits. Applicants must present an overall CGPA of 9.00 (B+) or higher.

Students may also be assessed for admission to second and subsequent years if they present with a minimum of 3 out of the following 6 courses (or equivalent): BUSI 1001, BUSI 1002, ECON 1001, ECON 1002, BUSI 1800, and MATH 1009 with no individual grade below C + and with a Major CGPA of 7.00 or higher. Note that MATH 1007, MATH 1004, MATH 1052, or MATH/ECON 1401 and MATH/ECON 1402 (both required) are acceptable for transfer in lieu of MATH 1009.

Advanced standing will be granted only for those courses that are determined to be appropriate

Applications by B.I.B. (Honours) students for admission to the second or subsequent years of B.Com. (Honours) will be assessed on their merits. Students must present a Major CGPA and an Overall CGPA consistent with the [Academic Continuation Evaluation](#) requirements for B.Com. (Honours) students. Advanced standing will be granted for those courses determined to be appropriate.

Bachelor of Commerce (B.Com.)

No direct entry. Access is restricted to students in the Bachelor of Commerce (Honours) and Bachelor of International Business (Honours). (See Regulations for Business.)

Co-op Option**Direct Admission to the First Year of the Co-op Option**

Applicants must:

1. meet the required overall admission cut-off average and prerequisite course average. These averages may be higher than the stated minimum requirements;
2. be registered as a full-time student in the Bachelor of Commerce (Honours) program;
3. be eligible to work in Canada (for off-campus work placements).

Meeting the above requirements only establishes eligibility for admission to the program. The prevailing job market may limit enrolment in the co-op option.

Note: continuation requirements for students previously admitted to the co-op option and admission requirements for the co-op option after beginning the program are described in the Co-operative Education Regulations section of this Calendar.

New Resources	No New Resources
Summary	New prerequisite statement in conjunction with Sprott
Rationale for change	More flexible prerequisite requirements

Transition/Implementation

Program reviewer comments **jensugar (04/25/23 12:41 pm):** Rollback: edit

Program Change Request

Date Submitted: 04/25/23 12:42 pm

Viewing: **TBD-1370 : R-ADM-Program-B.I.B.**

Last approved: 03/31/22 9:28 am

Last edit: 04/25/23 12:42 pm

Last modified by: jensugar

[Changes proposed by: jensugar](#)

In Workflow

1. REGS ADM Review
2. PRE SCCASP
3. SCCASP
4. Senate
5. PRE CalEditor
6. CalEditor

Approval Path

1. 04/25/23 12:39 pm
Jen Sugar (jensugar):
Rollback to Initiator
2. 04/25/23 12:44 pm
Jen Sugar (jensugar):
Approved for REGS ADM Review
3. 04/27/23 2:04 pm
Natalie Phelan (nataliephelan):
Approved for PRE SCCASP

History

1. Jan 21, 2016 by Sandra Bauer (sandrabauer)
2. Apr 4, 2016 by Janice O'Farrell (janiceofarrell)
3. Feb 12, 2020 by Jen Sugar (jensugar)
4. Mar 31, 2022 by Natalie Phelan (nataliephelan)

Calendar Pages Using this Program [International Business Business](#)

Effective Date	2024-25
Workflow	majormod
Program Code	TBD-1370
Level	Undergraduate

Faculty	Not Applicable
Academic Unit	Regulations: Admissions
Degree	
Title	R-ADM-Program-B.I.B.

Program Requirements

Admissions Information

Admission requirements are based on the Ontario High School System. Prospective students can view the admission requirements through the Admissions website at admissions.carleton.ca. The overall average required for admission is determined each year on a program-by-program basis. Holding the minimum admission requirements only establishes eligibility for consideration; higher averages are required for admission to programs for which the demand for places by qualified applicants exceeds the number of places available. All programs have limited enrolment and admission is not guaranteed. Some programs may also require specific course prerequisites and prerequisite averages and/or supplementary admission portfolios. Consult admissions.carleton.ca for further details.

Note: If a course is listed as *recommended*, it is not mandatory for admission. Students who do not follow the recommendations will not be disadvantaged in the admission process.

Degree

- Bachelor of International Business (B.I.B.) (Honours)

Admission Requirements

First Year

The Ontario Secondary School Diploma (OSSD) or equivalent including a minimum of six 4U or M courses. The six 4U or M courses must include English (or *anglais*, *anglais*), Advanced Functions, and either ~~Calculus and Vectors~~. Applicants who do not present with Calculus and Vectors or Mathematics ~~Vectors must successfully complete MATH 0009 at Carleton in the Fall semester of Data Management. Note that Calculus and Vectors is preferred.~~ first year in order to be eligible to continue.

Applicants submitting an English language test to satisfy the requirements of the English Language Proficiency section of this Calendar may use that test to also satisfy the 4U English prerequisite requirement.

Advanced Standing

Applications for admission to second and subsequent years will be assessed on their merits, subject to available spaces. Advanced standing will be granted only for those courses that are determined to be appropriate. Students must present an Overall CGPA of 8.00 (equivalent to B average) or better.

Applications by B.Com. (Honours) students for admission to the second or subsequent years of B.I.B. will be assessed on their merits. Students must present a major CGPA and an overall CGPA consistent with the Academic Continuation Evaluation requirements for B.I.B. students. Advanced standing will be granted only for those courses determined to be appropriate.

The design of the B.I.B. program is premised on a full year of study abroad (at third year) after the preparations leading to it are successfully completed at Carleton. Students who are admitted with advanced standing may need to delay their study

abroad requirement until first- and second-year curricula are completed, and consequently delay graduation.

Some transferred credits (normally electives) may have to be forfeited in order to meet the third-year Study Abroad Requirement of a minimum 4.0 credits completed during year abroad.

New Resources	No New Resources
Summary	New prerequisite statement in conjunction with Sprott
Rationale for change	More flexible math requirements

Transition/Implementation

Program reviewer comments **jensugar (04/25/23 12:39 pm):** Rollback: edit

Key: 1370



DATE: May 16, 2023

TO: Senate

FROM: Dr. Dwight Deugo, Vice-Provost and Associate Vice-President (Academic), and Chair, Senate Quality Assurance and Planning Committee

RE: Master of Biotechnology (MBiotech)
New Program Approval

SQAPC Motion

THAT SQAPC recommends to SENATE the approval of the proposed Master of Biotechnology as presented to commence in Fall 2024.

Senate Motion

THAT Senate approve the proposed Master of Biotechnology as presented to commence in Fall 2024.

Background

The Master of Biotechnology is a professional program and focuses on the science, communication, business strategies, entrepreneurship and regulatory considerations associated with biotechnology. The proposed program will provide the necessary tools for entrepreneurial activity in biotechnology, and encourage the translation of life-science knowledge into practical applications and career opportunities. This is a full cost recovery program being offered through the department of Biology.

Attachments

- Discussant Report
- External Reviewers' Report
- Internal Reviewer's Report
- Unit response to the External Reviewers' Report and Implementation plan
- Dean's response to the External Reviewers' Report
- External Reviewer Biographies
- Courseleaf Entries
- Letters of Support
- Self-Study with Appendices (Volume I)
- Faculty CVs (Volume II)

Quality Assurance Framework and Carleton's Institutional Quality Assurance Process (IQAP)

Upon the above motion being passed by Senate, the required documentation will be submitted to the Quality Council for its review and a decision on whether the Master of Biotechnology will be authorized to commence.



DATE: May 16, 2023

TO: Senate

FROM: Dr. Dwight Deugo, Vice-Provost and Associate Vice-President (Academic), and Chair,
Senate Quality Assurance and Planning Committee

RE: Final Assessment Reports and Executive Summaries

The purpose of this memorandum is to request that Senate approve the Final Assessment Reports and Executive Summaries arising from cyclical program reviews. The request to Senate is based on recommendations from the Senate Quality Assurance and Planning Committee (SQAPC).

The Final Assessment Reports and Executive Summaries are provided pursuant to article 5.4.1. of the provincial Quality Assurance Framework and article 7.2.24 of Carleton's Institutional Quality Assurance Process (IQAP). Article 7.2.24.3 of Carleton's IQAP (passed by Senate in November 2021 and ratified by the Ontario Universities Council on Quality Assurance in April 2022) stipulates that, in approving Final Assessment Reports and Executive Summaries 'the role of SQAPC and Senate is to ensure that due process has been followed and that the conclusions and recommendations contained in the Final Assessment Report and Executive Summary are reasonable in terms of the documentation on which they are based.'

In making their recommendations to Senate and fulfilling their responsibilities under the IQAP, members of SQAPC were provided with all the appendices listed on page 2 of the Final Assessment Reports and Executive Summaries. These appendices constitute the basis for reviewing the process that was followed and assessing the appropriateness of the outcomes.

These appendices are not therefore included with the documentation for Senate. They can, however, be made available to Senators should they so wish.

Any major modifications described in the Implementation Plans, contained within the Final Assessment Reports, are subject to approval by the Senate Committee on Curriculum, Admission, and Studies Policy, the Senate Quality Assurance and Planning Committee (SQAPC) and Senate as outlined in articles 7.4.1 and 5.1 of Carleton's IQAP.

Once approved by Senate, the Final Assessment Reports, Executive Summaries and Implementation Plans will be forwarded to the Ontario Universities' Council on Quality Assurance and reported to Carleton's Board of Governors for information. The Executive Summaries and Implementation Plans will be posted on the website of Carleton University's Office of the Vice-Provost and Associate Vice-President (Academic), as required by the provincial Quality Assurance Framework and Carleton's IQAP.

Omnibus Motion

In order to expedite business with the multiple Final Assessment Reports and Executive Summaries

that are subject to Senate approval at this meeting, the following omnibus motion will be moved.

Senators may wish to identify any of the following 2 Final Assessment Reports and Executive Summaries that they feel warrant individual discussion, that will then not be covered by the omnibus motion. Independent motions as set out below will nonetheless be written into the Senate minutes for those Final Assessment Reports and Executive Summaries that Senators agree can be covered by the omnibus motion.

THAT Senate approve the Final Assessment Reports and Executive Summaries arising from the Cyclical Reviews of the programs.

Final Assessment Reports and Executive Summaries

1. Undergraduate Program in Engineering Physics

SQAPC approval: May 11, 2023

SQAPC Motion:

THAT SQAPC recommends to SENATE the approval of the Final Assessment Report and Executive Summary arising from the cyclical program review of the undergraduate program in Engineering Physics.

Senate Motion March 31, 2023:

THAT Senate approve the Final Assessment Report and Executive Summary arising from the Cyclical Review of the undergraduate program in Engineering Physics.

2. Master of Social Work

SQAPC approval: May 11, 2023

SQAPC Motion:

THAT SQAPC recommends to SENATE the approval of the Final Assessment Report and Executive Summary arising from the cyclical program review of the Master's programs in Social Work.

Senate Motion March 31, 2023:

THAT Senate approve the Final Assessment Report and Executive Summary arising from the Cyclical Review of the Master's programs in Social Work.

DATE: May 16, 2023

TO: Senate

FROM: Dr. Dwight Deugo, Vice-Provost and Associate Vice-President (Academic), and Chair, Senate Quality Assurance and Planning Committee

RE: 2023-24 Calendar Curriculum Proposals
Graduate Major Modification and Program Governance Change

Background

Following Faculty Board approval, as part of academic quality assurance, major curriculum modifications are considered by the Senate Quality Assurance and Planning Committee (SQAPC) before being recommended to Senate. Major curriculum modifications are also considered by the Senate Committee on Curriculum, Admissions and Studies Policy (SCCASP).

Library Reports (as required)

In electronic communication members of the Library staff, upon review of the proposals, confirmed no additional resources were required for the 2023-24 major modifications included below.

Documentation

Recommended calendar language, along with supplemental documentation as appropriate, are provided for consideration and approval.

Omnibus Motion

In order to expedite business with the multiple changes that are subject to Senate approval at this meeting, the following omnibus motion will be moved. Senators may wish to identify any of the major modifications that they feel warrant individual discussion that will then not be covered by the omnibus motion. Independent motions as set out below will nonetheless be written into the Senate minutes for those major modifications that Senators agree can be covered by the omnibus motion.

THAT Senate approve the major modifications as presented below.

Major Modifications

1. MENG IPIS

SCCASP approval: May 2, 2023

SQAPC approval: May 11, 2023

Senate Motion June 2, 2023

THAT Senate approve the introduction of the collaborative specialization in Cybersecurity to the MENG in Infrastructure Protection and International Security as presented with effect from Fall 2023.

2. Undergraduate programs in Indigenous Studies

SCCASP approval: N/A

SQAPC approval: May 11, 2023

Senate Motion June 2, 2023

THAT Senate approve the governance change to the Indigenous Studies programs as presented to take effect upon approval.



DATE: May 16, 2023

TO: Senate

FROM: Dr. Dwight Deugo, Vice-Provost and Associate Vice-President (Academic)

RE: Dominican University College - Minor Modifications

Background

As part of the affiliation agreement with the Dominican University College (DUC), and through Carleton's Institutional Quality Assurance Process (IQAP), covering also the academic, non-vocational degree programs of Dominican University College, Carleton University plays a role in curriculum and program review and approvals at Dominican University College.

Minor modifications approved by the Dominican University College are provided to Carleton University's Office of the Vice-Provost and Associate Vice-President (Academic) for information; please see attached IQAP Appendix 4b for a flow chart of the process.

The Office of the Vice-Provost and Associate Vice-President (Academic) is in receipt of the approved course changes as provided in the attached documents.

The Dominican University College 2022-2023 (late changes) and 2023-24 course changes are being provided to Senate for information.



DATE: June 2, 2023

TO: Senate

FROM: Dr. Dwight Deugo, Vice-Provost and Associate Vice-President (Academic), and Chair, Senate Quality Assurance and Planning Committee

RE: Governance of Graduate Curriculum Approvals

Background

At the April 21, 2023 meeting, Senate passed a motion requesting that the Senate Quality Assurance and Planning Committee (SQAPC) make recommendations to Senate regarding the transfer of graduate curriculum approvals from Graduate Faculty Board (GFB) to the disciplinary Faculty Boards by June 2023.

At the SQAPC meeting of May 25, 2023 and in two special meetings on May 11/15, 2023, including members from SQAPC and the Senate Academic Governance Committee (SAGC), recommendations were discussed resulting in the following:

Recommendations (June 2, 2023)

1. All Line Faculties and GFB revise their constitutions and/or processes to support the transfer of graduate curriculum approvals. The revised constitutions and/or processes be brought to SAGC for consideration. SAGC will bring the revised constitutions and/or processes to Senate for approval.
2. Once an individual Line Faculty's constitution and/or process is approved at Senate, that line Faculty will use its new approach for graduate curriculum approvals.
3. Form an Ad Hoc committee (terms for reference below) immediately to provide a detailed review of the impact of the transfer of approval authority and responsibility for graduate curricula from the Faculty of Graduate and Post-doctoral Affairs to the Faculty of Arts and Social Sciences, the Faculty of Engineering and Design, the Faculty of Public Affairs, the Faculty of Science, and the Sprott School of Business, and to propose solutions to address concerns resulting from the change.

Senate Motion:

THAT Senate accepts the recommendations and requests the associated parties to act on them.
--

Senate Ad Hoc Committee on Graduate Academic Governance
Terms of Reference
June 2, 2023

The purpose of the Senate Ad Hoc Committee on Graduate Academic Governance (CGAG) is to provide a detailed review of the impact of the transfer of approval authority and responsibility for graduate curricula from the Faculty of Graduate and Post-doctoral Affairs (FGPA) to the Faculty of Arts and Social Sciences, the Faculty of Engineering and Design, the Faculty of Public Affairs, the Faculty of Science, and the Sprott School of Business, and, to propose solutions to address concerns resulting from the change.

Responsibilities

The Senate Ad Hoc Committee on Graduate Academic Governance (CGAG) will review the impact of the transfer of approval authority and responsibility for graduate curricula. In particular, CGAG will perform the following activities:

- Consider the implications on all Senate governance documents, including the Academic Governance of the University (AGU) and the terms of reference for Senate Committees
- Consider the implications on all the processes and procedures related to the academic governance of graduate programs that fall under the responsibility of Senate. These may include, for example, the processes for the approval of calendar changes, the processes for the approval of changes to rules and regulations, the approval of grades, the process for graduating students, the administration of academic integrity, the adjudication of student appeals, and the Quality Assurance responsibilities and processes.
- Disseminate to those responsible (such as SAGC, Faculty Boards and Senate Committee on Curriculum, Admission, and Studies Policy (SCCASP)) any matters and recommendations that CGAG identifies during its work.

Reporting

CGAG (through its Chair) reports regularly to Senate on its work and progress with the intent of bringing a report and recommendations to Senate by January 2024.

Membership

The Senate Ad Hoc Committee on Graduate Academic Governance is constituted as follows:

- One faculty member nominated by SAGC as chair.
- One faculty member from each Line Faculty nominated by the corresponding Dean.
- One faculty member nominated by the Provost and Vice-President (Academic) with experience in the current operation of the Faculty of Graduate and Post-doctoral Affairs.
- Three support staff members, one each from the Office Vice-Provost and Associate Vice-President (Academic), the Registrar's Office, and the Faculty of Graduate and Post-doctoral Affairs.

The Committee may invite others to serve as non-voting resources to provide information as required.

Quorum and Voting

Quorum is a minimum of five of the nine voting members of the Committee where the majority of quorum must be faculty members. Voting is by majority vote, with the Chair being non-voting except to break any ties. The Committee is expected to work in consultation with stakeholders.

Meetings and Workload

Members selected for the Committee are expected to serve until the Committee completes its work. The Committee will meet regularly and be supported by staff from the Senate Office and the Office of the Provost and Vice-President (Academic).

Senate Review Committee

Questions Regarding Draft Operating Budget 2023-24

- 1) Can you clarify the 3% increase in General and Administrative Expenses as stated in 2023-24 Budget Assumptions (slide 8)?
- 2) What impacts to the budget do you foresee from salary increases occurring over the next few years as a result of the end of Bill 124 and the negotiation of new collective agreements? What is the link between tuition increases and salary increases?



Senate Executive Committee
April 11, 2023
Via Zoom videoconference

MINUTES

Attending B. A. Bacon (Chair), D. Deugo, R. Gorelick, J. Malloy, M. Sanghani, E. Sloan, J. Tomberlin, P. Wolff

Regrets: T. Roberts

Recording Secretary: K. McKinley (via Zoom)

1. Welcome & Approval of the Agenda

The meeting was called to order at 11:00 am.

It was **MOVED** (J. Tomberlin, P. Wolff) that the committee approve the agenda for the meeting, as presented.

The motion **PASSED**.

2. Approval of Senate Executive Minutes – March 21, 2023

It was **MOVED** (J. Malloy, P. Wolff) that the Senate Executive Committee approve the minutes of the meeting on March 21, 2023, as presented.

The motion **PASSED**.

3. Senate Policy on Academic Accommodations During Labour Disputes

Provost Jerry Tomberlin presented this item.

In accordance with the *Senate Policy on Academic Accommodations for Students During Labour Disputes*, the Academic Continuity Committee (ACC) was convened on the 11th calendar day of the strike (April 6) to determine what remedial actions could be implemented, to assist students in completing their semester successfully.

The ACC is recommending compassionate grading options for students, modelled on measures put in place during the pandemic. Undergraduate students would have the option to convert a passing grade of C- and above for any of their Winter term courses to a SAT. This option would protect the student's CGPA from any impact the strike may have had on their performance in the course. Any failing grades, except those that resulted from an academic integrity violation, would be converted to UNSAT automatically. The official grades for courses would be retained on file, but would not be displayed on the student's transcript.

In response to questions from committee members, the Provost noted that the situation for graduate students is more complex, and will need to be considered more carefully. Additional details will be provided at the Senate meeting on April 14th after further consultation with the Dean of FGPA. The Provost confirmed that decisions regarding the application of these measures to graduate students would be made by FGPA in consultation with Deans and graduate supervisors.

The Provost added that the Carleton Academic Student Government (CASG) was consulted on and provided input for these measures.

It was **MOVED** (R. Gorelick, J. Tomberlin) that the Senate Executive Committee brings the Academic Continuity Committee recommendations to Senate at a short-notice meeting of Senate to be held on Friday April 14, 2023, so that the measures can be in place before final exams start.

The motion **PASSED**.

4. Review of Senate Minutes – March 31, 2023

No issues were found with the Senate minutes and no changes were suggested.

5. Senate Agenda – April 21, 2023

The Clerk asked that item 6 (b) be changed to Senate Survey Update, as the launch of the survey was delayed due to the labour disruption.

It was **MOVED** (J. Tomberlin, J. Malloy) that the Senate Executive Committee approve the agenda for the Senate meeting of March 31, as amended.

The motion **PASSED**.

6. Other Business

There was none.

8. Adjournment

The meeting was adjourned at 11:35 a.m.



Department of Neuroscience

Health Sciences Building
1125 Colonel By Drive
Ottawa, ON K1S 5B6 Canada

Dr. Kim Hellemans
Tel: (613) 520-2600 x 2973
Email: kim_hellemans@carleton.ca

RE: Report of the Academic Colleague from the Council of Ontario Universities meetings for May 2023

Dear Members of Senate,

On April 4 and 5, the Academic Colleagues met to discuss the top concerns facing Ontario Universities. On the evening of February 4th, the colleagues had a conversation with Isabel Pederson, Professor, Faculty of Social Science and Humanities, Ontario Tech University; Founding Director, Digital Life Institute on the topic: Developments in Artificial Intelligence and Their Social and Ethical Implications for Universities.

Dr. Isabel Pedersen delivered a presentation on recent developments in artificial intelligence (AI) and their social and ethical implications for universities, highlighting the following:

- The current issues with AI in the public discourse, chief among them generative AI's challenge of the traditional value of writing skills, which have been a long-standing pillar of western education
- Primary concerns with generative AI in postsecondary education, including its vulnerability to bias, propagation of factually incorrect information, failure to consistently cite sources, lack of originality, as well as its contribution to students' academic misconduct, dependency on AI and skill degradation, intellectual property issues and job loss
- The reflection that one's relationship to the product created by AI partly determines the way it is perceived; for example, AI that produces art may be viewed as threatening to artists but novel to others
- The different ways to respond to AI in the classroom – embrace it, neutralize it, ban it, ignore it, question it
- The need to balance the use of AI tools to help us rather than replace us, and to change learning outcomes to adapt as these tools evolve
- The possibility that AI might enable us to communicate with each other in different languages more easily

An engaged discussion ensued, in which Colleagues highlighted the important role the humanities play in helping to navigate the questions surfaced by generative AI, the importance of taking a proactive approach to generative AI in universities and continuing to teach foundational writing skills to enable students to assess the output of AI products, and the fact that AI lacks information about individuals' memories or the pre-existing knowledge students and teachers bring to the classroom.

The morning of April 5th, we had a roundtable of information sharing from colleagues across Ontario. During the information sharing portion of the meeting, Colleagues discussed issues that were front-of-mind at their respective institutions, including budgetary challenges, conversations about collegial governance, growth in international students, and ongoing strategic planning exercises.

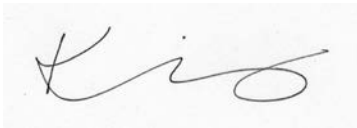
Drawing on the presentation by Dr. Isabel Pedersen and ensuing discussion during the dinner meeting, Colleagues planned their presentation to Council (on April 6th) on the topic of developments in artificial intelligence, how they can be leveraged to support students and faculty as well as how they might impact assessment measures. It was agreed the presentation would centre on the following themes, with William van Wijngaarden, York, Alyson King, Ontario Tech, Karleen Pendleton Jiménez, Trent, and Jennifer MacArthur, TMU, to deliver remarks at the Council meeting:

- the limits of AI;
- implications of AI for academic integrity;
- the potential for AI to advance decolonization and pedagogical equity; and
- anticipated short-, medium- and long-term implications for universities as a result of AI.

The Colleagues received updates on COU activities from COU President and CEO Steve Orsini. Steve briefed the Colleagues on COU's activities leading into the Ontario government's Blue-Ribbon Panel, including:

- the recent meeting of the Standing Committee on Relationships with Other Postsecondary Institutions where COU was encouraged to meet with Colleges Ontario to identify potential areas of commonality;
- explorations of potential cost efficiencies with a view to pre-empting further micromanagement by government; and
- the importance of balancing increasing access to a wider range of students while maintaining the quality of university education.
- Topics that surfaced in the Q&A included the minimal impact of a tuition increase on low- and middle-income students, the make-up of universities' operating grants, and projected demographic trends.

Yours,

A handwritten signature in black ink, appearing to read 'Kim', is centered on a light gray rectangular background.

Kim Hellemans, PhD
Assistant Professor, Department of Neuroscience
Associate Dean (Student Recruitment, Wellness & Success), Faculty of Science
Carleton University

Carleton Faculty Letter to Senate on Emergency Meeting of April 14, 2023

18 April 2023

Dear Faculty Colleagues in Senate,

We, the undersigned, are faculty members at Carleton University. We are writing to express our concern about the Senate meeting of April 14, 2023. Our concerns are both substantive and procedural. Some of us are past members of Senate; others among us are currently serving on Senate.

According to the document "Academic Governance of the University" (5.2.7), every vote taken "at a short-notice Senate meeting will be reviewed at the next scheduled Senate meeting." Therefore, Senate is bound by its rules of governance to undertake a review of the emergency meeting that took place on April 14, 2023, during which a motion was put forward by the Provost to adopt "Flexible and Compassionate Grading" measures in the aftermath of the labour disruption involving CUPE 4600. Since the next meeting of Senate is scheduled for April 21, 2023, we submit this letter as part of that mandated review. We are also requesting that the Clerk of Senate table this letter for the next meeting of Senate in June.

Our concerns about the Senate's decision of April 14, 2023, can be summarized as follows:

Substantive concerns:

We consider that it was inappropriate to put forward a motion that exceeds the powers of Senate and that unacceptably draws Senate into labour-relations matters. Whereas the Board of Governors is charged with dealing with labour disputes, Senate is "the university's most senior *academic* body."

"Academic Governance of the University" (2.1) begins by framing the "objects and purposes of the university." All decisions made by Senate are expected to be consistent with those objects and purposes. To quote from the document:

"The objects and purposes of the University are a) the advancement of learning, b) the dissemination of knowledge, c) the intellectual, social, moral and physical development of its members, and the betterment of its community, d) the establishment and maintenance of a non-sectarian college with university powers, having its seat in or about the City of Ottawa."

According to spectators who attended the meeting in question, the discussion on "Flexible and Compassionate Grading" options did not reference these objects and purposes, but was framed as a response to a labour disruption. What is more, this legal labour disruption was compared in

both scope and urgency to the recent COVID-19 pandemic. The loss of the integrity of our courses and the degradation of our students' educational experience were justified by arguing that a relatively short-lived and legal strike was somehow equivalent to the extraordinary circumstances visited upon us by a global calamity. Unable to accept this analogy as anything but misleading, we regard the "Flexible and Compassionate Grading" policy as an alarming attempt at instrumentalization and politicization of Senate by university management. To repeat, Senate is supposed to be separate from the business concerns of the university. This separation is essential for the academic integrity of the university and the high standards of its teaching mission. During the COVID-19 pandemic, when the university was compelled to adopt "Flexible and Compassionate Grading" options, it did so to protect its academic and pedagogical obligations due to circumstances beyond its control. We object to this extraordinary measure being applied to a situation that is in no way comparable to a pandemic, but is the consequence of failing to negotiate a back-to-work protocol with CUPE 4600. Accepting such an argument opens the door for other similar "emergency" measures that hurt our students and degrade the educational mission of our university.

Procedural concerns:

At this same emergency meeting, the process for voting and vote-counting appeared to observers to be both chaotic and confusing. Senate Rules of Order (13.4) state that voting should take place by a show of hands and that any departure from that process should be determined by a separate motion. Though it is understood that more casual methods are acceptable on occasion, these methods are reserved for routine matters (13.4). It is a principle of parliamentary procedure that on matters of importance, and especially in cases of "emergency," fulsome discussion should be allowed and transparent voting should be treated as a procedural imperative. Asking people to identify themselves by name when voting "no," on a motion introduced in emergency circumstances by the Provost, but enabling "yes" voters to remain anonymous, is extremely problematic. It is not difficult to imagine that some individuals might hesitate to expose themselves in that way.

Additionally, while voting was in progress, some Senators were raising concerns about the voting procedure. Senators have the right to raise "Points of Order" under existing rules and to have those concerns addressed by the Chair. With the abrupt conclusion of the meeting shortly after 3:00 pm, those procedural questions remained unaddressed and Senators did not get sufficient opportunity to appeal the Chair's decisions.

We are grateful to you for reading our concerns, which are expressed in the spirit of respectful discussion of the educational experience and academic integrity at Carleton University. We thank you for your service in Senate, an institution that is crucial for ensuring that the university remains "Here for Good."

Sincerely,

- Nahla Abdo, Sociology and Anthropology, Chancellor's Professor
- Melanie Adrian, Law and Legal Studies
- John Anderson, Cognitive Science
- Siobhan Angus, Journalism and Communication
- Jeni Armstrong, Political Management, Current Senator
- Alexandra Arraiz Matute, Institute of Interdisciplinary Studies
- Joe Bennett, Biology
- Vandna Bhatia, Political Science, Current Senator
- Susan Birkwood, English Language and Literature
- Siobhain Bly Calkin, English Language and Literature
- Nadia Bozak, English Language and Literature
- Miranda Brady, Journalism and Communication
- Susan Braedley, Social Work
- Andrew Brook, Philosophy, Chancellor's Professor Emeritus, Former Senator
- Sarah Brouillette, English Language and Literature, Former Senator
- Gregory Brown, Sociology and Anthropology / Law and Legal Studies
- Doris Buss, Law and Legal Studies, Former Senator
- John C. Walsh, History
- Marie-Eve Carrier-Moisan, Sociology and Anthropology
- James Casteel, Institute of European, Russian, and Eurasian Studies
- Andrea Chandler, Political Science, Former Senator
- Michael Christensen, Law and Legal Studies
- Janne Cleveland, English Language and Literature
- Pierre Cloutier de Repentigny, Law and Legal Studies
- Deborah Conners, Sociology and Anthropology
- Zeba Crook, Religion (College of the Humanities), Former Senator
- Tonya Davidson, Sociology and Anthropology
- Brettel Dawson, Law and Legal Studies, Former Senator
- Jeff Dawson, Biology, Current Senator
- David Dean, History
- Joanna Dean, History
- Travis DeCook, English Language and Literature
- Hannah Dick, Journalism and Communication
- Jane Dickson, Law and Legal Studies
- Danielle Dinovelli-Lang, Sociology and Anthropology
- Shawna Dolansky, Religion (College of the Humanities)
- Heather Douglas, Cognitive Science
- Aaron Doyle, Sociology and Anthropology
- Dana Dragunoiu, English Language and Literature, Former Senator
- Jennifer Evans, History
- Ilyan Ferrer, Social Work
- Erica Fraser, History

- Kelly Fritsch, Sociology and Anthropology
- Megan Gaucher, Law and Legal Studies
- Ash Geissinger, Religion (College of the Humanities)
- George Pollard, Sociology and Anthropology
- Kevin Goheen, Systems and Computer Engineering, Former Senator and Former Senate Executive Member
- Paul Goode, Institute of European, Russian, and Eurasian Studies
- Shawn Graham, History
- Brian Greenspan, English Language and Literature
- Malini Guha, Film Studies
- Kevin Hamdan, Geography and Environmental Studies
- Matthew Hawkins, Sociology and Anthropology
- Karen Hébert, Geography and Environmental Studies
- William Hébert, Law and Legal Studies
- Jesse Heilman, Physics
- Jennifer Henderson, English Language and Literature / Indigenous and Canadian Studies, Former Senator, Former Member of Senate Academic Governance Committee
- Peter Hodgins, SICS
- Andrea Howard, Associate Professor, Psychology
- Chris Jensen, Religion (College of the Humanities)
- Brian Johnson, English Language and Literature
- Olessia Jouravlev, Cognitive Science
- Dennis Kao, Social Work
- Lara Karaian, Criminology
- Meera Karunanathan, Geography and Environmental Studies
- Mary Kelly, Cognitive Science
- Jacqueline Kennelly, Sociology and Anthropology
- Gülay Kilicaslan, Law and Legal Studies
- Danielle Kinsey, History
- Jean-Michel Landry, Sociology and Anthropology
- Barbara Leckie, English Language and Literature / ICSLAC
- Sonya Lipsett-Rivera, History, Former Senator
- Eva Mackey, Indigenous and Canadian Studies
- Mark MacLeod, Cognitive Science
- Beth MacLeod, Linguistics and Language Studies, Current Senator
- Laura Madokoro, History
- Jean-Michel Marcoux, Law and Legal Studies
- Beth Martin, Social Work
- Eglá Martínez, Institute of Interdisciplinary Studies
- Jody Mason, English Language and Literature, Senator Elect
- Azar Masoumi, Sociology and Anthropology
- Vicky McArthur, School of Journalism and Communication
- Jodie Medd, English Language and Literature / Feminist Institute of Social Transformation
- Rebecca Merkle, Cognitive Science

- James Miller, History
- Jeffrey Monaghan, Criminology
- Hollis Moore, Law and Legal Studies
- Dawn Moore, Law and Legal Studies, Former Senator
- Michael, Mopas, Sociology and Anthropology
- Mike Murphy, Linguistics and Language Studies, Current Senator
- Stuart Murray, English Language and Literature / Health Sciences / ICSLAC
- Julie Murray, English Language and Literature, Current Senator
- Paul Nelles, History
- Thuy Nguyen, Institute of Interdisciplinary Studies / Feminist Institute of Social Transformation
- Richard Nimijean, Indigenous and Canadian Studies, Former Senator
- Robin Norris, English Language and Literature
- Carlos Novas, Sociology and Anthropology
- Umut Özsu, Law and Legal Studies
- Donna Patrick, Sociology and Anthropology
- Monica Patterson, Institute for Interdisciplinary Studies / ICSLAC
- Justin Paulson, Sociology and Anthropology, Former Senator
- Matthew Pearson, Journalism and Communication, Current Senator
- Esther Post, English Language and Literature
- Carolyn Ramzy, Sociology and Anthropology
- Melissa Redmond, School of Social Work
- George Rigakos, Law and Legal Studies
- Megan Rivers-Moore, Feminist Institute of Social Transformation
- Blair Rutherford, Sociology and Anthropology
- Jeff Sahadeo, Institute of European, Russian and Eurasian Studies
- Dipto Sarkar, Geography and Environmental Studies
- Rebecca Schein, Institute of Interdisciplinary Studies
- Fady Shanouda, Feminist Institute of Social Transformation
- Ted Sherwood, Civil and Environmental Engineering
- Alexis Shotwell, Sociology and Anthropology, Former Senator
- Sheryl-Ann Simpson, Geography and Environmental Studies
- Julia Sinclair-Palm, Institute of Interdisciplinary Studies, Former Senator
- Vivian Solana, Sociology and Anthropology
- Gopika Solanki, Political Science
- David Sprague, Information Technology, Current Senator
- Natasha Stirrett, Criminology and Criminal Justice
- Nassim Tabri, Psychology
- Robert Teather, School of Information Technology, Current Senator
- Rania Tfaily, Sociology and Anthropology
- Ida Toivonen, Cognitive Science / Linguistics and Language Studies
- Brenda Vellino, English Language and Literature
- Johan Voordouw, Architecture and Urbanism, Former Senator
- Andrew Wallace, English Language and Literature
- William Walters, Political Science / Sociology and Anthropology

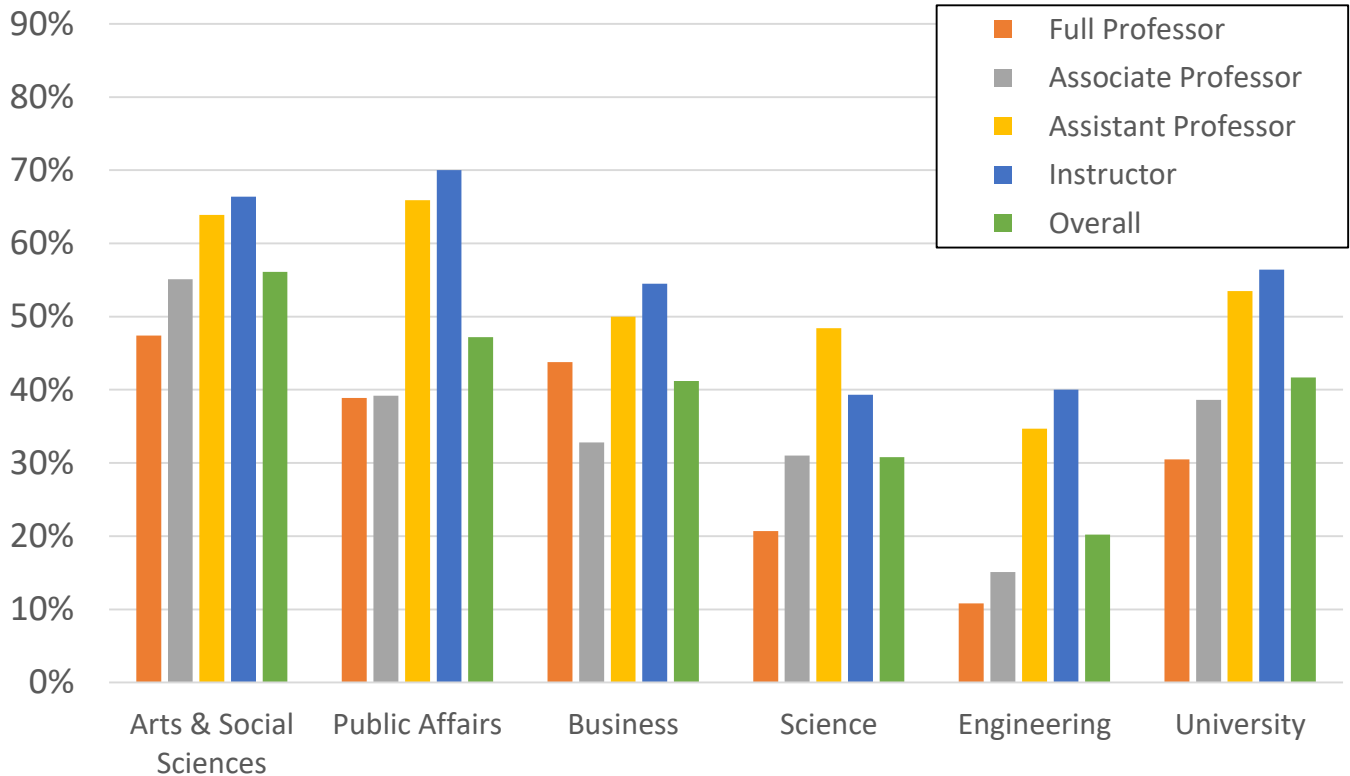
- Yanling Wang, International Affairs
- Robert West, Cognitive Science
- Micheline White, English Language and Literature (College of the Humanities)
- Jill Wigle, Geography and Environmental Studies
- Christiane Wilke, Law and Legal Studies
- Dwayne Winseck, Journalism and Communication
- Johannes Wolfart, Religion (College of the Humanities), Former Senator and Former Member of Senate Academic Governance Committee
- Ania Zbyszewska, Law and Legal Studies
- John Zelenski, Psychology, Former Senator

Faculty/Contract Instructors

Percent Female

Office of Institutional Research and Planning
May 2023

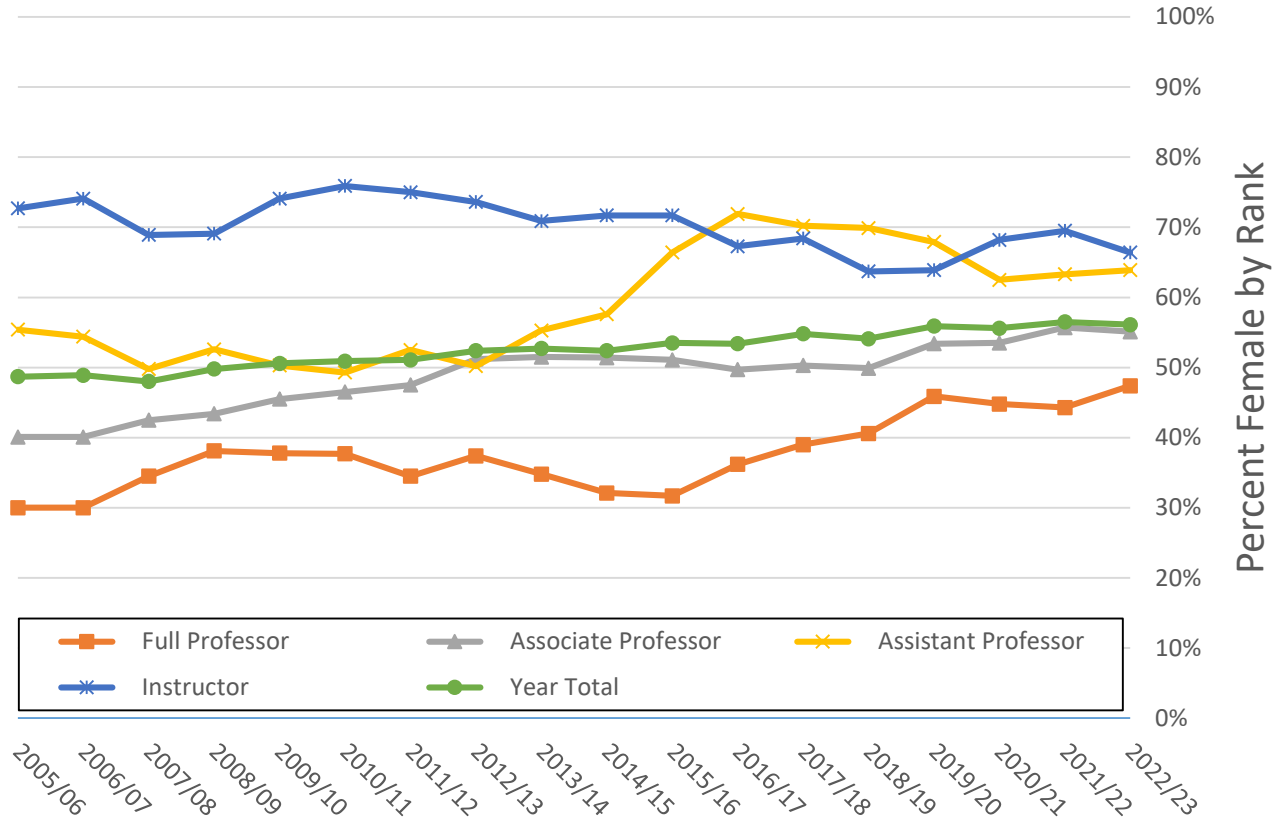
Percent Female by Faculty and Rank 2022-2023



Positions are measured as full-time equivalent weights in each faculty
OIRP - Table AS 1G - May 18, 2023

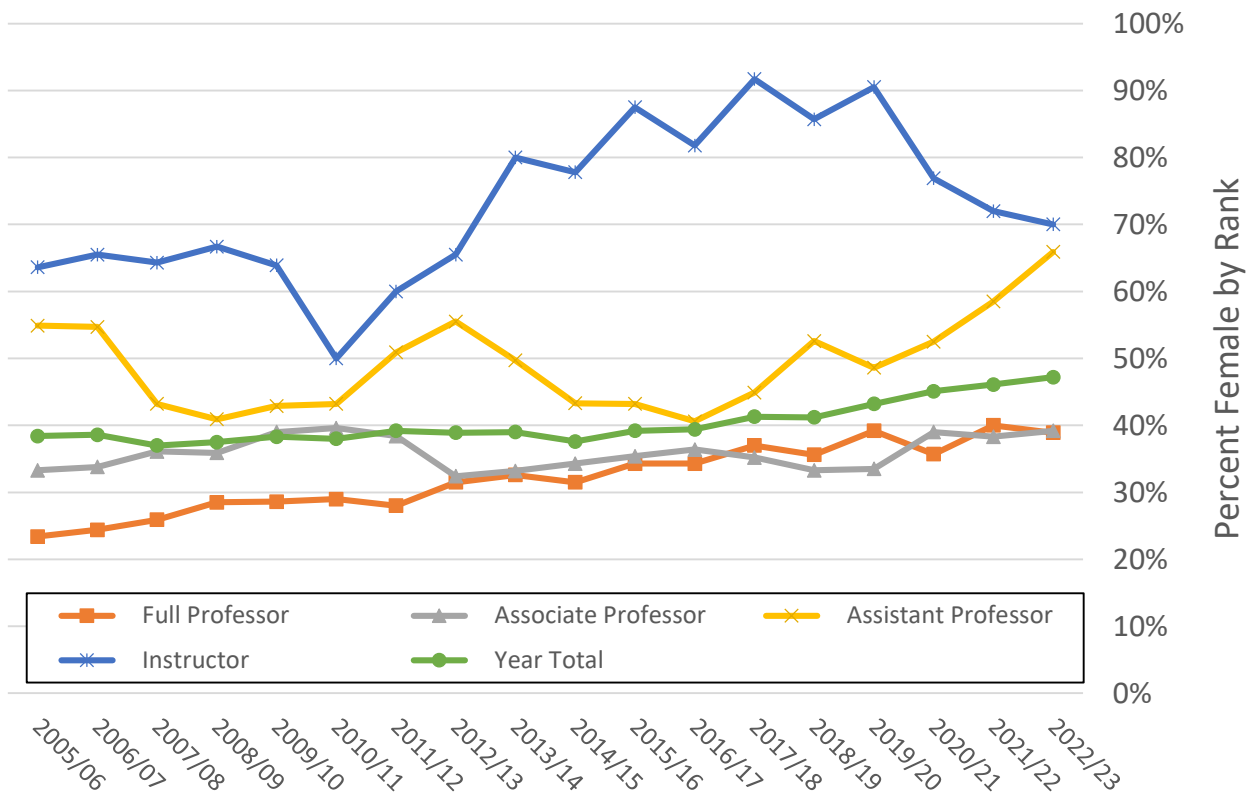
Librarians are 65% Female.

Faculty of Arts & Social Sciences



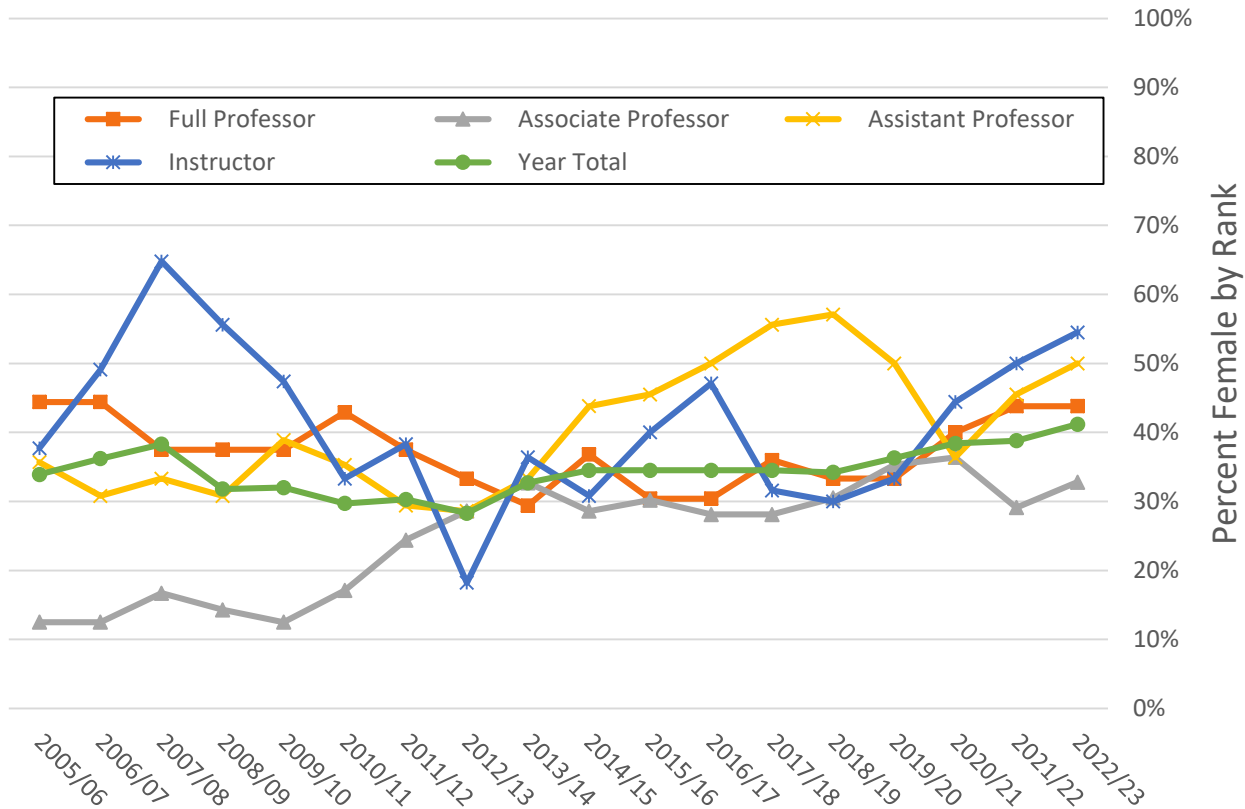
Positions are measured as full-time equivalent weights in each faculty
 OIRP - Table AS 1G2 - May 18, 2023

Faculty of Public Affairs



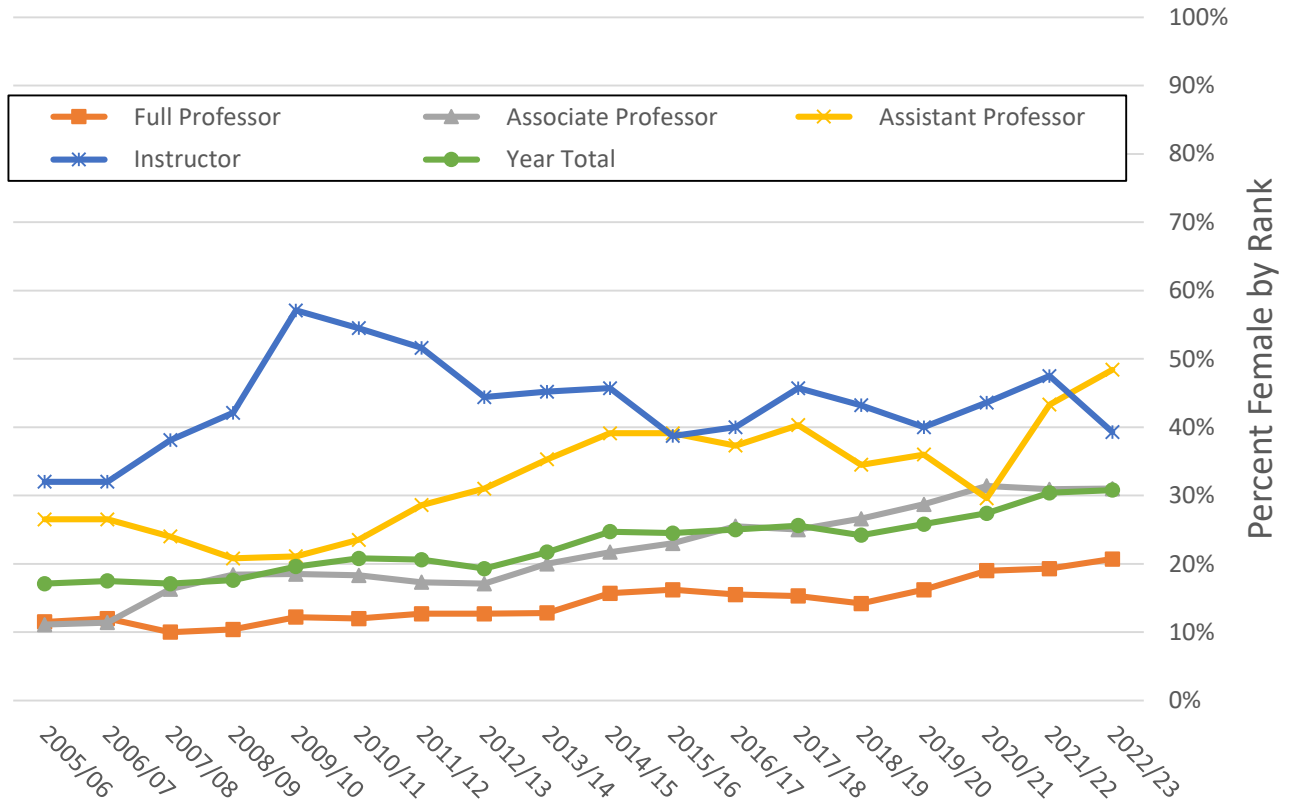
Positions are measured as full-time equivalent weights in each faculty
 OIRP - Table AS 1G2 - May 18, 2023

Sprott School of Business



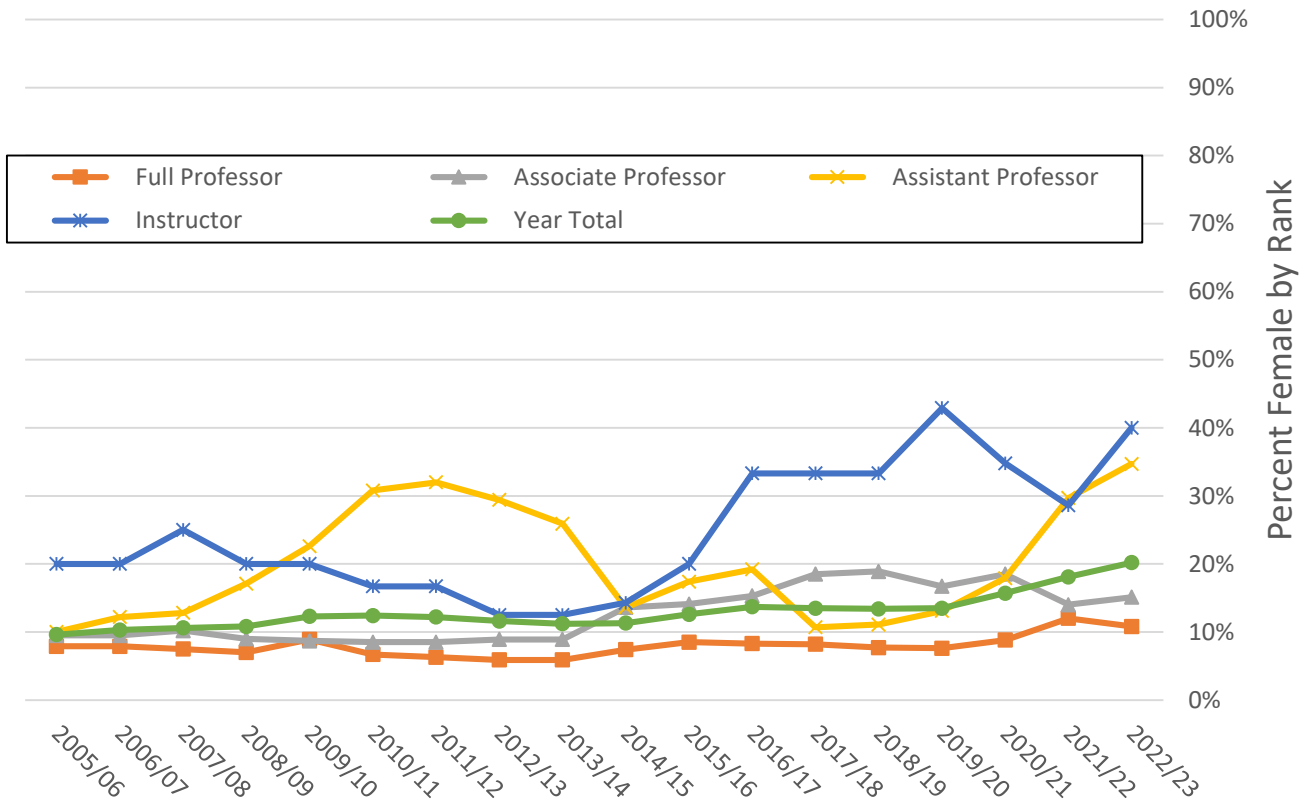
Positions are measured as full-time equivalent weights in each faculty
 OIRP - Table AS 1G2 - May 18, 2023

Faculty of Science



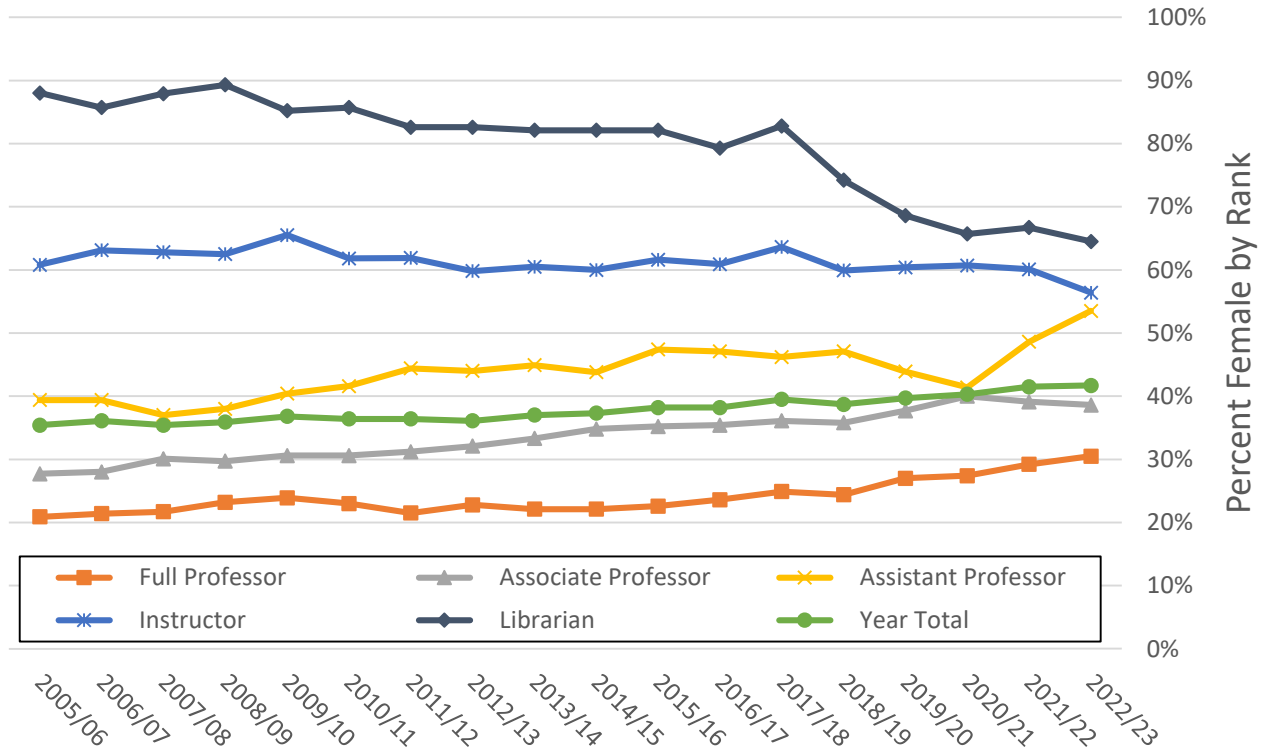
Positions are measured as full-time equivalent weights in each faculty
 OIRP - Table AS 1G2 - May 18, 2023

Faculty of Engineering and Design



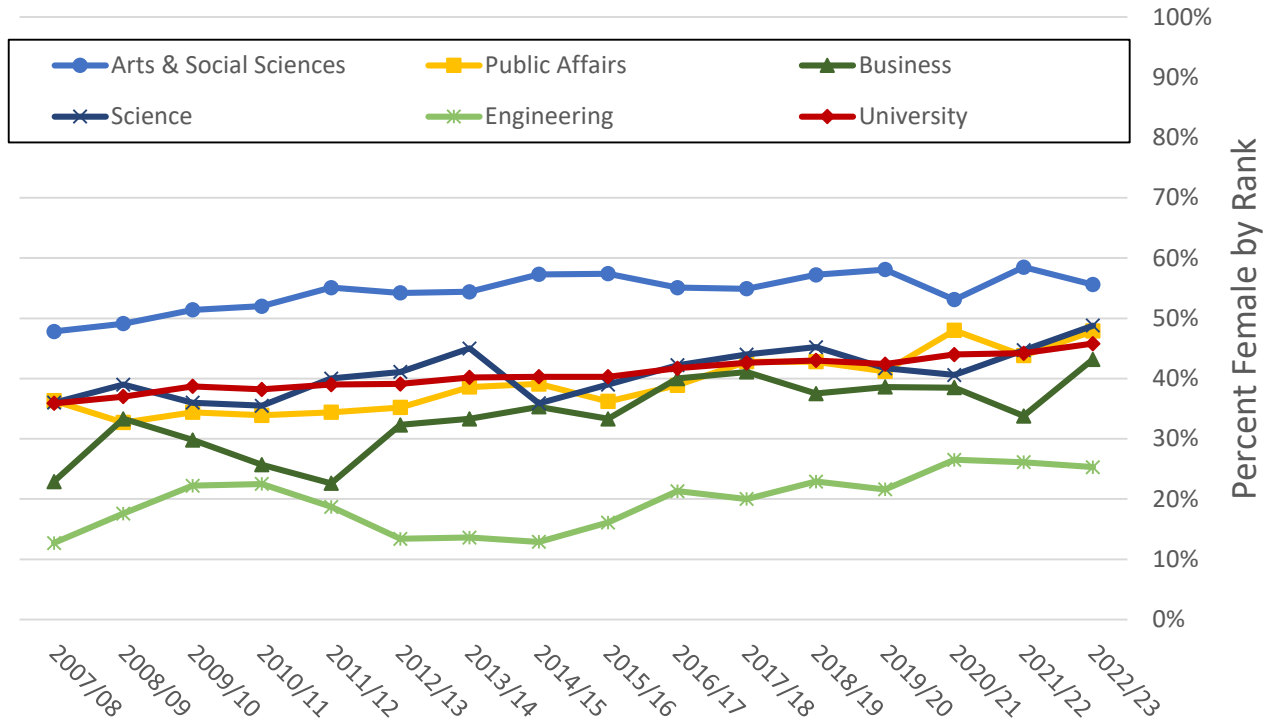
Positions are measured as full-time equivalent weights in each faculty
 OIRP - Table AS 1G2 - May 18, 2023

Carleton University - Overall



Positions are measured as full-time equivalent weights in each faculty
OIRP - Table AS 1G2 - May 18, 2023

Percent Female Contract Instructors by Faculty



'Contract Instructors' count all those instructors entered in the Course Instructor system who were not, at time of measurement, regular Carleton faculty (including retired faculty).

OIRP - Table OS 1G - May 18, 2023

Number of Professors/Instructors

	2022/23		2021/22		2020/21		2019/20		2018/19	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Full Professor	223	98	223	92	217	82	215	80	211	68
Associate Professor	237	149	231	148	224	149	236	143	245	137
Assistant Professor	80	92	91	86	92	65	84	66	78	70
Lecturer/ Instructor	62	80	58	87	55	85	56	85	53	79
Contract Instructor	495	418	525	416	502	394	524	385	511	386

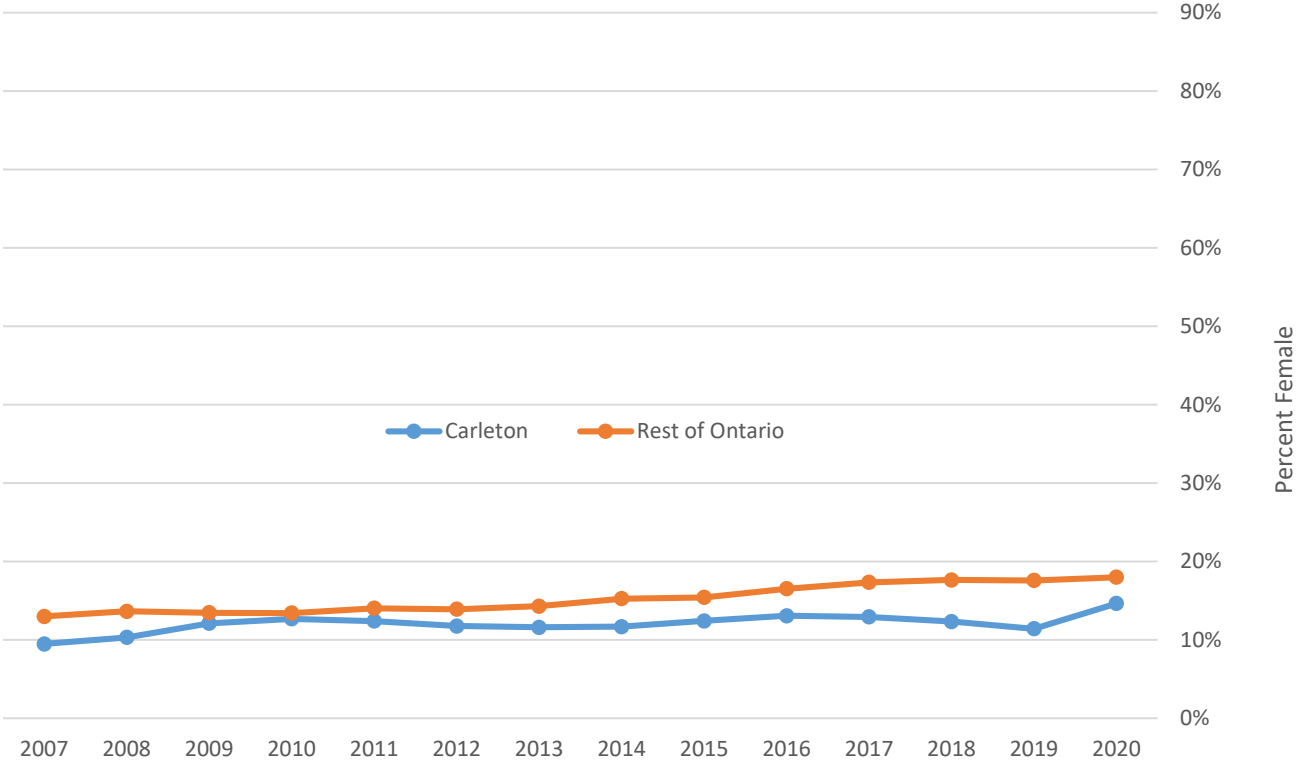
% of Professors/Instructors

	2022/23		2021/22		2020/21		2019/20		2018/19	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Full Professor	69.5%	30.5%	70.8%	29.2%	72.6%	27.4%	73.0%	27.0%	75.6%	24.4%
Associate Professor	61.4%	38.6%	60.9%	39.1%	60.0%	40.0%	62.3%	37.7%	64.2%	35.8%
Assistant Professor	46.5%	53.5%	51.4%	48.6%	58.6%	41.4%	56.1%	43.9%	52.9%	47.1%
Lecturer/ Instructor	43.6%	56.4%	39.9%	60.1%	39.3%	60.7%	39.6%	60.4%	40.1%	59.9%
Contract Instructor	54.2%	45.8%	55.8%	44.2%	56.0%	44.0%	57.6%	42.4%	57.0%	43.0%

Carleton vs. Rest of Ontario

The following slides compare Carleton faculties to the rest of Ontario by major subject areas

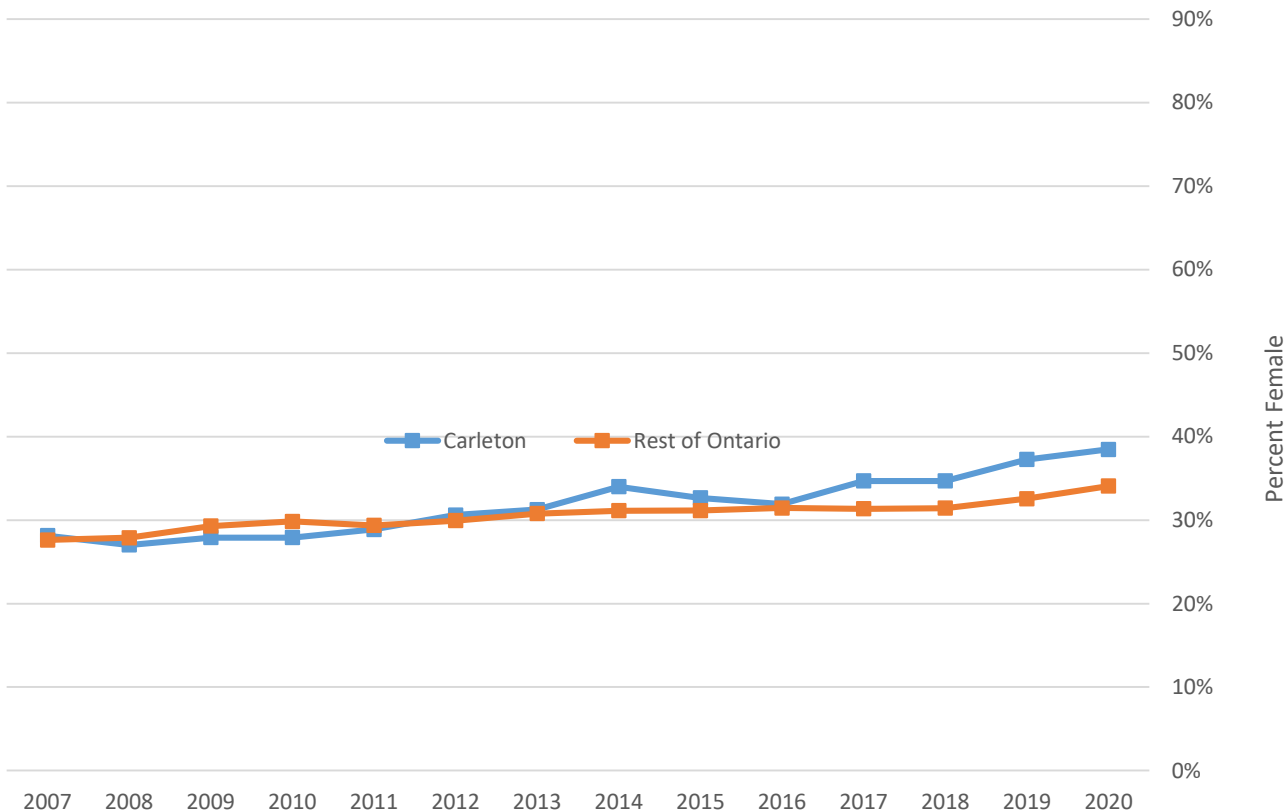
Architecture, Engineering & Related Technologies



OIRP - March 25, 2022

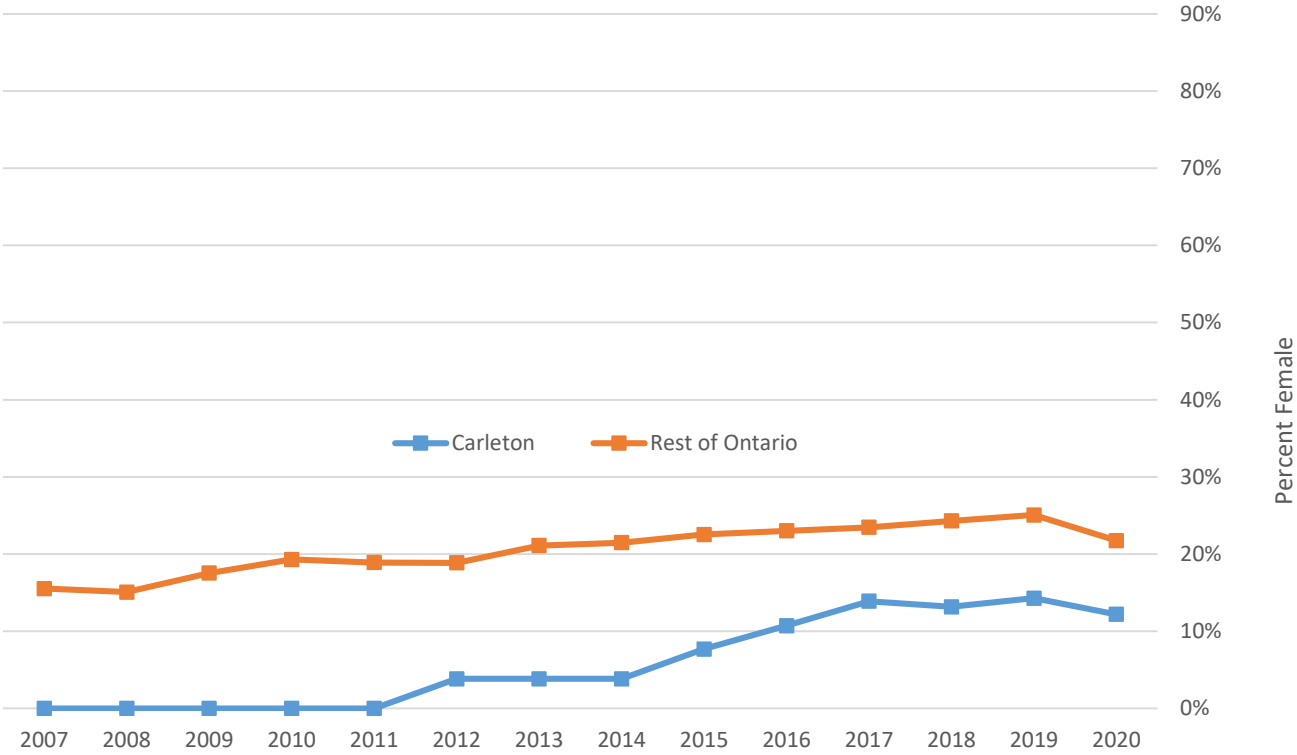


Business & Management



OIRP - March 25, 2022

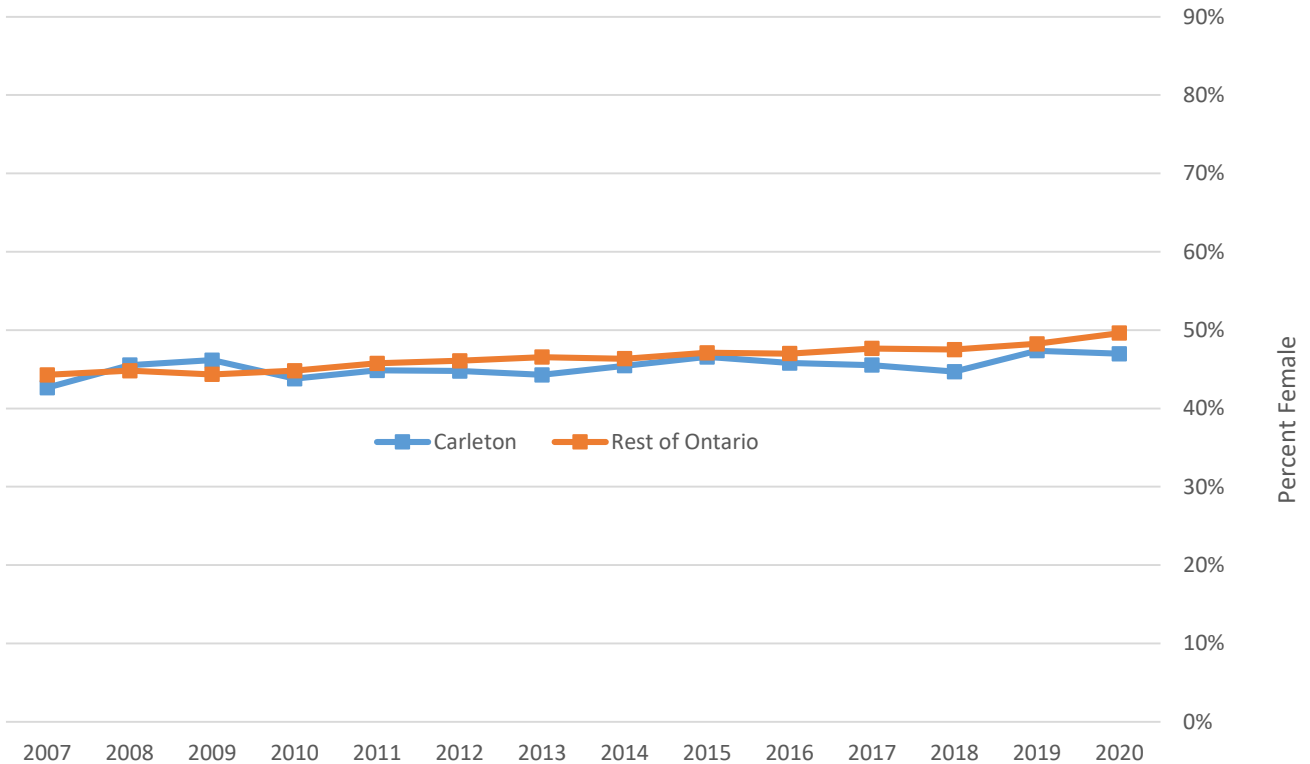
Computer Science



OIRP - March 25, 2022

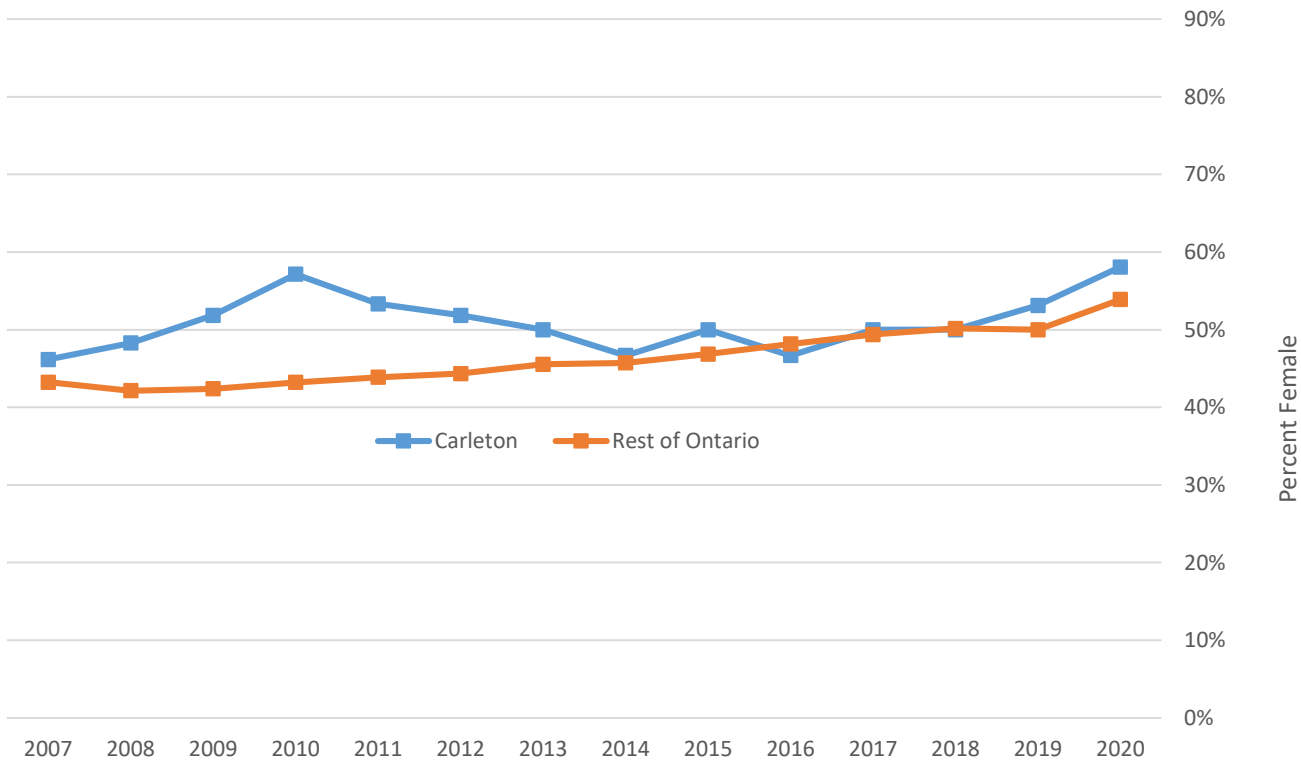


Humanities



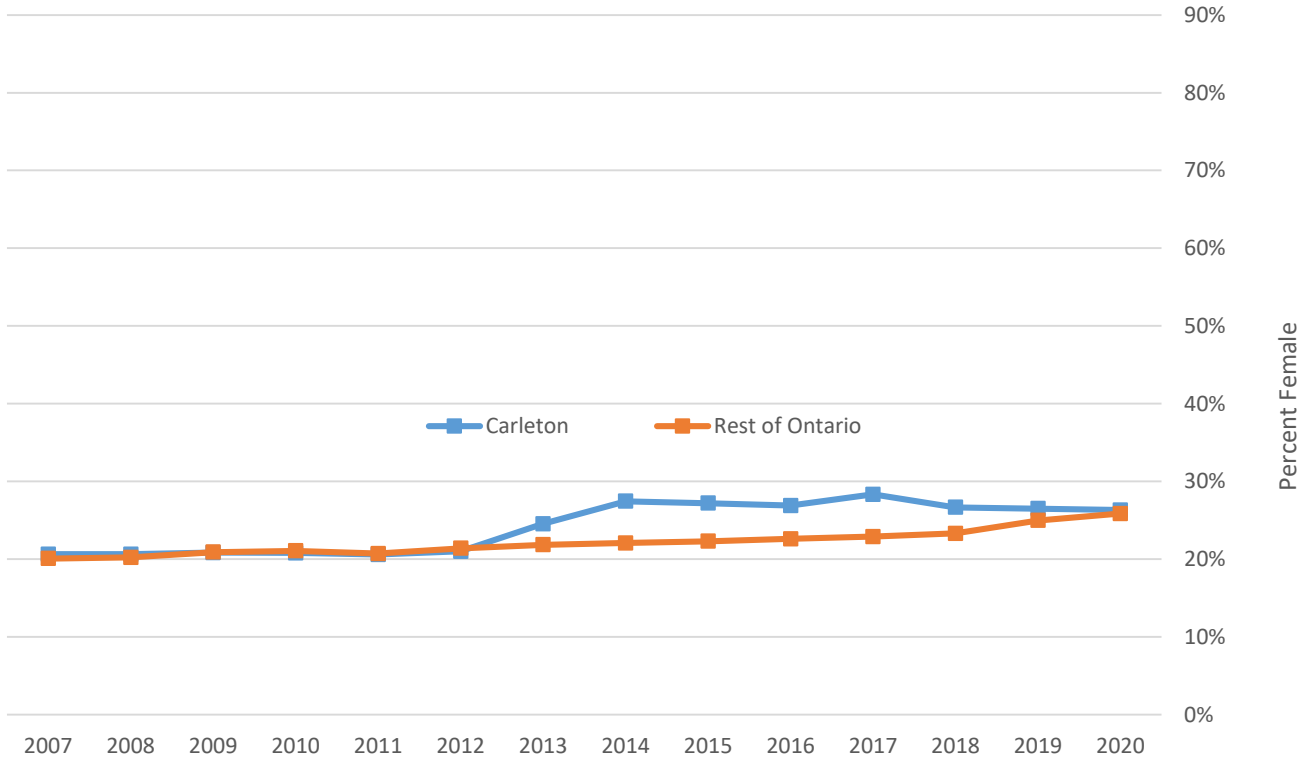
OIRP - March 25, 2022

Law



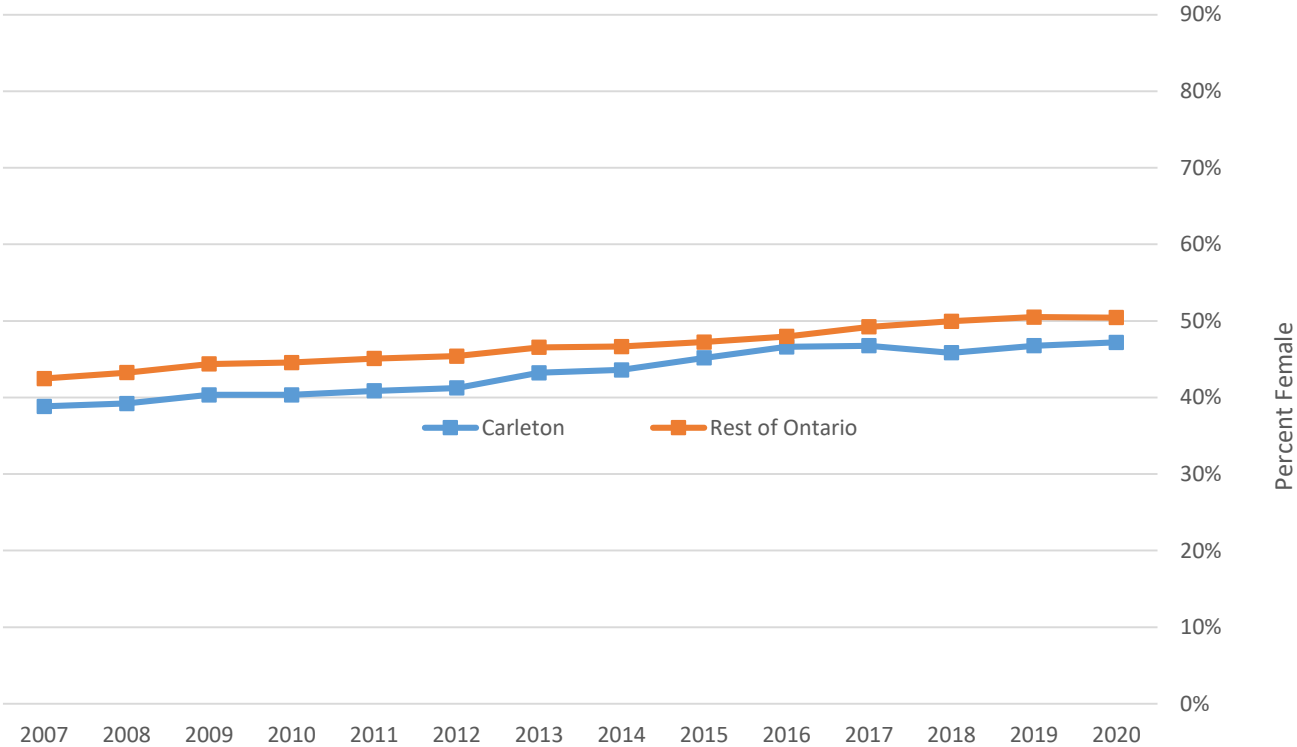
OIRP - March 25, 2022

Physical & Life Sciences & Technologies



OIRP - March 25, 2022

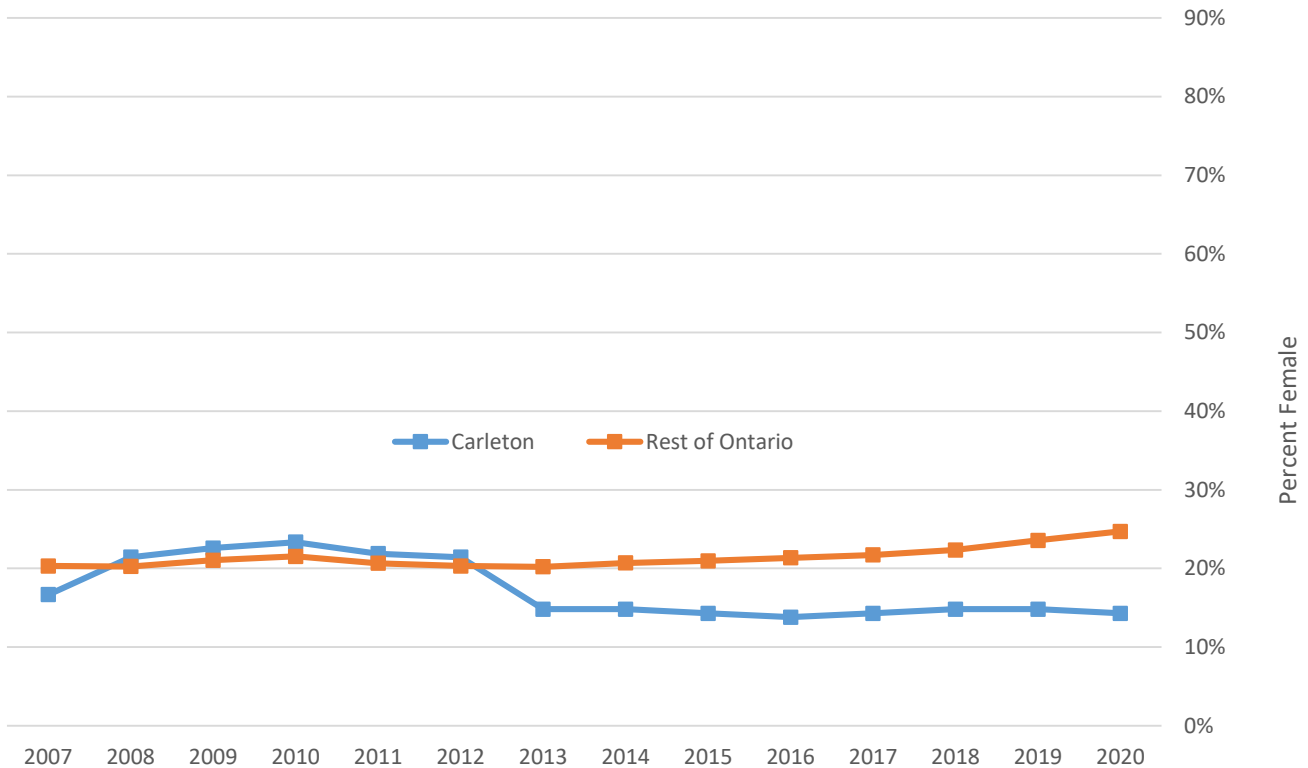
Social & Behavioural Sciences



OIRP - March 25, 2022

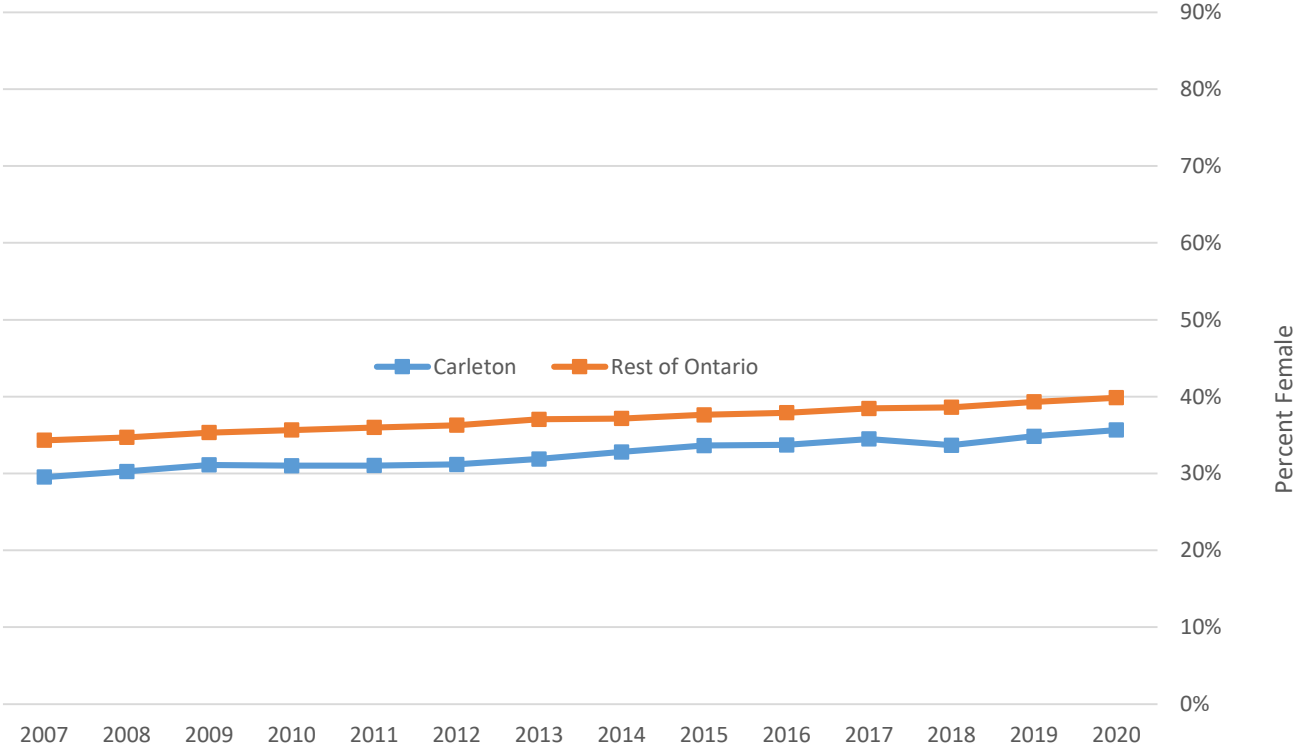


Economics



OIRP - March 25, 2022

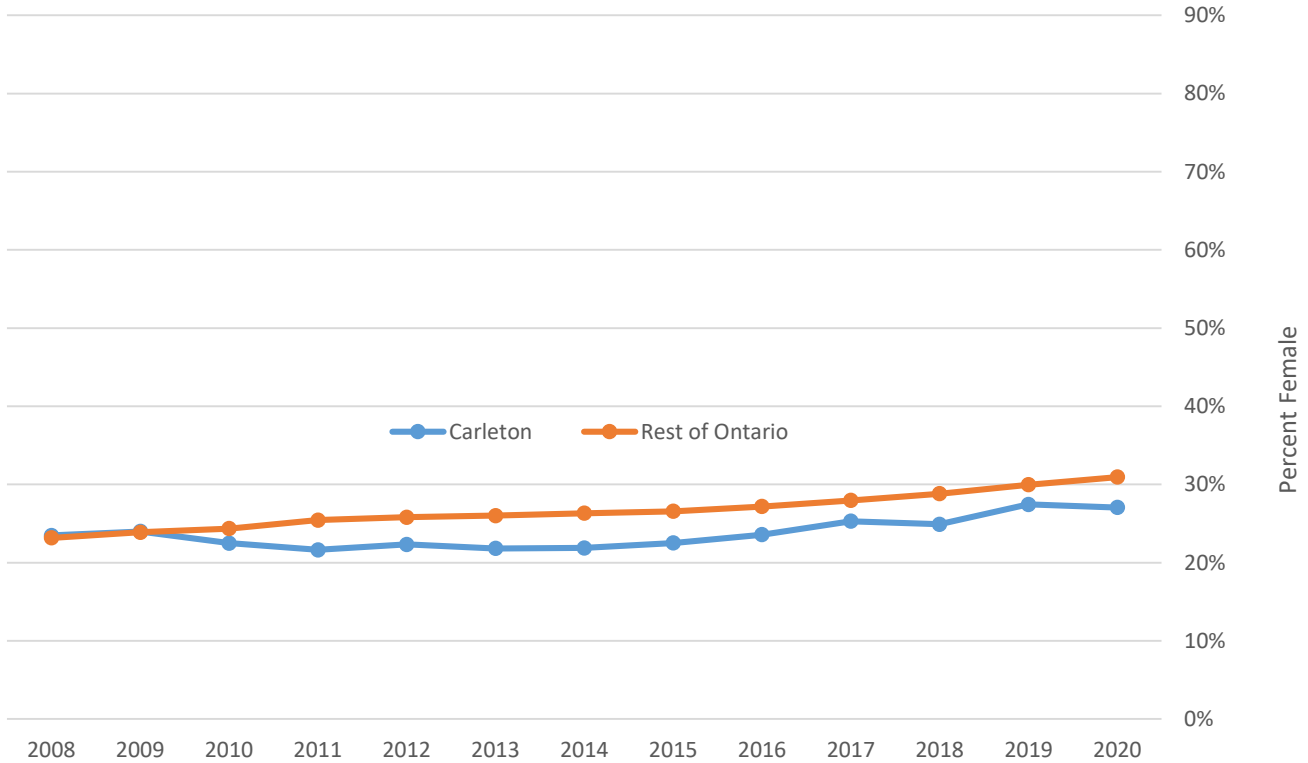
Carleton University - Overall



OIRP - March 25, 2022

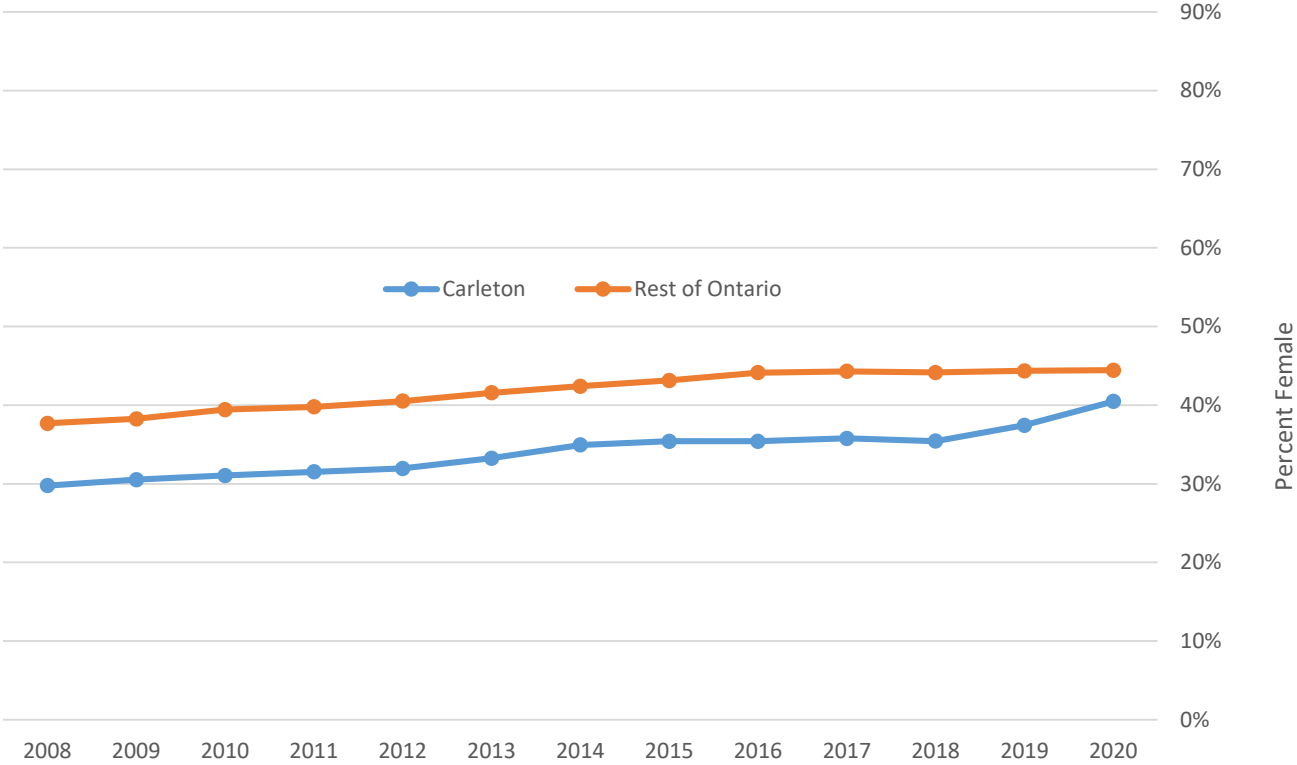


Full Professors



OIRP - March 25, 2022

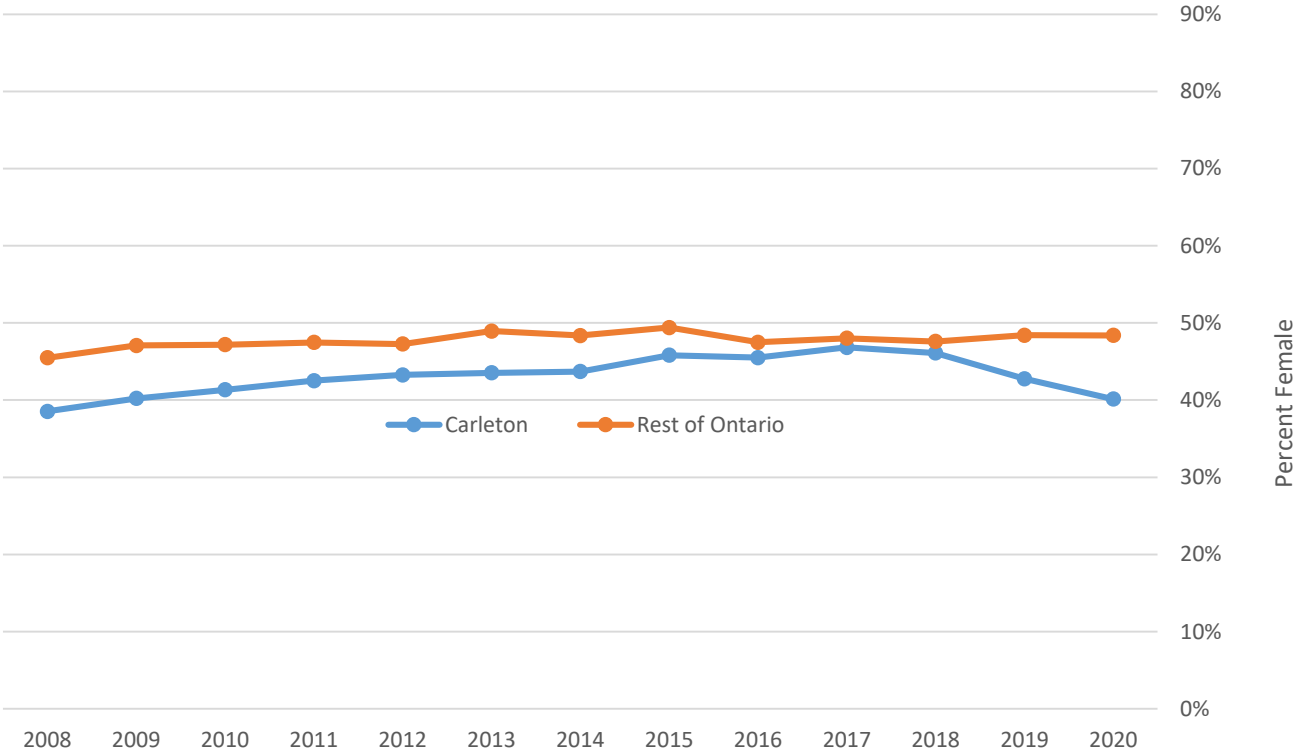
Associate Professors



OIRP - March 25, 2022



Assistant Professors



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