



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 November 29, 2024 at 2:00 pm
Pigiarvik 608**

AGENDA

Closed Session

- 1. Welcome & Approval of Agenda**
- 2. Minutes (Closed):** October 18, 2024
- 3. Clerk of Senate Nomination (Senate Executive Committee)**
- 4. Other Confidential Business**

Open Session:

- 1. Approval of Agenda**
- 2. Minutes (Open):** October 18, 2024
- 3. Matters Arising**
- 4. Chair's Remarks**
- 5. Question Period**
- 6. Administration (Clerk)**
 - a. Membership Ratifications
 - b. Chancellor's Search Committee
- 7. Reports:**
 - a. SCCASP (J. Wallace)
 - b. SQAPC (D. Hornsby)
 - c. SAGC (E. Sloan)
- 8. Proposed Human Rights Policy and Procedures (N. Badiou)**
- 9. Motion from Senator Jody Mason (Chair of Senate investigation)**
- 10. Reports for Information:**
 - a. Senate Executive Minutes
 - October 8, 2024
 - October 25, 2024 (e-poll)
 - b. Report from COU Academic Colleague
- 11. Other Business**
- 12. Adjournment**



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 October 18, 2024 at 2:00 pm
PK608 + Zoom Videoconference**

MINUTES – Open Session

Present: M. Abarghouei, M. Bahran, S. Blanchard, A. Bordeleau, A. Bowker, S. Burges, A. Buri, J. Chan, E. Cyr, J. Debanne, M. DeRosa, R. Gorelick, R. Goubran, K. Graham, L. Grant, E. Gray, J. Greenberg, N. Hagigi, M. Haines, X. Haziza, D. Hornsby, D. Howe, L. Kostiuk, A. Lannon, N. Laporte A. MacDonald, L. Madokoro, A. Marcotte, J. Mason, A. Masoumi, D. Mendeloff, M. Nadeem, H. Nemiroff, B. O’Neill, M. Pearson, P. Rankin, R. Renfroe, S. Sadaf, O. Saloojee, E. Sloan (Clerk), D. Sprague, R. Tfaily, J. Tomberlin (Chair), R. Treasure, C. Trudel, J. Woldergiorgis (acting for S. El Fitori)

Present via Zoom: F. Brouard, J.P. Corriveau, S. Hawkins, B. Heerspink, K. Hellemans, B. MacLeod, L. Marshall, D. Maseko, M. Rooney, C. Smelser, C. Viau, G. Wainer, P. Williams

Regrets: J. Armstrong, G. Lacroix, J. Wallace

Absent: M. Barbeau, A. Clarke, S. Everts, J. Garcia, P. Kouzovnikov, J. Kundu, K. Taylor, R. Teather

Recording Secretary: K. McKinley

1. Welcome & Approval of Agenda

The meeting was called to order at 2:00 pm. The Chair began the meeting by acknowledging the passing of two members of the Carleton community, John Tunbridge, Professor Emeritus in the Department of Geography & Environmental Studies, and Eric Archambault, Adjunct Professor in the Azrieli School of Architecture & Urbanism. The Chair offered sincere condolences to those who knew and loved them.

After reviewing the protocols for online meetings, the Chair reminded Senators that the meeting would begin with a Closed Session to approve the Fall graduation lists.

It was **MOVED** (E. Gray, J. Greenberg) that Senate moved into the Closed Session of the meeting.

The motion **PASSED**.

(See separate document for Closed Session Minutes.)

Continuation of Open Session Minutes, after conclusion of Closed Session:

It was **MOVED** (D. Hornsby, K. Graham) that Senate approve the open agenda for the meeting of Senate on October 18, 2024, as presented.

The motion **PASSED**.

2. Minutes: September 27, 2024

It was **MOVED** (E. Gray, M. Haines) that Senate approve the minutes of the Senate meeting of September 27, 2024, as presented.

The motion **PASSED**.

3. Matters Arising:

There were none.

4. Chair's Remarks

The Chair began his remarks by reporting on the recent success of this year's Throwback celebration, held from September 26 to October 6. He thanked all who attended and contributed to the event.

The Chair next highlighted the following recent academic achievements:

- Sarah Casteel (Department of English Language and Literature) has been named a Royal Society Fellow. She was named to the Royal Society of Canada (RSC) along with other Carleton researchers in early September of this year.
- Carleton University has risen to #4 in the Maclean's 2025 university rankings, securing the #2 spot in Ontario. Additionally, Carleton's Engineering program has risen to #10 nationally.
- Carleton has been ranked first for the second consecutive year as Canada's Best University for 2025 in the field of Social Sciences and Humanities, according to the annual Maclean's ranking.

Finally, the Chair reminded Senators of the upcoming Fall Convocation on Saturday November 9th. Faculty members wishing to join the academic procession for one or more ceremonies were encouraged to register before the deadline.

5. Question Period

Questions were submitted in advance by eight Senators.

Question from Senator Root Gorelick:

This past academic year, there were 2% budget cuts to academic programs. This year, those budget cuts to academic programs are rumoured to be far greater, on the order of an additional 6% cut. What proportion of those academic budget cuts could have been obviated by elimination or deferment of installation of fancy new 'gateway' entrance signs to campus?

- Response from Provost: Budget cuts in 2024-25 were 3% not 2% and these were applied to all Resource Planning Committees (Deans, Library, 4 VPS and President) so were not targeted to academic programs. No decision has been made on budget cuts for 2025-26, but if cuts are made they will be similarly applied to all RPCs. The new gateway sign project was initiated in 2022 as part of the overall rebranding initiative, and the funds for it were earmarked from the Capital Projects envelope. It is worth noting that the project has been substantially scaled back and the cost is 60% less than originally estimated. The installation of all but the Bronson Street sign will commence this month (October) and the Bronson Street sign will be installed after Convocation and before December.

Question from Senator Morgan Rooney (Responses from the VP Students & Enrolment were provided in advance and were circulated in the binder with the questions)

Could we have an update on following matters related to the implementation of the *Academic Considerations Policy*?:

- Is there a plan to issue messaging to students/instructors clarifying the difference between the "[Self-Declaration Form](#)" (which appears to be required only for deferring final exams) and new "[Academic Considerations for Coursework](#)" form (which students use to seek accommodations for all other term work)? Anecdotally, I know a number of instructors who are still using the old self-declaration form.
 - We are continuously working with the Associate Deans to ensure the website is clarified for students. We have developed a communications plan for students and instructors regarding policy and when to use the various forms.

- What statistics do we have regarding the use/uptake of the new “Academic Considerations for Coursework” form? What percentage of our undergraduate students have used it, for instance, and in what percentage of courses?
 - As this is a new process, this is being discussed regularly with the Associate Deans. Currently, the applications are low as not all instructors are requesting the academic consideration for coursework form. The numbers are too low to start making a statistical analysis.

- What does the RO’s/Deans’ oversight of these submissions look like, exactly? How frequently do we do outreach to individual students as a result of what is submitted? What criteria trigger such outreach?
 - As this is still a new process, the numbers are too low to conduct a full assessment. Short-term requests that require follow-up from the Registrar’s Office consist of incorrect or missing information.

- Have we identified any cases where students are suspected of abusing this system (e.g., multiple submissions from one student for multiple months in a term)? If so, how many and what actions did we take?
 - So far, with the data that we have, we have not seen students misuse the process.

- How many appeals have there been? How many were resolved at the level of the chair / the department, and what were the outcomes of those appeals? How many were escalated to the Faculty Dean, on what basis, and what were the outcomes of those appeals? Have there been cases where the instructor’s decision not to accommodate was overturned and some mandate to accommodate the student was imposed, and if so, how many instances? And if so, what criteria trigger such decisions?
 - The Registrar’s Office does not have this data as it is managed individually by academic departments.

- Can Senate have a regular report-back on these matters (number of applications, number of outreaches triggered by those applications, number of appeals granted or denied, and so on)?
 - We can add this data to our yearly report from Petitions and Appeals that we submit yearly to Senate.

Follow-up questions from Senator Rooney: The policy was voted in almost a year ago; when will the communication plan mentioned above be activated? Is it possible to have some numbers/data as requested? It appears that appeals are possible, but there are no guidelines regarding the process. Can we have updates from the Deans on how they are handling appeals?

- Response from VPSE: The Registrar's Office will work with the Associate Deans on the appeals question.

Question from Senator Allan Buri

The academic withdrawal date from full-term courses in Fall 2024 is November 15th, 2024. This is three weeks before the final day of classes. CASG recognizes that this is standard practice in Ontario. However, CASG considers this date premature. It places unfair barriers on students who experience unforeseen barriers to their academic success in the last three weeks of the semester. Can the University explain its reasons for not placing the academic withdrawal date on December 6th, 2024, and why those reasons outweigh the benefits to students of this alternative withdrawal date?

- Response from VPSE: Historically, the academic withdrawal date was in mid-November. Approximately 10 years ago, a decision was made to bring the withdrawal date to the last day of classes as it was thought that it would help to minimize the occurrence of DFWs (i.e. Ds, Fs and Withdrawals). Analysis of the data showed that the rates did not change significantly as a result of this later withdrawal date. Consequently, in Fall of 2022 the withdrawal date was changed back to mid-November. Over the past 2 years retention rates, graduation rates and DFW rates have been improving, but the Registrar's Office will continue to monitor the situation.
- It was also noted that there are other options via the petitions and appeals process for students who experience unforeseen barriers in the last 3 weeks of the semester.

Question from Senator Matthew Pearson

The results of the 2024 Senate Survey were presented at September's Senate meeting. The following were highlighted as "Areas for Improvement/Change":

- Provide more time for questions, debate and engaged discussion
- Ensure that debate and/or disagreement is not shut down
- Fewer presentations in meetings and shorter Chair's Remarks
- Revise voting protocol for online participants

- Revise orientation to include information on Governance, Rules of Order, Committee work
- Improve audio in room
- More support for students

What substantive changes to the operation of Senate, especially meetings, are being undertaken? What is the timeline for these changes?

- Responses from Clerk of Senate and Chair of Senate: The survey was taken in the spring of 2024, and several of the areas for improvement have already been implemented since then. The Chair noted that ample time is provided for discussion and questions, and that the Chair's remarks have been significantly trimmed. Presentations also have been shortened. The Chair clarified the distinction between closing debate, which happens when nothing new has been added to the discussion and it is time to move to a vote, and shutting down debate which is preventing debate and discussion from happening. Closing debate is a regular duty of the Chair.
- The Clerk reported that a motion to change the online voting protocol is on the agenda, and that the Orientation has been revised to include information on governance, Rules of Order and committee work. The audio issues in the room are still a work in progress. Finally, the Assistant University Secretary has set up regular Senate Office Hours on Friday afternoons for students (or other Senators) who would like more support.

Question from Senator Jody Mason

Currently, Carleton's Senate is chaired by the President of the University. We are in a time of transition, as we move from an Interim President to a new President. Could SAGC shed light on the following questions?

- a) How long has the practice of having the University President serve as Chair been in place at Carleton, and what were the reasons for establishing this as our practice?
 - b) What are current practices for chairing Senates at other Ontario universities (do University Presidents typically serve as Chair of Senate)?
 - c) Where this practice is not in place, how is the Senate Chair chosen?
- Response from the Clerk of Senate: The first Carleton Senate meeting occurred in April of 1949, and the minutes of that meeting report that the President was established as Chair. The earliest governing document of Carleton College (An Act Respecting the Ottawa Association for the Advancement of Learning) affirms that the Chair of Senate is the President, and the President has continued to be Chair of Senate since that first Senate meeting in 1949. A current landscape study of 17 Ontario Universities, shows that in all but 4 of the universities surveyed, the President is Chair of Senate. York, Algoma, OCAD, and Brock elect faculty members to act as Chair of their Senate for a

period of 12, 18 or 24 months. It was noted in the response to the landscape survey that the elected Chair requires significant support from governance professionals and staff, and that the President as Chair provides a greater degree of stability, but that an elected Chair also frees up the President to participate in debate.

Follow-up from Senator Mason: According to historical records, in 2013 there was a vote at Senate to establish President Runte as Chair of Senate. Who was the Chair before that vote?

Response from Clerk: The question regarding elected vs ex officio Chair was raised at Senate just before President Runte began her tenure in 2008, and again when she stepped down in 2017, but it doesn't appear that any changes to the established structure were made.

Questions from Senator Laura Madokoro

- The records of Senate are critical not only for our present deliberations but also for future generations of students, staff, faculty, and researchers. At present, any decision to abstain must be introduced following the yes and no votes. The pace of senate means that such decisions are often missed resulting in a misleading account of the final votes. This process also places an unnecessary burden on Senators to interject and disrupt proceedings in order to record an abstention. Given this situation, would it be possible to call for a show of abstentions in the same way that yes votes and no votes are called at Senate?
 - Response from Clerk of Senate: In accordance with parliamentary procedure, there are two types of vote: for and against. Abstentions are not considered votes, and so are not counted. This position was affirmed by the Senate Academic Governance Committee at its recent meeting. Senators can always request that their abstention be recorded in the minutes if, for example, they are in a conflict of interest. The Clerk added that a majority or 2/3 vote is calculated by the total number of people voting; abstentions are not included in the calculation.
- At the last Senate meeting, the need for openness, exchange and dialogue was discussed and affirmed. Shortly after that meeting, and fifteen days before it was set to open, organizers of Silenced by Scholasticide exhibit, which was planned for the ground floor of MacOdrum Library, learned that it was being cancelled. No substantive explanation for the cancellation was provided. Organized by Independent Jewish Voices Carleton, it bears underscoring that this initiative was supported by a number of academic units and organizations at Carleton and that the Provost had previously approved the exhibit. Free Speech Policy approved by Carleton University Senate in 2018 states that the university is committed to the principle "That the University

introduces students to a wide range of ideas and does not attempt to shield students from debates or opinions that they may disagree with or find offensive”.

Given this commitment, as well as the discussion at the 27 September 2024 meeting of Senate, could we please be provided with fulsome answers to the following questions:

- Why was the Silenced by Scholasticide exhibit cancelled?
 - Will the decision to cancel be reviewed?
 - What measures will the university take to ensure that it upholds the commitments made in its Free Speech Policy?
- Response from the Chair: The decision on the Scholasticide exhibit was based on the venue rather than the exhibit per se. A risk review ascertained that the Library would not be an appropriate venue for exhibits that would require security, particularly after hours. The decision will not be reviewed. Carleton is committed to free speech but this needs to be balanced by the need to provide a harassment-free and safe work and study space for all students, faculty and staff.
 - There was a follow-up question regarding how decisions are made, based on risk assessments, as to which exhibitions are cancelled while others that also may be considered controversial are allowed to go ahead. The Chair noted the decision is made based on whether security is required. In this specific case, the location chosen would have required security.

Question from Senator Azar Massoumi:

On September 26th we received notice that the next day’s Senate meeting will be held virtually due to concerns for safety and security of members. Could you clarify how this decision was made, why the Risk Management Office found the risks to be grave, what the risks were and to whom?

- Response from the Chair: The reasons for moving the meeting online were provided in the opening remarks to that meeting.
- Follow-up question: The minutes indicate that the reason for moving online was that a protest had been planned for that day. Given that peaceful protest is a protected right, was there any indication that the protest was not going to be peaceful? How was that decision made?

- Response from the Chair: The President is required to make judgement calls on the safety and security of the Carleton community. These decisions are made based on the best advice from risk analysis. Senators may disagree with those decisions.
- In response to another follow-up question, the Chair noted that the decision on whether to move the Senate meeting online was made by the Chair, and not by the Office of Risk Management.
- Several Senators noted a lack of transparency in how the risk assessments are made by the Office of Risk Management.

Question from Senator Nir Hagigi:

In recent months, the Office of Risk Management has been utilized by certain groups on this campus to stifle discussions and events that should fall under the protection of academic freedom. Events related to Palestine, for example, are constantly shut down, while card writing campaigns to Israeli soldiers actively involved in the Gaza genocide goes unnoticed. Could the administration clarify its definition of 'safety' and explain how the University plans to prevent discomfort or differing viewpoints from being misrepresented or weaponized as threats to safety?

- Response from the Chair: Many decisions need to be made concerning the safety of the community whether that is due to an exhibit, protest, or a power outage. These decisions are made based on the best information received at the time.

6. Administration (Clerk)

a) Senate Membership Ratification

The Clerk presented a memo to ratify a new graduate student Senator.

It was **MOVED** (E. Sloan, M. Pearson) that Senate ratify the new Senate appointment, as presented.

The motion **PASSED**.

b) Report on Senate Committee Chairs/Secretaries meeting

The Clerk noted that the annual Senate Committee Chairs and Secretaries meeting is an opportunity for committee Chairs and Secretaries to meet as a group to share information and best practices, and to bring any issues to the attention of the Clerk and the Senate Office. This year's meeting was held in person on October 7th and was

attended by representatives from SCCASP, SQAPC, the Undergraduate Student Awards Committee, the Senate Review Committee, the Senate Academic Integrity Appeals Committee, the Senate Undergraduate Studies Committee and the Senate Academic Governance Committee. Topics discussed included succession planning, Orientation best practices, revising Terms of Reference, the development of a potential Code of Conduct and/or Confidentiality Agreement, and aspects of records management.

c) Clerk of Senate – Call for Nominations

The Clerk reminded Senators that the Call for Nominations for the new Clerk of Senate is open until the end of October. She encouraged anyone who might be interested in the position to contact her for more information. The term of service is 3 years and begins on July 1, 2025.

7. Reports:

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

There was no report from SCCASP.

b) Senate Quality Assurance and Planning Committee (SQAPC)

Committee Chair David Hornsby presented a motion for one major modification for Senate approval.

It was **MOVED** (B. O’Neill, M. Pearson) that Senate approve the introduction of the Undergraduate Certificate in Journalism in Indigenous Communities as presented to commence in Fall 2025.

The motion **PASSED**.

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

The Clerk presented a motion to approve three new committee nominations:

- Senate Honorary Degrees Committee – Logan Breen (undergraduate student)
- Senate Committee on Curriculum Admissions and Studies Policy – Jacky Chan (undergraduate student)
- Senate Quality Assurance and Planning Committee – Aron Darmody (Spratt faculty member)

It was **MOVED** (E. Sloan, A. Masoumi) that Senate ratify the nominees for Senate committees as presented for service beginning immediately upon approval.

The motion **PASSED**.

The Clerk presented a second motion to approve the membership of two new Ad Hoc Committees of Senate (The Senate Ad Hoc Committee on the Academic Integrity Policy and the Senate Ad Hoc Committee on Petitions & Appeals). The Terms of Reference of these two committees were approved at the September 27th meeting of Senate.

It was **MOVED** (A. Bowker, P. Rankin) that Senate ratify the memberships of the Ad Hoc Committees as presented, for service beginning immediately upon approval.

The motion **PASSED**.

8. New Investment Review & Transparency Motion (Hagigi)

This motion was presented by Senator Nir Hagigi. It is a revised version of a motion that was presented, and then withdrawn during the meeting on September 27, 2024.

MOTION:

WHEREAS [at least](#) 9,839 students and 411 educators have been killed by the Israeli military, and at least 625,000 school-aged children have been denied education for the second year in a row, in an act [described](#) by the United Nations as scholasticide;

WHEREAS [at least](#) 85% (477 out of 564) school buildings have been damaged or destroyed;

WHEREAS on July 19, 2024, the ICJ released its [advisory ruling](#) on the legal implications of Israel's long-term occupation of Palestinian territories, declaring the occupation to be in violation of international law, calling on Israel to stop its unlawful occupation "as rapidly as possible" and make reparations, and calling it unlawful for other States, and by extension State institutions, to ignore Israel's failures to respect international law;

WHEREAS members of the Carleton University community have been personally affected by the ongoing human rights violations perpetrated against Palestinians, partly funded by Carleton University's investments;

WHEREAS the University abides by a public commitment to Responsible Investment principles [which outlines that](#):

“Managers are expected to consider all material environmental, social, and governance (ESG) factors and be mindful of the interplay between those factors when analyzing investments. While all relevant ESG factors should be considered in investment decision-making, the following are some of the important strategic priorities for the University:

- Climate Change
- Indigenous Rights
- Human Rights, including Accessibility and LGBTQ2S+ Rights
- Diversity, Equity and Inclusion
- Mental Health and Wellness”;

WHEREAS responsible corporate behaviour with respect to environmental, social and governance (ESG) factors can have a positive effect on long-term financial performance, as exemplified by Carleton’s Fossil-Fuel Free Fund;

WHEREAS the [Carleton University Students’ Association](#) (CUSA) and the [Graduate Students’ Association](#) (GSA) have passed motions urging the University to take action regarding the University’s investments;

WHEREAS the [University of Windsor](#), [California State University Sacramento](#), [University of California, Riverside](#), [Northwestern University](#), and [dozens of other institutions](#) around the world have agreed to initiate a process to divest their funds from companies that are profiting from violations of international law;

WHEREAS many members of the Carleton University community, including students, faculty, and staff, have expressed a strong interest in the transparency of the University’s investment practices;

AND WHEREAS the Board of Governors should not maintain investments that expose pension plan members to equities from businesses that derive revenue from the manufacture, sale, or distribution of weapons, armaments, or other military equipment that either are currently or may plausibly be contributing to the commission of war crimes, according to established International Humanitarian Law (hereafter “IHL”).

BE IT THEREFORE MOVED [\(N. Hagigi, A. Masoumi\)](#) that Senate:

1. **Recommends** the Board of Governors, Pension Committee, Pension Fund Management Office, Investment Committee, and all other relevant University committees (hereafter “entities”) amend the existing responsible investment policies, with consultation from the Carleton community, to reflect that Carleton’s investments comply with IHL by excluding stocks from companies that directly contribute to human rights violations in war and armed conflicts, particularly through activities in occupied territories.
2. **Recommends** that Carleton’s responsible investment guidelines and policies reflect a permanent commitment to fully divest, within no more than 2 years, from the following, with ongoing adherence to this standard in all future investments:
 - a) Corporations, institutions, or entities that may derive revenue from activities that benefit from the occupation of any territory recognized as illegally

occupied under international law.

- b) Corporations, institutions, or entities that derive revenue from the manufacture, sale, or distribution of weapons, armaments, or other military equipment used in armed conflict.

3. **Recommends** the immediate disclosure and publication of all the university's financial investments, encompassing both endowed and non-endowed funds, from 2023 onwards, with an annual update on February 1st.

Discussion:

Senators discussed the possibility of embracing a broader definition of fiduciary duty as a statement of trust and standard of care vs. the narrow definition (via Ontario Regulator FSRA) with regards to investments that Senators received in the VPFA presentation.

Senators speaking against the motion noted that:

- Financial matters are subject to very strict financial guidelines.
- From a governance perspective, it is improper for Senate to weigh in on the management of the university's endowment and pension funds, as these matters are not in Senate's purview. Senators should respect the principles of bicameral governance. (It was also noted that General Council was not consulted for a legal opinion on the decision to bring this motion to Senate.)
- Bringing this motion to Senate is troubling and precedent setting.
- The issues involved in the motion are complex and multi-layered, but the motion presents a single narrative.
- Senate should not involve itself in the political arena to endorse political positions.

Senators speaking for the motion remarked that:

- The motion addresses important issues (primarily responsible investment practices) that need to be discussed openly, and Senate appears to be the only place these issues may be addressed.
- As a principled institution, Carleton should not and cannot ignore the human rights violations that have occurred in this area.
- Carleton students and colleagues from the region are being directly affected by this conflict and should be heard and supported.

The discussion concluded with a call to vote.

The motion was **DEFEATED**.

9. Online Voting Protocol Motion (Mason)

Senator Jody Mason presented this item.

Whereas there is currently an established practice of holding Senate meetings in a hybrid (online / in-person) format,

Whereas, since the establishment of hybrid meetings during the pandemic, the program used for the online portion of the meeting has been Zoom,

Whereas the current method of voting online (show of hands) makes it difficult to distinguish between “yes” and “no” votes (because voting happens quickly and the same symbol is used for “yes” and “no”),

It was **MOVED** (J. Mason, E. Gray) that Senate adopt a new voting practice for Zoom users that will clearly distinguish between “yes” and “no” votes—the use of the green button for “yes,” and the use of the red button for “no.”

It was noted that the Senate Office performed a number of trials of the protocol and confirmed that previous issues (disappearing icons) had been resolved. The Senate Academic Governance Committee also reviewed the proposal and did not have any concerns.

The motion **PASSED**.

10. SIP Implementation Report

A report on the progress made over the past academic year on the Strategic Integrated Plan (SIP) was circulated to Senators in advance. The Chair invited questions from Senators on the report.

A Senator asked how many Indigenous faculty and staff have been hired since 2020, when the SIP was created. The Chair noted that there are specific numbers for Indigenous faculty hires, and this information will be presented to Senate at a future meeting. A Senator confirmed that Science has hired one Indigenous faculty member.

A Senator noted that the report indicates that 88% of graduating students are employed in a related field. Is this self-reported data? The VPSE responded that the data comes from the Ontario University Graduate Survey (OUGS) which is run on behalf of the Ministry of Colleges and Universities. The OUGS is sent to all graduates of undergraduate programs two years after their graduation date to collect data on employment outcomes.

11. Reports for Information

- a) Senate Executive Minutes

There was no discussion of this item.

12. Other Business

There was none.

13. Adjournment

The meeting was adjourned (L. Kostiuk, E. Gray) at 3:43 p.m.

Senate Question Period – November 29, 2024

Question from Senator A. Buri:

Following the release of the Maclean's Canadian university rankings, the Faculty of Public & Global Affairs published on its social media that Carleton was ranked #1 in social science research in Canada. This is false, Carleton is ranked #8 in social science research when compared to all Canadian universities. Carleton was ranked #1 only among those universities placed in Maclean's "Comprehensive Universities" category, but this critical detail was omitted from the FPGA's posts. Will this misrepresentation be corrected? If it will not be corrected, why not? (I have attached a photo of the LinkedIn post plus the actual Maclean's rankings as proof)

Question from Senator J. Chan:

At Senate's last meeting, the memberships for the Senate Ad Hoc Committee on the Academic Integrity Policy and Senate Ad Hoc Committee on Petitions and Appeals were established. Why are there no student members on these ad hoc committees? Moving forward in the process, how can students offer feedback on the development of the Academic Integrity Policy as well as the Petitions and Appeals Policy?

Questions from Senator J. Mason:

1. The Provost and the VP Finance released an "Operating Budget Update" by email on Nov. 8th. This email advises that the deficit for 2024-25 will be worse than initially estimated, and that a Financial Sustainability Framework will be implemented to analyze "cost containment strategies, revenue growth ideas, academic program renewal" and to create "an organizational excellence and optimization plan." Any academic matters related to such "renewal" and "optimization" will need to pass through Senate. My question is as follows: has a private consulting firm been hired to help the university create this "framework," and, if yes, what specific tasks related to "academic program renewal" have been assigned to consultants, and what will their services cost the University?
2. OCUFA reports that Ontario universities recently received information about the Strategic Mandate Agreement 4 from the Ministry of Colleges and Universities. What are the parameters of the SMA4, and how and when will Senate be consulted about the SMA4-related issues that are relevant to academic governance?

Senate Membership Ratifications

November 29, 2024

MOTION: That Senate ratify the new Senate appointments, as presented, for service beginning immediately upon approval.

Faculty members

- Alexis Shotwell (FASS)
- Megan Rivers-Moore (FASS)
- Tonya Davidson (FASS)



Office of the Senate
607 Robertson Building
1125 Colonel By Drive
Ottawa, ON K1S 5B6 Canada
Tel: 613-520-2600 x3386
senate.office@carleton.ca

Senate-Elected Representatives to the Committee on the Selection of the Chancellor

November 29, 2024

1. Student Representative (one position)
 - Jayesh Kundu (elected)

2. Academic Staff Representatives – must be members of Senate (2 positions):
 - Emily Gray (Associate Professor, Teaching Stream, and Associate Dean, Sprott School of Business) (acclaimed)
 - Kevin Graham (Professor, and Chair of the Department of Physics, Faculty of Science) (acclaimed)

MEMORANDUM

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

To: Senate
From: Julia Wallace, Chair of SCCASP
Date: November 29th, 2024
Subject: Regulation Changes 2025/26

For Senate approval

1. Amend First Year Grading Policy to allow ESP and IESP students eligibility for consideration

Motion: That Senate approves the revisions to TBD-1892 R-UG-5.4 Grading System effective for the 2025/26 Undergraduate Calendar as presented.

Attachment: TBD-1892 R-UG-5.4 Grading System

2. English Language Proficiency

Motion: That Senate approves the revisions to UG-ADM-General-4 R-ADM-General-Section 4. English Language Proficiency effective for the 2024/25 Undergraduate Calendar as presented.

Attachment: UG-ADM-General-4 R-ADM-General-Section 4. English Language Proficiency

3. Dual Degree Agreement

Motion: That Senate approves the revisions to TBD-1842 R-UG-2.2.5 Transfer of Credit Subsequent to Admission effective for the 2025/26 Undergraduate Calendar as presented.

Attachment: TBD-1842 R-UG-2.2.5 Transfer of Credit Subsequent to Admission

4. Engineering regulations, adding the new ECOR 1030 series of courses

Motion: That Senate approves the revisions to Regulation R-UG-BENG: R-UG-B.Eng effective for the 2025/26 Undergraduate Calendar as presented.

Attachment: R-UG-BENG: R-UG-B.Eng

For Information

1. Attachment: UG_2526_MinorMods_for_SCCASP_October15
2. Attachment: UG_2526_MinorMods_for_SCCASP_Nov 5
3. Attachment: GR_2526_MinorMods_2024Nov05
4. Academic Schedule for the 2025-26 year
 - a. Attachment: Schedule-202530 R-UG-Academic Year Fall 2025
 - b. Attachment: Schedule-202610 R-UG-Academic Year Winter 2026
 - c. Attachment: Schedule-202620 R-UG-Academic Year Summer 2026
5. Attachment: UG_2526_MinorMods_for_SCCASP_Nov 19

DATE: November 22, 2024

TO: Senate

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

RE: 2025-26 Calendar Curriculum Proposals
Undergraduate and Graduate Major Modifications

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 2025-26 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 following 5 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. Certificate in Conflict Resolution

SCCASP approval: November 5, 2024

SQAPC approval: November 14, 2024

Senate Motion November 29, 2024

THAT Senate approve the deletion of the Graduate Diploma in Conflict Resolution and LAWS 5708 as presented with effect from Fall 2025.

2. MA International Affairs

SCCASP approval: November 5, 2024

SQAPC approval: November 14, 2024

Senate Motion November 29, 2024

THAT Senate approve the introduction of the Collaborative Specialization in Climate Change to the MA program in International Affairs as presented with effect from Fall 2025.

3. MBA Concentration in International Business, Concentration in International Development Management and Concentration in Technology Management

SCCASP approval: November 5, 2024

SQAPC approval: November 14, 2024

Senate Motion November 29, 2024

THAT Senate approve the deletion of the MBA concentrations in International Business, International Business Development Management and Technology Management as presented with effect from Fall 2025.

4. Political Science: Mention Français

SCCASP approval: November 5, 2024

SQAPC approval: November 14, 2024

Senate Motion November 29, 2024

THAT Senate approve the deletion of the Mention Français in Political Science and PSCI 4909 as presented with effect from Fall 2025.

5. PHD Communications

SCCASP approval: November 5, 2024

SQAPC approval: November 14, 2024

Senate Motion November 29, 2024

THAT Senate approve the introduction of COMS 6101, 6102 & 6908 to the PHD program in Communications and the PHD in Communications with Collaborative Specialization in Political Economy as presented with effect from Fall 2025.

Policy Name:	Human Rights Policy
Originating/Responsible Department:	Equity and Inclusive Communities (EIC)
Approval Authority:	Senior Management Committee
Date of Original Policy:	Click or tap here to enter text.
Last Updated:	January 2025
Mandatory Revision Date:	January 2030
Contact:	Associate Vice President, Equity and Inclusive Communities

POLICY STATEMENT:

All members of the Carleton University community (“University Community”) have a right to a learning, teaching, working and living environment that is free of discrimination and harassment as prohibited under the Ontario *Human Rights Code* (hereinafter referred to as “the *Code*”).

The University aims to create a climate of mutual respect and understanding of the dignity and worth of each University Community member. The University recognizes that supporting an environment free of discrimination and harassment is important for the well-being and dignity of individuals as well as for the overall climate and welfare of the University Community. Accordingly, the University is committed to providing the policies, resources, and organizational structures required to support an environment free from discrimination and harassment including anti-Indigenous racism, anti-Black racism, antisemitism and Islamophobia.

As part of this commitment, the University provides a range of educational and community-building activities that foster an understanding of human rights issues and of the harm incurred by their violation, and communicate the expectation of, and support for a learning, teaching, working and living environment free from discrimination and harassment.

When a complaint process is initiated, the University is committed to providing an intake and investigation process that is timely (within one year) and follows the principles of procedural fairness. The University has a responsibility to address complaints of discrimination and harassment, to enable accessible processes for resolution, and to provide support to all University Community Members involved in such processes. Where systemic discrimination and/or harassment is identified, the University may also respond in addressing these issues.

1. PURPOSE

1.1 The University recognizes the dignity and worth of every member of the University Community and seeks to provide equal rights and opportunities without discrimination that is contrary to law.

1.2 The University aims to create a climate of understanding and mutual respect to recognize the dignity and worth of each member of the University Community so that each person feels they are a part of the University, and able to contribute fully to the development and well-being of the University Community.

1.3 The purpose of this Policy is to:

- a) articulate the University's commitment to discrimination and harassment prevention and response;
- b) identify services and resources related to discrimination and harassment that are available to all members of the University Community as listed in Appendix II; and,
- c) explain the complaint and reporting options, supports, and accommodations that are available to all members of the University Community who experience discrimination and/or harassment.

2. SCOPE AND APPLICATION

2.1 The *Human Rights Policy* (hereinafter “this Policy”) applies to all University Community members in the University’s learning, teaching, working or living environment, on or off campus or interacting through social or other electronic media. Unless otherwise specified, the Policy and its provisions apply where the University has the jurisdiction to pursue or take steps to safeguard the University Community.

2.2 The University affirms its commitment to human rights, and, in particular, to the principle that every member of the University Community has a right to equal treatment in services (including education, facilities, or accommodations (hereinafter “housing”), contracts, and employment, without harassment or discrimination related to any one or more of the grounds prohibited under the *Code*.

2.3 A University Community member who infringes on a right of any other University Community member which is protected by the *Code*, shall be subject to complaint procedures, remedies, and sanctions set out in the University’s policies, codes, regulations, and collective agreements, and may be subject to such discipline (up to and including suspension, expulsion, discharge or termination) or such other remedies as may be appropriate.

2.4 This policy applies to:

a. Those persons involved in conducting University affairs including:

- i. All registered Carleton University students;
- ii. Carleton University student groups and their members;
- iii. Carleton University employees (academic staff and professional services staff) including retirees holding honorary appointments;
- iv. Volunteers;
- v. Contract workers;
- vi. Members of the Board of Governors and the Senate; and,
- vii. Employees of organizations representing the University on or off the University’s premises.

b. This Policy applies in the following contexts:

- i. where a Community Member experiences the infringement of a right under this Policy that is alleged to have occurred either on University premises or at a University-related event on- or off-University premises; and
- ii. to virtual environments such as any form of electronic or social media where there is a substantial connection to University programs or activities.

c. Visitors, Guests

3. DEFINITIONS

In this Policy,

“**Accommodations**” under this Policy are provided when an individual (e.g. student, staff or academic employee) identify limitations and/or restrictions that conflict with an academic, or a workplace or university

requirement. In cases where an individual has a human rights need that requires an accommodation, the University is required to provide a reasonable accommodation up to the point of undue hardship based on an individual's functional limitations and/or restrictions.

"Academic Freedom" is outlined in applicable Collective Agreements.

A **"Complainant"** is an individual who had filed a complaint pursuant to this Policy.

A **"Contractor"** is an organization, partnership, or individual engaged by Carleton University to provide services to the University, either personally or with the assistance of other individuals. Contractor includes the Contractor's employees or subcontractors.

"Discrimination" is a practice or action, whether intentional or not, and based on one or more of the Prohibited Grounds of Discrimination, that has the effect of imposing burdens, obligations or disadvantages on an individual or group that are not imposed on others, or which withholds or limits access to opportunities, benefits and advantages available to other members of the University Community. The definition of discrimination from the *Code* applies to Community Members in respect of services, employment and housing.

"Freedom of speech and expression" is defined in the Policy on Freedom of Speech

"Harassment" means engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome/unwanted that is based on one or more Prohibited Grounds of Discrimination. A single act of sufficient severity may also be found to constitute harassment when the incident is sufficiently serious and severe. The definition of harassment from the *Code* applies to Community Members in respect of services, housing, and employment.

Online Harassment is harassment that uses the internet, social media, or other web-related technology, such as email text messages and apps.

"Hate speech" is defined under section 316 of the *Criminal Code of Canada R.S.C., 1985, c. C-46*. Allegations of Hate Speech will be referred to the Campus Safety Services and/or the Ottawa Police Service.

"Poisoned Environment" A poisoned environment may be created when unwelcome conduct or comments are pervasive within a learning, teaching or working environment, resulting in a hostile or oppressive atmosphere for one or more persons belonging to a *Code*-protected group.

"Prohibited Grounds of Discrimination" are those generally immutable personal characteristics, group memberships, or identities, upon which basis it is prohibited to treat University Community Members in an unequal way and/or to harass University Community Members, as listed in the *Code*:

a. Services, Goods, Facilities

race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, or disability;

b. Employment

race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, or disability;

c. Housing

race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, disability, or the receipt of public assistance.

A **“Respondent”** is any person who is a member of the University Community (including any employee whether covered by a collective agreement with the University or employed under an individual contract of employment, a student, guest, visitor, or any person who is a volunteer), who is alleged to have engaged in Harassment as defined above.

“Sexual harassment” is defined and prohibited by the University’s Policy on Sexual Violence. Sexual harassment is also defined and prohibited by the *Code* and the *Occupational Health and Safety Act R.S.O. 1990, c. O.1.*

“The Code”: means the Ontario *Human Rights Code R.S.O. 1990*, as amended from time to time.

“University Community Member” means all individuals who have a relationship with or to the University (or had at the time of the incident), including but not limited to:

- Students, meaning individuals registered as students at the University, whether full-time or part-time (including special students), at the non-credit, undergraduate- or graduate-level;
- All employees and faculty, including all unionized and non-unionized academic and professional staff as well as those whose salary is paid through sources other than the University’s operating funds, such as grants, research grants, and external contracts;
- Persons with an academic appointment including but not limited to adjunct, visiting and emeritus professors, post-doctoral or clinical fellows, and research trainees;
- Contractors, consultants, suppliers or other entities engaged by the University to provide services or goods when on University property, or while acting in a capacity defined by their relationship to the University;
- Members of the Board of Governors, of the Senate, and any of their respective committees, as well as members of any advisory committee formed to help the University achieve its goals; and,
- Employees of both unionized and non-unionized employee and student groups when on University property or while acting in a capacity defined by their relationship to the University.

“Visitor or Guest” means any person who is not Faculty, Staff, Student, or Contractor who has occasion for any reason to visit the University campus.

4. POLICY

4.1 Services

a. University Community members have the right to equal treatment with respect to services (including education) and facilities offered by the University without discrimination or harassment related to any of the applicable Prohibited Grounds of Discrimination.

4.2 Housing

a. University Community members who are eligible for the University housing have the right to equal treatment with respect to such housing without discrimination on any of the applicable Prohibited Grounds of Discrimination.

b. University Community Members who occupy housing provided by the University also have a right to freedom from harassment by the University or by an occupant of the same building on any of the applicable Prohibited Grounds of Discrimination.

4.3 Employment

- a. University Community members have the right to equal treatment with respect to employment at the University without discrimination related to any of the applicable Prohibited Grounds of Discrimination.
- b. University Community members who are employees also have the right to be free from harassment in the workplace by the employer or agent of the employer or by another employee because of any of the applicable Prohibited Grounds of Discrimination.

4.4 Sexual Harassment

See the *Sexual Violence Policy*

4.5. Prohibitions and Complaints

- a. No University Community member, guest or visitor shall infringe (directly or indirectly), a right of any other University Community member under this Policy, or the *Code*. This Policy prohibits discrimination and/or harassment related to the Prohibited Grounds listed in the *Code* including: age; ancestry, colour, race; citizenship; ethnic origin; place of origin; creed; disability; family status; marital status; gender identity, gender expression; sex and sexual orientation.
- b. This Policy expressly prohibits any discriminatory or harassing action and/or conduct, verbal or non-verbal, direct or indirect, at or about, a University Community member, that creates a poisoned environment which interferes with academic or work performance.
- c. Every University Community member has a right to enforce their rights under this Policy by filing a complaint as set out below or other appropriate proceedings without reprisal or threat of reprisal.
- d. Where a complaint is filed that involves behaviour prohibited by this Policy, as well as behaviour more appropriately dealt with under the Sexual Violence Policy, the Complaint will be processed under the Sexual Violence Policy. However, any proceedings related to the complaint will determine if there has been a violation of the Sexual Violence Policy, in addition to any findings related to this Policy. The decision regarding which policy or policies are most appropriate to process a complaint will be made by the University.

4.6 Special Programs, Affirmative Action, etc.

A right under this Policy is not infringed by the implementation of a special program which is designed to relieve hardship or economic disadvantage or to assist disadvantaged persons or groups to achieve or attempt to achieve equal opportunity, or that is likely to contribute to the elimination of the infringement of rights under this Policy.

4.7 Enforcing Rights

- a. A University Community member may seek to enforce their rights under this Policy against any other University Community member through the procedures as outlined in Appendix I.
- c. University Community members who make a complaint against another University Community member in bad faith or for a vexatious purpose may be subject to disciplinary action.

5. PROCEDURES:

See Appendix I

6. ROLES AND RESPONSIBILITIES

6.1 The Provost and Vice-President Academic or their delegate is authorized to establish and amend procedures, protocols, or guidelines pursuant to this Policy.

6.2 The Associate Vice-President of the Department of Equity and Inclusive Communities will implement and apply such procedures, protocols, or guidelines as are amended from time-to-time. The review and amendment process will be led by the Associate Vice-President, Equity and Inclusive Communities and will include wide consultations with the University community.

6.3 Each year, a report will be prepared by the Department of Equity and Inclusive Communities and made available to the University Community. The report will include the number, type and disposition of cases as well as the Code grounds. In addition, the report will include information about educational and other activities related to the Policy.

Senior Management

6.4 The Senior Academic and Administrative management have overarching responsibility for maintaining a university environment in which discrimination and harassment are unacceptable, and for providing the resources required to support such an environment.

6.5 In addition, the Senior Academic and Administrative management are responsible for enabling University Community Members to function with the highest standards of integrity, accountability, and responsibility. Activities may include disseminating information about the University's expectations and providing education to University Community on issues related to discrimination and harassment.

Equity and Inclusive Communities (EIC)

6.6. EIC, with the support of the Senior Academic and Administrative management, is responsible for coordinating the University's educational and training initiatives and programs, which include educational initiatives for the University community on issues related to discrimination and/or harassment related to this Policy. Prevention through education is a fundamental aspect of the University's commitment to addressing discrimination and harassment. These sessions support dialogue, early intervention and de-escalation.

Managers/Supervisors

6.7 All Managers/Supervisors are responsible for:

- a) modelling acceptable standards of behaviour and being aware of their roles and responsibilities;
- b) supporting any employee or student who, in good faith, reports a potential violation of the Policy;
- c) contacting EIC for guidance and advice to address the matter as appropriate, and cooperating during Investigations, and/or in the implementation of Interim Measures, and/or sanctions.

University Community Members

6.8 All University Community members are responsible for contributing to and maintaining an environment that is free of Discrimination and Harassment.

7. CONTACTS:

Associate Vice-President, Equity and Inclusive Communities

8. LINKS TO RELATED POLICIES:

Academic Accommodation Appeal Process for Students with Disabilities
Academic Consideration Policy for Students in Medical or Other Extenuating Circumstances
Academic Staff Hiring at Carleton University
Access to Information and Privacy Policy
Accessibility for Persons with Disabilities
Freedom of Speech Policy
Hiring Policy for Positions Limited to Indigenous Candidates
Professional Services Staff Hiring Policy
Sexual Violence Policy
Student Rights and Responsibilities Policy
Workplace Harassment Prevention Policy
Workplace Violence Prevention Policy

9. RESOURCES:

See Appendix II

APPENDIX I - PROCEDURES

5. PROCEDURES

5.1 PURPOSE

The purpose of these Procedures is to establish a process for all complaints of harassment and/or discrimination pursuant to the University's Human Rights Policy. These Procedures do not prevent or are not intended to discourage an individual from filing an application with the Ontario Human Rights Tribunal within the deadlines set out in the *Ontario Human Rights Code* or an individual's right to pursue any other external legal recourse that may be available including with the Ombudsman Ontario.

These Procedures support the University's commitment to provide an expeditious and procedurally fair and just internal dispute resolution process for human rights complaints.

5.2 PRINCIPLES

These procedures are to be interpreted, administered and applied in conformity with the principles of procedural fairness and natural justice.

The University has a duty of procedural fairness to the parties with respect to the process by which investigations and decisions are made that may result in findings of harassment and/or discrimination and may potentially impose serious consequences against a member of the University community who has engaged in such conduct. The basic requirement of procedural fairness is that a person against whom allegations are made must know the allegations and evidence against them and must be given the opportunity to respond to the allegations prior to a decision being made. The University reserves the right to adjust the complaint process to ensure procedural fairness in accordance with the circumstances of the individual case. In the event of a conflict of interest, appropriate alternative measures will be taken.

5.3 SUPPORT

All parties are entitled to support and assistance during these procedures.

- a) Where the Respondent is a unionized employee, the employee shall have all applicable rights to union representation in accordance with their collective agreement and the University will ensure compliance with the applicable collective agreement. In accordance with the applicable collective agreement, the Director of Labour Relations (Human Resources) or the Director, Labour Relations (Academic) will also inform the appropriate Manager/Supervisor of the Respondent of the investigation.
- b) Parties may be accompanied by a support person or a union representative. It is the responsibility of each party to ensure that their support person, if any, attends scheduled meetings.
- c) Complainants or Respondents who incur costs related to support are responsible for their own costs.

5.4 PARTICIPATION IN RESOLUTION/INVESTIGATION OF COMPLAINTS

Members of the University community are required to cooperate in the Human Rights complaint Procedures to facilitate full inquiry and fair, appropriate and expeditious resolution of complaints.

5.5 TIMELINES

The University considers action to resolve human rights problems and complaints to be a matter of administrative priority.

The Appropriate Authority may set out reasonable deadlines for submission or responses in relation to the complaint process and take appropriate action with respect to the person's failure to meet a deadline or unjustified delay.

It can be impossible to determine appropriate timelines for the resolution, investigation or final decision with respect to a complaint. Therefore, inquiries and investigations will be conducted in a timely manner as expeditiously as possible in light of the nature and complexity of the circumstances of the complaint and in light of other circumstances that may arise during the complaint process. The total estimated time for resolution of a complaint should be no longer than 12 months from the time that the complaint was received.

5.6 CONFIDENTIALITY

The University recognizes the importance of confidentiality both for individuals coming forward for a complaint and for individuals subject of a complaint and will take steps to protect the confidentiality of both parties to the extent permitted by its legal obligations and applicable law.

All reports and disclosures made in the course of action taken pursuant to these procedures shall be considered to be confidential in accordance with the Freedom of Information and Protection of Privacy Act (FIPPA), the provisions of applicable collective agreements and applicable law. All members of the University community who receive a report or disclosure of discrimination or harassment, who are involved in addressing or investigating it, must keep the matter confidential.

Information obtained about an incident or complaint, including identifying information about any individuals involved, will not be disclosed unless the disclosure is necessary for the purposes of investigating, taking corrective action with respect to the incident or complaint, or is otherwise required by law.

Subject to FIPPA and any other applicable law, investigative findings will be provided to the Complainant and the Respondent in writing.

5.7 COMPLAINT PROCEDURES

5.7.1 Intake: Initial Contact, Information and Advice

When a concern arises that may relate to a human rights issue, individuals are strongly encouraged to seek information and advice from an Equity Advisor in the Department of Equity and Inclusive Communities and/or from the Appropriate Authority or their designates. An individual may also contact the Office of the Deputy Provost, the Department of Human Resources or Student Affairs for advice.

When initially consulted, the role of the contact is to provide assistance in considering the applicability of the human rights policy and options, to clarify allegations and their related consequences, and to make referrals as appropriate to other services and offices of the University. The contact person should also provide a copy of the human rights policy and these procedures or a referral to them on the University website.

5.7.2 Complaints

Where an individual who is directly affected by the conduct or behaviour at issue wishes to pursue resolution of the complaint as a human rights matter, they must contact an Equity Advisor with the Department of Equity and Inclusive Communities and/or the Appropriate Authority. A response to the complaint will be made as soon as reasonably practicable in compliance with applicable legislation and collective agreements and, in any event, within 30 days. In the first instance, an effort will be made to reach an informal resolution. Mediation will also be available with the consent of both parties and the approval from the Appropriate Authority.

A complaint should be made no later than 12 months after the last alleged incident of discrimination or harassment. If satisfied that there are exceptional circumstances justifying a delay in making a complaint, the Appropriate Authority may grant an extension of the 12-month deadline.

A complaint may be made in relation to activities or interaction related to the functioning of the University (whether on or off campus, during or after University hours) or that take place on the property of the University. Any member of the University community, any person whose place of employment is at the University, or any person who is visiting the University may make a complaint against any member of the University community or any person whose place of employment is at the University.

Before proceeding on an individual's complaint, the Appropriate Authority will assess and consider:

- (i) the timeliness of the complaint;
- (ii) the jurisdiction of the University;
- (iii) the intersection of principles including academic freedom and freedom of expression;
- (iv) whether the University Human Rights Policy applies to the complaint; and
- (v) whether the complaint is frivolous or vexatious or made in bad faith.

Before finalizing a decision not to proceed on any of these bases, the Appropriate Authority may confer with the Department of Equity and Inclusive Communities and/or General Counsel. A determination not to proceed is to be communicated in writing to the individual concerned (and to the Respondent if they have been informed of the complaint) with referral as appropriate to other relevant University offices or services. Such a determination may be appealed in writing within 15 days.

The Appropriate Authority will also consider whether the complaint arises from a systemic problem or is part of a pattern of incidents or conduct, and, if so, will seek the advice of the Department of Equity and Inclusive Communities.

A frivolous complaint is one that is trivial and without serious content. A vexatious complaint is one that is primarily intended to vex, harass or harm the Respondent rather than secure a remedy. A frivolous or vexatious complaint does not refer to a complaint that primarily appears to be made in good faith and in the belief of truth. Individuals who make a complaint against another person in bad faith or for a vexatious purpose may be subject to disciplinary action.

A person making a formal complaint under these procedures may withdraw their complaint at any time, subject to provisions related to remedies or discipline where a complaint is withdrawn. A complaint that is not resolved by informal resolution or mediation and that does not proceed to formal complaint is considered withdrawn at the end of 12 months' inactivity. The University may, in its discretion, decide to continue or initiate a complaint as specified below.

5.7.3 Interim Measures

At any stage, it may be necessary to implement interim administrative measures, which are temporary measures put in place to protect the parties and the community during the complaint process. Such measures may be implemented prior to and/or during the formal complaint process and pending the final disposition of the complaint. Where interim measures are necessary, the University will seek to implement the least disruptive measures that still promote safety and security.

In determining the appropriate interim measures, the Appropriate Authority will consult the AVP Human Resources, the Deputy Provost (Academic Operations and Planning), Vice President Students and Enrolment, as appropriate and/or other University officials as relevant.

Interim measures are without prejudice to the ultimate outcome of the complaint process and are not disciplinary in nature. A non-exhaustive list of examples of such interim measures include:

- Restrictions to access campus or part of campus;
- No contact/communication orders;
- Administrative non-disciplinary leave with pay;
- Employment/workplace restrictions;
- Changes to class and/or section enrolments;
- Changes within university housing if parties are residents.

Non-compliance with the interim measures may result in additional measures and/or discipline being imposed. The Parties will be advised of interim measures imposed for health and safety reasons, where permitted by FIPPA.

5.7.4 Informal Resolution/ Mediation

In appropriate circumstances, a Complainant may be willing to resolve the matter before an investigation is commenced or completed prior to their formal complaint being filed. The Appropriate Authority which receives or is advised of a complaint of discrimination may seek to determine if the matter is resolvable through informal resolution and may seek the assistance of the Department of Equity and Inclusive Communities to facilitate the process. Examples of alternative resolution include mediation/facilitation, restorative justice, education or similar methods.

- Efforts at informal resolution are a shared responsibility and should include individual meetings with the parties as appropriate (i.e. Complainant and Respondent). The parties may decide to meet as a group or meet separately to discuss the issue.
- If desired, the parties at the meeting may invite representatives of their union(s).
- The Appropriate Authority shall consider if any interim measures are required during the informal resolution process. The Appropriate Authority may decide as to what additional interim measures, if any, are required.
- If the complaint is resolved informally then the file is closed. Closure of the file involves the following:
 - Providing a written summary of the Informal Resolution to both the Complainant and the Respondent. This may be shared with the appropriate union, at the individual's request. If there is a failure to comply with the terms of a resolution, the complaint may be moved to a formal process.
- At any stage during the process, either the Complainant or the Respondent may indicate they would like the complaint to move to or resume the investigation and decision-making process.
- If the complaint is not resolved at this stage, then the matter will proceed through the investigation process.
- If the complaint is resolved informally at this point, then the file is closed.
- If an informal resolution is not possible, the Appropriate Authority shall proceed with the formal investigation.

No information generated in a mediation process is admissible in any subsequent University proceedings unless authorized by both the Complainant and Respondent. Similarly inadmissible is any disclosure in such proceedings of what took place during a mediation, the terms of a mediation agreement, or the fact of whether a person agreed or refused to participate in a mediation, unless authorized by the Complainant and Respondent. Mediators cannot be called as witnesses in any formal proceeding.

5.7.5 Formal Complaint

A formal complaint can be filed if the Respondent is a member of the University Community and was a member of the University community at the time of the incidents alleged in the formal complaint.

Jurisdictional or other legal considerations may arise where the University does not have jurisdiction to address allegations made against a person who is not a member of the University Community such as Visitors or Guests. However, in the event of such allegations, the University will provide support to the Complainants and may be able to take measures such as restricting access to campus by the person against whom the allegations are made.

A formal written complaint must disclose the identity of the person making the complaint (the Complainant) and the person whose conduct or action is complained about (the Respondent). It must provide a full and detailed account of the conduct, action or incident that forms the factual basis of the complaint and include a statement about desired resolution. Additional allegations not contained in the original formal complaint may only be made in writing to the Appropriate Authority; the Respondent must be informed of the allegations and be given an opportunity to respond to them.

Following receipt of a formal complaint, the Appropriate Authority will notify the Respondent in writing of the complaint and provide them with the allegations made, the identity of the Complainant, and a copy of the Human Rights Policy. The Respondent has a right (but is not obliged) to respond in writing to the complaint and should do so no later than fourteen (14) days after being notified. The Respondent may acknowledge or deny the validity of the allegations in whole or in part, provide new information, or propose a resolution of the complaint to the Appropriate Authority.

Following receipt of a written response by the Respondent, the Appropriate Authority will forward it to the Complainant. The Complainant has a right (but is not obliged) to respond and should do so in writing no later than seven (7) days after receiving it, to the Appropriate Authority. They may accept the response as a full resolution to the complaint, request additional efforts at informal resolution or mediation with the assistance of an Equity Advisor with the Department of Equity and Inclusive Communities, or affirm all or some of the allegations made in the complaint. Following receipt of a Complainant's response, the Respondent will be provided with the Complainant's response.

Once the exchange of documentation is completed, or, in the absence of responses or resolution, the Appropriate Authority will assess the file, make a determination as to whether the complaint should be investigated, and communicate this decision, in writing, to the parties.

If a decision is made not to investigate a complaint, the complaint is considered dismissed, and the file closed. The decision not to investigate can be appealed in writing within 15 days.

5.7.6 Investigation of a Formal Complaint

- a) When the complaint falls within the scope of the Policy, the Appropriate Authority will appoint an investigator to investigate the complaint.
- b) Written notice to the Respondent and the Complainant, informing both of the formal complaint process will be provided and they will be informed of the name of the investigator as soon as practicable.
- c) The Investigator will interview the Complainant and Respondent, examine the information submitted by the parties as well as any other information gathered during the investigation, meet with relevant witnesses, as necessary, and conduct all interviews in a fair, impartial and professional manner.
- d) The Investigator will remind the individuals of the requirement to protect and keep confidential the personal information of the persons involved in the investigation.
- e) The Investigator will keep the Appropriate Authority informed on the status of the investigation at regular intervals or at the request of the Appropriate Authority.
- f) The Investigator will prepare a draft report. The Complainant and Respondent will be provided with a copy of the draft report or findings as appropriate and will be invited to provide their comments.
- g) Upon completion of the investigation, the Investigator will send a written confidential report containing the facts and information gathered during the investigation to the Appropriate Authority including any responses provided by the Respondent and Complainant. The investigator will provide in their report the facts and findings and determine whether there is:
 - i) sufficient evidence to substantiate a finding of a violation of the Policy, or
 - ii) insufficient or lack of credible evidence to substantiate the alleged violation of the Policy, or
 - iii) no violation of the Policy

5.7.7 Decision on a Formal Complaint

The Appropriate Authority will transmit the final investigation report to the Complainant and to the Respondent with a reminder of the need to protect and keep confidential the personal information of those involved in the investigation and to avoid acts of reprisal. The University considers reprisal at any stage to be a serious offence. A breach of confidentiality by any person with respect to a complaint may also constitute reprisal.

The Appropriate Authority reviews the final investigation report and, based on the findings and determinations contained in the report, they shall determine whether discipline or further action is warranted, in consultation with the AVP Human Resources, the Deputy Provost (Academic Operations and Planning), Vice President Students and Enrolment, as appropriate and/or other University officials as relevant.

Consequences resulting from harassment and/or discrimination will depend on circumstances, on the seriousness of the conduct, on any mitigating factors and on applicable collective agreements or other University policies. If a complaint is substantiated, consideration should be given to prevent the harassment and/or discrimination from recurring in the future, to correct the negative impact of the incident on the Complainant and discipline the Respondent. The following list provides examples of consequences/remedial measures and is not meant to be exhaustive nor necessarily represents a progression of sanctions or measures:

- A letter of apology
- Attendance at educational sessions on harassment and/or discrimination
- Attendance at coaching sessions to improve communication or conflict resolution skills
- Attendance at sessions to address any residual matters, conflicts or disputes
- Prohibited or restricted access to University campuses
- Disciplinary measures such as reprimand, suspension, expulsion, dismissal, termination

Once the investigative process has been completed and corrective actions, if any, are implemented, the file will be closed.

Subject to FIPPA requirements, the Complainant and the Respondent will be informed of the results of the investigation.

Where a complaint is lodged by more than one Complainant or is against more than one Respondent, the Complainant or Respondent, as the case may be, shall receive only the portions of findings applicable to their specific complaint/response.

5.7.8. General Provisions

“Appropriate Authority”.

- a) The Appropriate Authority to receive the complaint is the Dean, Librarian or Vice-President having position of authority over the Respondent. The administration of the complaint is handled through the Office of the Deputy Provost or the Department of Human Resources or Student Affairs as appropriate.
- b) If the Respondent is an undergraduate student, graduate student, special student or postdoctoral student who is not unionized, the Appropriate Authority to receive the complaint is the Dean having authority over the Respondent.
- c) If the Respondent is an employee assigned to work in the Office of the President, the Vice-President Finance and Administration will be the Appropriate Authority to receive the complaint.
- d) If the Respondent is a Vice-President, the President will be the Appropriate Authority to receive the complaint.
- e) If the Respondent is the President, the Chair of the Board of Directors will be the Appropriate Authority to receive the complaint
- f) If the Respondent is a University contractor, visitor, guest or volunteer, the Vice-President Finance and Administration will be the Appropriate Authority to receive the complaint.

In cases where there is a conflict of interest or a reasonable apprehension of bias, another person having authority over the Respondent will be named as the Appropriate Authority.

5.7.9 University Initiated or Continuation of Action or Complaint

The University may become aware of situations where a university-initiated investigation may be warranted, including but not limited to circumstances where the University has a legal obligation to investigate.

The University, through the Appropriate Authority may initiate these procedures or continue them even if the complaint has been withdrawn or the parties have reached a resolution through informal processes or mediation. This decision is taken in consultation with the AVP Equity and Inclusive Communities, the Deputy Provost (Academic Operations and Planning), the AVP Human Resources or General Counsel as appropriate.

The University will normally initiate or continue action or a complaint only where the alleged discrimination or harassment may have had a serious impact on the parties, where the case is important to the goals of the University, where the Respondent has previously been the subject of substantiated complaint(s) of discrimination or harassment, or where concerns about a pattern of conduct exist as established from University records.

Where the University initiates or continues these procedures, the Appropriate Authority becomes the notional Complainant and any rights or responsibilities assigned to them by these procedures are assumed by the individual to whom they report.

Once a University-Initiated Complaint is brought forward for investigation, it shall follow the established procedures.

5.8 SYSTEMIC DISCRIMINATION

Systemic discrimination can be described as patterns of behaviour, policies or practices that are part of the structures of an organization, and which create or perpetuate disadvantage for persons belonging to one or more of the protected grounds under the Ontario Human Rights Code.

The informal and formal processes set out in these Procedures shall apply, with necessary modifications, to the treatment of an allegation of systemic discrimination. The Provost and Vice-President (Academic) shall act as the Appropriate Authority.

5.9 ANONYMOUS COMPLAINTS

The Department of Equity and Inclusive Communities will have an online anonymous form that university members may access. Anonymous complaints under the Human Rights Policy may not be investigated, at the discretion of the Appropriate Authority, but the information will be reviewed and any findings will be used as an important input in creating an inclusive campus culture.

5.10 REPRISAL, RETALIATION OR OBSTRUCTION

The University considers reprisal, retaliation or threat of retaliation to be a serious offence because it prevents potential Complainants, witnesses and administrators from acting on their concerns.

Threats or other safety concerns should be reported immediately to an Equity Advisor, a member of Campus Safety Services, the Office of the Deputy Provost, the Department of Human Resources, Student Affairs or the Appropriate Authority. When appropriate, an order may be made for the behaviour to stop and/or preventive interim, administrative, disciplinary, and/or remedial measures may be taken.

Any person whose action or inaction obstructs the application of these procedures or who breaks an

undertaking of agreement may be subject to discipline. No one shall suffer reprisal for bringing forward, in good faith, a complaint or concern about discrimination or harassment or for refusing to violate University Human Rights Policy. Any person who engages in retaliation or threat of retaliation may be subject to discipline in accordance with applicable collective agreements or applicable policies.

5.11 APPEALS

A final decision by the Appropriate Authority regarding a complaint under this Policy may be appealed by the complainant or respondent to the University President or their delegate(s) within fifteen (15) days of the decision being communicated.

The appeal must be made in writing and specify, in detail, the grounds for appeal. Other party(ies) to the decision will be given an opportunity to respond to the appeal.

The only permissible grounds of appeal are:

- i. The process was procedurally unfair;
- ii. The investigator or adjudicator was demonstrably biased or partial; or
- iii. New evidence is now available that could not reasonably have been provided or considered in the investigation process.

There is no appeal from any interim or procedural decision made under this policy.

APPENDIX II

LIST OF RESOURCES

Support for the University Community

Department of Equity and Inclusive Communities (EIC)

EIC provides confidential, fair, and impartial informal resolution services of human rights-related concerns and complaints from faculty, staff and students. Contact EIC for confidential inquiries related to harassment, discrimination and Accommodation response.

<https://carleton.ca/equity/contact/>

Campus Safety Services (CSS)

CSS provides 24-hour response to routine and emergency calls for security, medical, fire and police services; enforcement of Carleton University policies, the Criminal Code and relevant provincial statutes; and the promotion of physical security, crime prevention, safety awareness and referrals to additional resources.

For life-threatening situations, call Campus Safety at extension 4444 from any campus phone or 613-520-4444 from your cell phone. If you are off campus, call 911.

<https://carleton.ca/safety/>

Additional Support for Students

Carleton University Counselling Services

Supports the academic and personal development of undergraduate and graduate students at Carleton University by providing a wide range of accessible mental health including Single-Session counselling, brief individual counselling, group counselling, psycho-educational events and programs, workshops, and online resources.

<https://wellness.carleton.ca/counselling/>

Counselling for Indigenous Students through The Centre for Indigenous Support and Community Engagement

Offer culturally centered individual counseling to students who self-identify as First Nation, Metis, or Inuk. Through this service, Indigenous students can access confidential, individual sessions for support with personal, mental health, or academic challenges.

<https://carleton.ca/indigenous/cisce/students/individual-counselling/>

Ombuds Services

An independent office whose primary role is to ensure fairness for undergraduate and graduate students at Carleton University.

<https://carleton.ca/ombuds/>

Additional Support for Staff and Faculty

Canada Life Centre for Mental Health in the Workplace

An online tool, accessible via the [GroupNet website](#), provides easy access to free tools and resources that can help prevent, improve or address mental health issues in the workplace.

Employee & Family Assistance Program (EFAP)

A confidential information counselling and referral service provided without cost to eligible Carleton University employees, and immediate family members. Carleton University provides this program through a contract with Family Services Ottawa.

<https://carleton.ca/hr/mental-health-and-wellness/>

Labour Relations and Union Representation

<https://carleton.ca/hr/labour-relations/>

Support in the Broader Community

Human Rights Legal Support Centre (HRLSC)

Offer legal advice and support services to clients looking for early resolutions. HRLSC provides clients looking to file a human rights application on the Human Rights Tribunal of Ontario (HRTO) process and the merits of individual cases. Can provide legal representation at various proceedings at the HRTO and through judicial reviews.

<https://hrlsc.on.ca>

Human Rights Tribunal of Ontario (HRTO)

The HRTO resolves claims of discrimination and harassment brought under the Human Rights Code in a fair, just and timely way. The HRTO first offers parties the opportunity to settle the dispute through mediation. If the parties do not agree to mediation, or mediation does not resolve the application, the HRTO holds a hearing.

<https://tribunalsontario.ca/hrto/>

Ombudsman Ontario

Promotes fairness, accountability and transparency in the public sector by investigating public complaints and systemic issues within his jurisdiction.

<https://ombudsman.on.ca/have-a-complaint>

Ontario Legal Information Centre

Provides general explanations of the law, will help you understand your legal issues and the possible ways to resolve them. However, the Centre does not offer legal advice or representation services.

<https://centrefojuridique.ca/en//>

Reach Legal Referral Services (ABLE2)

Individuals with disabilities, who are amongst the most economically vulnerable in our community, often need help and advice to navigate their rights and other legal issues. Reach Legal Referral Services through a network of more than 200 lawyers, mediators, and paralegals in the Ottawa and Champlain regions addresses this need.

<https://www.able2.org/programs/reach-legal-services/>

JusticeNet

JusticeNet is a not-for-profit service helping people in need of legal expertise, whose income is too high to access legal aid and too low to afford standard legal fees.

<https://www.justicenet.ca>

Steps to Justice

Steps to Justice gives reliable and practical information on common legal problems including: step-by-step information to help you work through your legal problems; practical tools, such as checklists, fillable forms, and self-help guides; referral information for legal and social services across Ontario; and live chat and email support if you can't find the answers to your questions.

<https://stepstojustice.ca>

Ontario Human Rights Commission

Promotes, protects and advances human rights through research, education, targeted legal action and policy development. The OHRC does not have a general intake line.

<https://www.ohrc.on.ca/en>

Motion to Review Practice re Chair of Senate (J. Mason)

Whereas we are transitioning to new leadership under a new University President, a change that invites inquiry into the question of how well current governance practices are working,

Whereas there are other examples of universities in Ontario that maintain a practice of electing the Chair of Senate (York University, Brock University, Algoma University, OCAD, NOSM [Northern Ontario School of Medicine] University),

Whereas the academic decision making that Senate is tasked with carrying out often intersects with non-academic considerations (i.e., labour relations, university finances),

Whereas it is important to the integrity of Senate as a body of academic governance that it be managed without prejudice,

I move that the Senate Academic Governance Committee review the current practice of having the University President serve as Chair of Senate (Article 5.1 in the Academic Governance Regulations) research/consider alternatives (i.e., Clerk of Senate, elected Senator, rotating chairship) and report back to Senate.



Senate Executive Committee
October 8, 2024
TB503C + videoconference

MINUTES

Attending: R. Gorelick, N. Hagigi, H. Khan (acting for D. Hornsby), P. Rankin, R. Renfroe, E. Sloan, J. Tomberlin (Chair), C. Viau

Regrets: J. Kundu

Recording Secretary: K. McKinley

1. Welcome & Approval of the Agenda

The meeting was called to order at 11:01 am. A meeting binder containing the agenda and other meeting materials was circulated in advance to committee members. The agenda was approved by consensus.

2. Approval of Senate Executive Minutes – September 16, 2024

The Recording Secretary noted an error in the date of the minutes.

It was **MOVED** (R. Gorelick, R. Renfroe) that the Senate Executive Committee approve the minutes of the Senate Executive Committee meeting on September 16, 2024, as amended.

The motion **PASSED**.

3. Review of Senate Minutes – September 27, 2024

No errors were reported and no changes requested for the minutes of the Senate meeting on September 27, 2024.

4. **Review of New Updated Motion on Investment Transparency and Divestment submitted by Senator Hagigi**

This motion, which was circulated in advance to committee members, is a new version of the Investment Transparency and Divestment Motion that had been submitted to Senate in June, then postponed to the September 27th Senate meeting. The original motion was withdrawn by Senator Hagigi at the September 27th meeting, so that he could submit an updated and altered version. Senate Executive Committee members then discussed whether the new motion should be included on the Senate agenda for the October 18th meeting.

In the discussion, some committee members objected to the motion being brought to Senate at all, as decisions on university investments are not in the purview of Senate. The Clerk of Senate read an example of an email from a concerned Senator indicating that other Senators agree with this perspective, and are confused as to why Senate is being asked to vote on a motion dealing with investments.

In response, the Chair noted, again, that the Act indicates that Senate can make recommendations as to the objects and purposes of the university. It was also noted that a different version of the motion had already been presented to Senate, and it would be unusual to block the amended version from coming back to Senate for consideration. It was argued that for the sake of continuity, the motion should be allowed on the agenda.

It was **MOVED** (C. Viau, R. Gorelick) that the new Divestment Motion from Senator Hagigi be included on the Senate agenda for the meeting on October 18, 2024. The motion **PASSED**.

5. **Draft Senate Agenda – October 18, 2024**

A request was made to amend the agenda to add Senator Hagigi's motion as Item #8 (after Reports). The Clerk also requested an addition under Item 6 – c: Call for Nominations for Clerk of Senate.

It was **MOVED** (R. Renfroe, E. Sloan) that the Senate Executive Committee approve the agenda for the Senate meeting of October 18, 2024 as amended. The motion **PASSED**.

5. **Other Business** – The Recording Secretary advised committee members to be ready for an e-poll to approve late graduations on Friday October 25th.

6. Adjournment – The meeting was adjourned (C. Viau, N. Hagigi) at 11:25 am.



Senate Executive Committee
October 25, 2024
Web-based Meeting
(E-poll)

MINUTES

Participants: R. Gorelick, J. Kundu, N. Hagigi, P. Rankin, R. Renfroe, E. Sloan (Clerk), J. Tomberlin (Chair), C. Viau

Senate Executive Committee members participated in an e-poll on October 25, 2024 to approve the late graduation of a graduate student in the Faculty of Public and Global Affairs. Approvals were obtained from Graduate Studies and the FPGA Faculty Board.

The Senate Executive Committee **approved unanimously** the late graduation of the student, as presented.



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

Dear Members of Senate,

I am providing my report from the October meeting of the Academic Colleagues. On October 2nd, in my role as co-chair, I provided clarification on reporting to Senates. We then heard from Krista Orendorff, Vice-President Public Affairs, to present on COU's multi-year escalating advocacy strategy. Presenter Orendorff highlighted that the strategy was designed to correspond with government decision making milestones, including the Fall Economic Statement, the Budget, and a potential early election. The strategy is focused on three key components: advocacy, stakeholder engagement, and communications. The role of Colleagues in helping to disseminate the message was identified, and the following key messages were shared with Colleagues:

- Ontario's universities are essential to building the workforce and the economy of the future. They are preparing graduates with the skills and experience necessary to meet Ontario's growing labour market demands today and lay the foundation for tomorrow's prosperity.
- Ontario's universities are graduating job-ready students. In fact, the latest Graduate Survey from the Ministry of Colleges and Universities shows that 95.1% of university graduates are not only employed within two years of graduating, but they are successfully finding employment in some of Ontario's most in-demand areas, aligning with Ontario's workforce needs.
- Investing in long-term, stable funding for Ontario's universities means investing in the high-quality programs, services and resources students need to graduate job-ready while also ensuring they have the supports they need to succeed in today's rapidly changing job market.
- Government, business, community partners and universities must work together to ensure universities have the resources they need to continue support students, lead innovation and drive economic growth for the benefit of Ontario.

Colleagues asked questions around timing of components of the advocacy strategy, what resonates, and how to explain our positioning when it impacts "pocketbooks". The discussion following the presentation focused on advocating to the public, including parents, and types of messaging that would resonate with these audiences. There was some discussion that very high-level, statistics-heavy messages would not resonate with individuals outside of academia/universities.

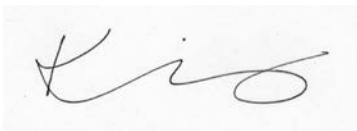
The following day (October 3rd), the Chief of Staff and Acting Corporate Secretary provided an update on key issues affecting the sector. She noted that the government is continuing the process of negotiating the SMA 4 agreements and that government directives on the Strengthening Accountability and Student Supports Act had been released. She further noted that the recent federal government announcement of an additional 10% cut to international student study permits, as well as the inclusion of master's and PhD programs in the cap, would add to the continuing financial challenges that the sector is currently facing and that was noted in a public response to government. The Chief of Staff and Acting Corporate Secretary reiterated to Colleagues that COU is continuing to advocate with the

government for the full implementation of the Blue-Ribbon Panel's recommendations. Colleagues discussed the impacts of the current financial situation, as well as the impact of government decisions on institutional autonomy.

Colleagues shared updates on topics and issues that were front-of-mind at their respective institutions, including attracting and retaining students, budget development and deficits, new programs, and leadership searches. COU staff then provided an update on the postsecondary accessibility standards, including that while the sector was still waiting to hear which of the 185 recommendations would make it into the final standard, work was already underway to categorize and share information across the sector to avoid duplication. Colleagues raised their experiences with accessibility in the classroom and noted that accessibility was also a consideration for faculty – it can be labour-intensive for individual faculty members to implement some of the accessibility needs of students, particularly as it relates to term work accommodations. It was clarified that the postsecondary accessibility standard was designed for students, but that work was being done on cohesion between that standard, the current elements of the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code.

Unfortunately, due to teaching commitments, I will not be able to attend the colleagues meeting in November. I will, however, provide a report from COU.

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