



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 May 4, 2018 at 2:00 p.m.
Senate Room, Robertson Hall

MINUTES

Attending: F. Afagh, S. Ajila, T. Bazinet, S. Blanchard, A. Bowker, L. Callaghan, A. Chandler, Z. Clayden, W. Clement, J. Coghill, D. Deugo, T. Di Leo Browne, C. Dion, A. Dodge, L. Dyke, K. Evans, P. Farrell, R. Goubran, E. Grant, N. Grasse, P. Gunupudi, H. Gupta, S. Field (for B. Hallgrimsson), W. Horn, W. Jones, C. Joslin, E. Kwan, D. Long, K. Lumsden, A. Maheshwari, H. Nemiroff, M. Neufang, D. Nussbaum, D. Oladejo, Z. Parkkari, J. Paulson, M. Piché, A. Plourde, M. Rooney, J. Ramasubramanyam, M. Rooney, D. Russell (Clerk), L. Schweitzer, A. Shotwell, D. Siddiqi, E. Sloan, P. Smith, A. Summerlee (Chair), J. Tomberlin, J P. Watzlawik-Li, J. Wolfart,

Regrets: A. Barclay, A. Bowker, D. Buss, C. Carruthers, J. Cheetham, J. Debanne, C. Dogan, J. Erochko, M. Esponda, J. Green, A. Hassan, J. Hayes, F. Hosseinian, D. Howe, B. Hughes, O. Javanpour, H. Jay, S. Klausen, J. Kovalio, P. Lagasse, J. Liu, C. Miller, J. C. Prent, W. Shi, J. Shields, J. Smith, J. Stoner, T. Tandon, S. Taylor, C. Viju, C. Young.

Recording Secretary: K. McKinley

Open Session:

1. Welcome (Chair)

The Chair called the meeting to order at 2:04 p.m.

2. Approval of Agenda (open)

It was **MOVED** (K. Lumsden, W. Jones) that Senate approve the agenda for the meeting of Senate on May 4, 2018. It was noted that a Notice of Motion was presented to the Clerk and will be added to the agenda under Other Business.

The motion **PASSED**.

3. **Minutes:** March 23, 2018 (open session)

It was **MOVED** (L. Dyke, P. Gunupudi) that Senate approve the minutes of the open session of the Senate meeting of March 23, 2018, as presented.
The motion **PASSED**.

4. **Matters Arising:**

Dean Clement of FASS provided an update on the Academic Integrity Appeal process during and after the recent labour disruption. Dean Clement acknowledged that appeals were initially halted, but requests were triaged and reviewed once it became evident that the strike would last longer than one week.

5. **Chair's Remarks**

The Chair announced that the Board of Governors has chosen Benoit A. Bacon to be the next President of Carleton University. The Chair then read a statement that Mr. Bacon had prepared for Senate:

Dear Members of Senate,

It is a great honour to have been selected as President and Vice-Chancellor of Carleton University. I can't wait to be on campus and to get to work. I very much look forward to meeting all members of the Carleton community, and to work with Senate towards further successes for Carleton. Thank you all for your great work this year; I wish you a productive and restful summer season, and will see you in a few short months!

*All the best,
Benoit*

New Government Funding: The Chair next announced \$5M in provincial government funding for the David C. Onley Initiative for Employment and Enterprise Development, to support students with disabilities. This funding compliments \$800,000 from the provincial government Career Ready Fund to create the Carleton University Accessible Experiential Learning (CUAEL)

project, which provides opportunities for work experience to students with disabilities during their studies. The fund will be managed through the Paul Menton Centre and the Office of the VP Students & Enrollment, and will be expended over a two-year period. The university is investigating a means to make this funding sustainable and permanent.

Dominion Chalmers Church Purchase Update: Carleton is close to drafting a purchase agreement, which will be reviewed by Church authorities as early as next week. Three levels of approval are required, but the final decision could be made in time for the May 24 meeting of the Board of Governors. The Chair thanked all of those involved in this initiative.

Traffic and Parking: Facilities Management & Planning are conducting a review of traffic and parking on campus. They are also considering additional access points to campus, and will be seeking feedback from members of the Carleton community on all of these issues.

Sexual Violence Policy: A review of this policy will occur in the fall when students are back on campus. Various student groups will be contacted over the summer to help plan the consultative process. In the meantime, the current policy has been flexible enough to manage all issues that have arisen. The Chair thanked VP of Students & Enrolment Suzanne Blanchard for her work on the policy, which continues to focus on supporting survivors.

Capital Campaign Update: The Chair was pleased to report that the Department of University Advancement has raised more than \$42M this year towards the campaign. This is almost double the previous yearly average of \$18 - \$22M. The \$300M campaign is scheduled to be completed at the end of the 2018 calendar year.

6. Question Period

a. Questions submitted in advance

1) The Carleton Academic Student Government (CASG) held their executive elections recently. Why were only the 67 council members allowed to vote? Wouldn't it be more democratic to have the entire student population vote for these executives that have

an influence over the University's academic policies? (Attachment: 2018 CASG Executive Election Results.)

Emily Grant, President of CASG, spoke to this item. Electoral procedures for CASG are outlined in and determined by CASG governing documents. Normally there are closer to 100 council members, rather than the current 67, to vote in the executive. The system is democratic and resembles parliamentary democracy. Each councillor is elected individually through his/her program; the councillors in turn elect their executive. There are no immediate plans to change CASG's electoral system, but it is reviewed periodically.

2) At the February 16th Senate meeting, the updated Honorary Degree Policy was approved. A new section regarding the rescinding of Honorary Degrees was approved, but what is the process? How does a member of Carleton, or a member of the public, put an individual's name forward to have that individual's Honorary Degree rescinded? Who will vote to rescind the degree, the Honorary Degree Committee or Senate?

Rafik Goubran, Chair of the Honorary Degrees Committee, outlined the process involved in rescinding an honorary degree. After a request is received through the Senate Office or the President's Office, the Honorary Degrees Committee meets to determine the facts and make a recommendation. If the committee decides in favour of rescinding the degree, that recommendation will be brought to a closed session of Senate for approval.

3) In light of the postponement of the original planned April Senate meeting by one week, what arrangements (if any) will be made for members of Senate who are unable to attend on May 4? For example, can members be patched in by teleconferencing (as per the apparent arrangement for the March 27 meeting of the Board of Governors)?

The Assistant University Secretary noted that an effort was made to accommodate Senators who sent regrets because of the date

change for this meeting, but none of them were able to join by teleconference. The Clerk of Senate added that the acoustical challenges of the Senate room make teleconferencing impractical to use in this space.

b. Questions from the floor

1) Question from Senator Clayden regarding the Truth & Reconciliation Commission's Call to Action: Senator Clayden asked for an update on the progress made in the TRC Calls to Action for post-secondary institutions, specifically in Articles 16, 24, and 28. Will Carleton's curriculum reflect the TRC's Calls to Action?

The Provost responded that there is an ongoing discussion with the Indigenous Education Council about the Indigenization of curriculum at Carleton. A course, led by Professor Horn-Miller, is being developed; it could be modularized and made available to other faculty members. Work with Senator Clayden and his colleagues on this initiative and others will continue in the coming year.

2) Senator Ramasubramayan, President of the Graduate Students' Association, asked for more details regarding the recent announcement by the provincial government of increased funding for international graduate students. Some universities have acted upon this announcement and made radical changes to ensure that international graduate students do not face severe financial burdens when coming to Ontario to study. What is Carleton doing?

The Chair responded that some universities in Ontario have advertised that fees will be reduced to the domestic level for all international graduate students. This is not true. There are restrictions on the number of PhD students that qualify for this program.

The Dean of the Faculty of Graduate & Postdoctoral Affairs agreed that there is some confusion about the exact terms of the provincial government's program and how it should be implemented. The University of Ottawa has a plan in place for September, but the details on how many students will qualify and how the fee

reductions will be achieved have yet to be worked out. Deans and senior management at Carleton are engaging in a process to determine Carleton's plan moving forward. International Graduate Student working groups at Carleton will be informed of these discussions. On a positive note, as of yesterday, the Ministry has lifted the embargo on releasing information about the limited number of PhD students that would qualify for this program, which should add some clarity to the situation.

7. Presentation: Faculty/Contract Instructors, Percent Female (J. Tomberlin)

The Provost gave the annual presentation on the percentage of female faculty and contract instructors employed at Carleton overall, and by Faculty. The presentation also compared Carleton's statistics in major subject areas to the Ontario university averages.

Discussion: A Senator remarked that after last year's presentation, the Provost claimed that Carleton's target for gender parity was not 50% but the sector norm. Is that still the case, and if so, why? Also, the Provost was asked to comment on the disparities in female representation in the Instructor category vs. the Professor category. Could this be, as others previously claimed, due to a lack of qualified women for tenure-track jobs? The Provost responded that we cannot change the market pool, and are constrained by who is available. A good target for gender parity would be to at least match the provincial norms. However, the problem should be addressed at the student level by encouraging more women and girls to enroll in STEM disciplines, which Carleton is working hard to do.

To answer the second question about why more women are employed as Instructors vs. Professors requires more thought and careful examination. We are hiring more Instructors and Contract Instructors (i.e. teaching staff) in general, which is true also of many other universities.

The Provost was asked to comment specifically about the statistics for Engineering, and why there is not more apparent movement to Associate and Full Professor status among the female teaching staff. The Dean of FED replied that there were no specific incidents that would explain this phenomenon. FED is very conscious of the issue of women in STEM disciplines.

As a policy, the Dean returns any short list that does not include female candidates, and requests an explanation for their absence from the list.

Senators asked for more information to contextualize the data presented:

- The Collective Agreement allows for transfer of rank from Assistant Professor to Instructor. Is this disproportionately happening to women at Carleton?
- What is the comparative data for universities with partner-hiring policies? Could the lack of partner-hiring policies at institutions like Carleton partly explain the large number of non-tenured hires?
- What is the difference in pay between men and women in different faculties at Carleton, and at different universities? Are women paid less in general at Carleton as compared to other universities provincially (and nationally)?

Finally, one Senator called for more graduate scholarships for women in Science and Engineering, to encourage more women to continue in these fields.

8. Motion regarding Academic Accommodation (A. Shotwell)

The following motion was submitted to Senate by Senator Shotwell:

Whereas a labour disruption, legal strike, or lock-out at Carleton University may significantly affect students' ability to attend class, access resources, receive academic guidance, and complete academic assignments in a timely manner; Whereas during a labour disruption, legal strike, or a lock-out it remains the obligation of Senate as the final academic authority on campus to ensure the maintenance of high academic standards and quality for all programs across the university: Students who are unable to participate in certain academic activities during a labour disruption, legal strike, or lock-out on campus, due to either hardship or the demands of conscience, are entitled to academic accommodation in a manner consistent with existing policies on accommodation for illness or religious observance. Senate asks SCCASP to develop a formal policy governing the process of providing accommodation for students unable to participate in academic activities in the case of a labour disruption, legal strike, or lock-out while maintaining academic standards under these circumstances.

It was **MOVED** (A. Shotwell, J. Paulson) that Senate approve the motion to refer the issue regarding academic accommodation for students to the Senate Committee on Curriculum Admissions & Studies Policy (SCCASP), as presented.

Discussion:

Senators debated at length a number of issues in the motion including:

- The potential problems in accommodating “demands of conscience” vs. other types of hardship in the context of a labour dispute.
- Whether the “demands of conscience” can or should be accommodated in the same way that we accommodate illness, religious observance or other existing conditions.
- The perceived language of entitlement in the motion, which some felt precluded the conclusions of the committee tasked with examining the issue

After much discussion, a friendly amendment was proposed to alter the motion by removing this sentence:

“Students who are unable to participate in certain academic activities during a labour disruption, legal strike, or lock-out on campus, due to either hardship or the demands of conscience, are entitled to academic accommodation in a manner consistent with existing policies on accommodation for illness or religious observance.”

The friendly amendment was accepted by Senator Shotwell, and the amended motion **PASSED UNANIMOUSLY**.

9. Administration (Clerk)

- a. The Clerk announced that several appointments have been made contrary to the advertising policy over the past month.
- b. The Clerk stated that once a Senator from a faculty has been elected to Senate, the Dean of the faculty will be notified of the

result and can circulate the information to the remainder of the faculty.

- c. In response to a query from Senator Dion, the Governance Committee will be reviewing the eligibility requirements for the Clerk of Senate position to determine if non-tenured faculty (Instructors) could be eligible.
- d. Senate vacancies: The Clerk reminded Senators of the following opportunities:
 - Clerk of Senate position
 - Senate representative on the Board of Governors
 - Chair of the Senate Review Committee

Senators are needed for all of these positions. The Senate Review Committee needs a Chair so that it can begin important business, including reviewing Senate's involvement in the Strategic Mandate Agreement.

10. Reports:

a. **Senate Academic Program Committee (SAPC)**

The Provost introduced one omnibus motion and two regular motions for Senate.

It was **MOVED** (J. Tomberlin, W. Clement) that Senate approve the introduction of the Bachelor of Global and International Studies, Specialization and Stream in Global Religions: Identity and Community, and the introduction of the Bachelor of Science, Concentration in Biodiversity, Natural History and Conservation Science, as presented with effect from Fall 2019.

The motion **PASSED**.

10. Reports – SAPC (cont'd)

Final Assessment Report and Executive Summary: Undergraduate Programs in Human Rights

It was **MOVED** (J. Tomberlin, L. Dyke) that Senate approve the Final Assessment Report and Executive Summary arising from the Cyclical Review of the undergraduate programs in Human Rights.

The motion **PASSED**.

Final Assessment Report and Executive Summary: Undergraduate Programs in Religion

It was **MOVED** (J. Tomberlin, C. Dion) that Senate approve the Final Assessment Report and Executive Summary arising from the Cyclical Review of the undergraduate programs in Religion.

The motion **PASSED**.

10. Reports (cont'd)

b. Senate Committee on Curriculum Admission and Studies Policy (SCCASP)

Howard Nemiroff presented 4 motions for Senate and 2 items for information.

1) Admission requirements for B. Science Honours Interdisciplinary Science & Practice (ISAP)

It was **MOVED** (H. Nemiroff, D. Deugo) That Senate approve Admission requirements for B. Science Honours (ISAP) for the 2019/20 Calendar as presented.

The motion **PASSED**.

10. Reports – SCCASP (cont'd)

2) Transfers from Post-Secondary Institutions (Ontario Colleges)

It was **MOVED** (H. Nemiroff, L. Dyke) that Senate approve amendment to calendar language pertaining to Ontario College Admissions in the 2018/19 Calendar as presented.

The motion **PASSED**.

3) Transfers from Post-Secondary Institutions (General Information)

It was **MOVED** (H. Nemiroff, C. Dion) that Senate approve amendment to calendar language pertaining to General Information on transfers from Post-Secondary Institutions in the 2018/19 Calendar as presented.

The motion **PASSED**.

4) Revisions of R-UG-2.5 Deferral Final Examinations

It was **MOVED** (H. Nemiroff, S. Blanchard) that Senate approve amendment to R-UG-2.5 Deferred Final Examinations in the 2018/19 Calendar as presented.

The motion **PASSED**.

5) Revisions to Academic Year Entry – AY Fall & Winter Terms and AY summer term

Modifications included the deadline for releasing course outlines. This was included for information only.

10-Reports (cont'd) - SAGC

c. Senate Academic Governance Committee (Clerk)

The Clerk presented 2 motions for Senate.

1) Student Membership on Senate – modifications to the AGU

The Senate Academic Governance Committee proposed a number of changes to the AGU dealing with student membership on Senate. Changes were made to the language to broaden the eligibility for students to serve on Senate and Senate committees.

It was **MOVED** (D. Russell, E. Grant) that Senate approve modifications to the Academic Governance of the University document, as presented.

The motion **PASSED**.

2) Student Membership on Senate – Term Extension

The next election for student Senators should include those newly eligible to vote. Since elections are held in September, to ensure representation on Senate and Senate committees, the Governance Committee is recommending a one-time extension of the terms of student Senators.

It was **MOVED** (D. Russell, Z. Clayden) that Senate extend the terms of student Senators and student members on Senate committees until the first Senate meeting of the 2018-19 academic year.

The motion **PASSED**.

10-Reports (cont'd)

d. Medals & Prizes Committee (Clerk)

A Senate motion is required to complete the update to the list of programs eligible for University Medals.

It was **MOVED** (D. Russell, D. Deugo) that Senate approve the addition of a University Medal in Health Sciences to the Senate Medals Policy.

The motion **PASSED**.

11. Reports for Information:

a. Senate Executive Minutes

- March 13, 2018
- April 12, 2018 (minutes of e-poll)

There was no discussion.

b. University Committee Membership Report (TPAC)

There was no discussion.

12. Other Business

Senator Paulson brought forward a request to waive the notice of motion and consider two emergency motions related to the perceived threat of a lockout of faculty at Carleton. The Clerk reviewed the rules for Waiver of Notice of Motion:

- The motion was handed to the Clerk before the meeting
- The motion responds to circumstances that developed after the date for proper notice

- The action specified in the motion cannot be delayed to permit consideration at the next meeting of Senate
- The motion addresses an issue of importance to the University
- A 2/3 majority of those present agrees to waive the requirement for the notice after hearing the motion read.

Senator Paulson stated that faculty recently received notice that the administration is walking away from the negotiations with CUASA and is preparing for a lockout. It is possible that the lockout could occur prior to the June 1 meeting of Senate. If this happens, 35 elected Senators would not be present and the integrity of any decisions made in Senate or Senate committees would be in question.

Senators then voted on the request to waive the notice of motion requirement.

It was **MOVED** (J. Paulson, J. Wolfart) that Senate waive the notice of motion and consider two emergency motions.

18 Senators voted in favour of the request.

18 Senators voted against the request.

Since a 2/3 majority in favour is required to waive the requirement, the request was **DENIED**.

The motions will be added to the agenda for the next meeting of Senate on June 1, 2018.

There was no other business.

13. Adjournment

The meeting was adjourned at 3:50 p.m.