

*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 January 28, 2022 at 2:00 pm  
Via Videoconference

**Minutes**

**Present:** V. Asi, C. Ayalogu, B.A. Bacon (Chair), M. Baez, M. Barbeau, O. Baysal, V. Bhatia, S. Blanchard, D. Brown, M. Burns, B. Campbell, A. Chandler, T. Daniels, J. Dawson, C. Del Gaudio, M. DeRosa, D. Deugo, G. Garland, D. Gillberg, F. Goffi, V. Gonzalez, R. Goubran, S. Gulati, M. Haines, B. Hallgrímsson, A. Hashimi, L. Hayes, K. Hellemans, M. Huckvale, C. Klein, L. Kostiuk, A. Lannon, M. Lundy, A. MacGillivray, B. MacLeod, S. Maguire, J. Malloy, J. Milner, K. Moss, M. Murphy, J. Murray, H. Nemiroff, B. O'Connor, B. O'Neill (proxy: M. Francoli), A. Park, G. Patey, J. Ramnarine, P. Rankin, M. Rodney, M. Rooney, D. Russell, S. Sadaf, J. Sinclair-Palm, S. Sivathayalan, E. Sloan (Clerk), P. Smith, D. Sprague, J. Taber, C. Taylor, K. Taylor, R. Teather, J. Tomberlin, J. Voordouw, J. Wallace, P. Wilson, P. Wolff, B. Wright

**Regrets:** S. Ajila, J. Kovalio, C. Laurendeau

**Absent:** P. Andrée, P. Garcia, F. Hosseinian, K. Keller, , E. Kwan, R. McKay, P. Mkandawire, D. Okoth, W. Ye, C. Young

**Recording Secretary:** K. McKinley

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**1. Welcome & Approval of Agenda**

The Chair welcomed Senators to the first Senate meeting of 2022. The meeting was called to order at 2:02 pm.

The Chair noted the recent passing of the following members of the Carleton community:

- Alan Hunt, retired Chancellor's Professor in Law and Sociology

- Ken Torrance, retired professor of Geography & Environmental Studies
- Christopher Stoney, former Director for the Centre for Urban Research and Education (CURE) and a Carleton alumnus
- Richard Carson, retired professor of Economics
- Clem Hobbs, retired faculty member at Carleton's School of Business, before it became the Sprott School

The Chair offered condolences to all who knew them.

Turning to the agenda, the Chair asked that Item 7-c SAGC be omitted, as the Senate Academic Governance Committee does not have a report for this meeting. Item 7-d (Senate Review Committee) as a result would be renumbered as 7-c.

It was **MOVED** (M. Haines, J. Sinclair-Palm) that Senate approve the agenda for the meeting of Senate on January 28, 2022, as amended.

The motion **PASSED**.

## 2. Minutes: November 26, 2021

It was **MOVED** (P. Smith, K. Hellemans) that Senate approve the minutes of the meeting of Senate of November 26, 2021, as presented.

The Recording Secretary advised Senate of one error in the attendance record, which was corrected after the minutes were circulated in the binder.

With this correction in the minutes, the motion **PASSED**.

## 3. Matters Arising

There were none.

## 4. Chair's Remarks

The Chair began his remarks with an update on the pandemic and its impact on Carleton since the last Senate meeting in November of 2021. The rapid rise of the new Omicron variant in December led governments around the world to reinstate restrictions and measures to flatten the curve. At Carleton, this new wave necessitated some changes to final exams in December. The Chair noted that it was an unfortunate and added stressor for faculty members and students caught in this situation, and that we all agree final exams require predictability

and calm. The rise of Omicron also required the movement of all Winter 2022 classes online temporarily, for the month of January. Fortunately, recent modelling indicates that the Omicron spike will be narrow with a rapid decrease in infections thereafter. As a result, the Ontario university sector is moving towards a resumption of in-person activities starting January 31<sup>st</sup>. Following the recommendations of the Carleton University Scenario Planning (CUSP) Working Group, Carleton will delay the return to campus by one week, re-opening on February 7, 2022. The Provost will ask Senate to confirm this recommendation later in the meeting.

The Chair noted with congratulations the following recent appointments and achievements of members of the Carleton community:

- Dr. Lorraine Dyke has been appointed Vice-President Finance & Administration
- Dr. Catherine Khordoc has been appointed Deputy Provost
- Associate Professor Maria Rogers, Assistant Professor Sanjeena Dang and Assistant Professor John Anderson have been awarded Tier 2 Canada Research Chairs in Child and Youth Mental Health and Well-Being; Data Science and Analytics; and Cognition & Wellness, respectively.
- Professor Fraser Taylor and six other Carleton community members with strong ties to the university have been named to the Order of Canada for their contributions to Canadian society and humanity at large.

Other newsworthy items:

- Carleton has achieved another record year of research funding at \$86M, according to *Research Infosource*. This represents a 60% increase in funding over the past three years. The Chair congratulated Carleton's researchers and everyone involved in this achievement.
- The Sprott School of Business, in partnership with the Government of Canada and the Dream Legacy Foundation, has established the *Black Entrepreneurship Knowledge Hub (BEKH)*, a collaborative, co-generated national data and knowledge platform which will reflect the state of Black entrepreneurship in Canada. The Chair congratulated Sprott and everyone involved in this initiative.
- Carleton University has established a holistic research partnership with high-tech company CAE. This project will advance innovation, talent development and Work-Integrated Learning (WIL) via simulation and immersive environments. The focus will be on the advancement of health technology plus other areas of common interest in science and engineering.

- On January 26<sup>th</sup>, Carleton hosted *Let's Talk Day*, an annual event at Carleton focusing on open and honest conversations about mental health. This year's guest speaker was Dr. Robyne Hanley-Defoe, an instructor specializing in resiliency, navigating stress and change, and personal wellness. The Chair thanked all who attended.
- This week is Carleton's annual Sexual Assault Awareness Week. A number of events have been scheduled by the Department of Equity and Inclusive Communities to raise awareness and to prevent sexual violence. The Chair thanked all involved in planning these events.
- January 27<sup>th</sup> was Holocaust Remembrance Day. In commemoration and in solidarity with Jewish people on campus and nationally, Carleton's Canal Building was illuminated in yellow.
- Finally, the Chair noted that February is Black History Month, an opportunity to celebrate the achievements and contributions of Black members of the Carleton community, to promote Black Inclusion, and to stand against Anti-Black Racism.

In response to a question, the Chair noted that evidence provided by health officials so far indicates that the Omicron variant of the Covid-19 virus is less harmful than previous variants, and that the wave of infections is anticipated to be narrow. The new Omicron BA2 variant is also circulating in Canada, but at this time the number of cases in our community is small.

## 5. Question Period

The following question was submitted in advance by Senator Jeff Dawson, on behalf of a colleague in the Faculty of Science:

*During Fall 2021, why did Monday, Tuesday, and Friday classes meet 12 times, as is standard, but Wednesday and Thursday classes met 13 times?*

Professor Howard Nemiroff, Chair of SCCASP confirmed that the length of the term, as defined in the Senate guidelines, is 62 days, which results in 12 full weeks of classes plus 2 extra days. The extra days are required to satisfy the accreditation system in Engineering. For non-engineering programs, there is no requirement to hold classes on the two extra days at the end of the term, however, many professors use the extra time for optional review sessions ahead of the exam period.

## 6. Administration (Clerk)

### a) Notice of non-advertised recruitment

The Clerk reported to Senate one instance of non-advertised recruitment; this was a term hire on an emergency basis, at the Associate Professor level, for the Fall Semester only.

**b) Notice of Senate membership renewal process**

The Clerk asked Senators to inform the Senate Office before the end of January if they are planning a sabbatical or other leave for the 2022-23 academic year. Senators were reminded that they must relinquish their seat on Senate while on leave, but can reapply for any existing vacancies once they return.

The Clerk noted that the membership renewal process will begin with a Call for Nominations on February 1, 2022. Senators whose terms are ending this year, and who wish to serve another three-year term must reapply via the application form on the Senate website, as there are no automatic renewals.

**c) VPRI Advisory Committee Membership Report**

The Clerk reviewed the results of Senate-elected members of the Vice-President Research and International Advisory Committee. Senate assisted the Board of Governors in electing eight members to this committee: one professional librarian, two students, and five faculty members (one from each line Faculty). An election was held on January 19-20 for contested positions, and the results were posted on the Senate website. The full list of elected candidates was included in the Senate binder and presented for information.

## 7. Reports

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

Committee Chair Howard Nemiroff presented 9 items for approval, one item for discussion and 2 items for information.

**Items for approval:**

- i) R-ADM-Program B. Com, BIB, M.Math (addition of admissions information template)

It was **MOVED** (H. Nemiroff, J. Milner) that Senate approves the revisions to

Regulations R-ADM-Program TBD-1363 B. Com., TBD-1370 BIB, and TBD-1373 B.Math effective for the 2022/23 Undergraduate Calendar as presented. The motion **PASSED**.

- ii) R-UG-BENG (to make ECOR1050x courses more accessible)

It was **MOVED** (H. Nemiroff, M. Murphy) that Senate approves the revisions to Regulation R-UG-BENG effective for the 2022/23 Undergraduate Calendar as presented.

The motion **PASSED**.

- iii) TBD-1869 R-UG-3.2.1 General ACE Information (BMUS to adopt the CA status instead of WT to use for their program)

It was **MOVED** (H. Nemiroff, P. Wolff) that Senate approves the revisions to Regulation R-UG-3.2.1 General ACE Information effective for the 2022/23 Undergraduate Calendar as presented.

The motion **PASSED**.

- iv) R-UG-3.2.7 ACE Exemptions: TBD-1949, TBD-1959, TBD-1957 (adding a check at 15.5 credits as per ACE)

It was **MOVED** (H. Nemiroff, S. Sadaf) that Senate approves the revisions to Regulations R-UG-3.2.7 TBD 1949 B. Arch, TBD-1959 BSW, and TBD-1957 B. Music effective for the 2022/23 Undergraduate Calendar as presented.

A Senator noted that the Bachelor of Architecture no longer exists and has been replaced by the Bachelor of Architectural Studies (BAS). The Chair of SCCASP thanked the Senator for the clarification, and asked for a friendly amendment to change B. Arch to B.A.S.

With this amendment, the motion **PASSED**.

- v) TBD-1371 R-ADM-Program-BIT (addition of ACE boilerplate language)

It was **MOVED** (H. Nemiroff, M. Burns) that Senate approves the revisions to Regulation TBD-1371 R-ADM-Program-BIT for the 2022/23 Undergraduate Calendar as presented.

The motion **PASSED**.

vi) TBD-1758 R-UG-COOP B.Sc Food Science (increasing access by lowering CGPA requirement)

It was **MOVED** (H. Nemiroff, J. Ramnarine) that Senate approves the revisions to Regulation TBD-1758 R-UG-COOP B. Sc Food Science effective for the 2022/23 Undergraduate Calendar as presented.

The motion **PASSED**.

vii) TBD-1952 R\_UG\_ 3.2.7 BID ACE Exceptions (revising and simplifying new ACE regulations for BID)

It was **MOVED** (H. Nemiroff, C. Klein) that Senate approves the revisions to Regulation TBD-1952 R-UG-3.2.7 BID effective for the 2022/23 Undergraduate Calendar as presented.

The motion **PASSED**.

viii) TBD-1389 R-UG-Additional Regulations for B.A. (rewording to include ACE language)

ix) TBD-1392 R-UG-Additional Regulations for B.Sc.

The Chair of SCCASP proposed combining the final two motions into an omnibus motion to save time. There was no objection from Senate.

#### Omnibus Motion

It was **MOVED** (H. Nemiroff, B. Hallgrímsson) that Senate approves the revisions to Regulation TBD-1389 R-UG-Additional Regulations for BA, and Regulation TBD-1392-R-UG-Additional Regulations for B.Sc. effective for the 2022/23 Undergraduate Calendar, as presented.

The motion **PASSED**.

Individual Motions 8 and 9 (as circulated in the binder):

- MOTION: That Senate approves the revisions to Regulation TBD-1389 R-UG-Additional Regulations for B.A. effective for the 2022/23 Undergraduate Calendar, as presented.
- MOTION: That Senate approves the revisions to Regulation TBD-1392 R-UG-Additional Regulations for B.Sc effective for the 2022/23 Undergraduate Calendar as presented.

### Item for Discussion: First-Year Grading Policy

SCCASP Chair Howard Nemiroff presented an outline of a draft First-Year Grading Policy, with items for Senate discussion and input. The proposed policy would draw from the temporary compassionate grading policy put into place during the pandemic, but would apply only to first-year students.

The purpose of the policy will be to ease students into their first year of university as they adjust to increased workloads and the new demands of university life. Potential benefits include increased retention and graduation rates, and a more positive experience for students. A landscape study indicates that many Ontario universities and hundreds of schools in the United States either currently have such a policy or are moving in this direction and implementing similar measures and policies.

The current proposed draft states that the policy would apply to students entering their first year of studies at Carleton with no previous post-secondary experience. Under the current proposal, an F grade earned in any course taken during the first two terms would be automatically converted to NR (No Record). NR is not recorded on the transcript but will be recorded and available internally.

For passing grades, a number of options were discussed for input:

- All passing grades could automatically be converted to CR (Credit), which would be recorded on the transcript. (This approach has been adopted by the Massachusetts Institute of Technology.) The earned grades also would be recorded internally. This could apply to the first term only, or to both terms in the first year of studies.
- Some or all passing grades could be converted to CR at the request of the student. CR would be recorded in the transcript and the earned grade also would be recorded internally. This could apply to the first term only, or to both terms in the first year of studies.

The SCCASP Chair noted as well that implementation of this type of policy would impact advising, awards and scholarships, and potentially graduate school applications.

In response to a question, the SCCASP Chair confirmed that the removal of the CGPA for students in their first year of study can be discussed. He

also noted that once a failure is converted to NR, the F is no longer on the transcript, although the grade is available internally for advising, and other, purposes. It was also noted that a large number of NRs would be of concern to the Registrar's Office and would be flagged for follow-up with the student.

A Senator asked whether students had been consulted on this proposed policy. In response, CASG President Jennifer Ramnarine stated that CASG has surveyed both undergraduate and graduate students regarding compassionate grading. All surveyed supported the development of a long-term grading policy for first year students.

Another Senator requested that internal grades be easily and quickly available to faculty members and others advising students. In Engineering, for example, it is imperative to have ready access to these internal grades when evaluating programs. It was also noted that in Engineering this type of policy might be best applied to 1000-level courses vs. first-term courses that can be taken in the second term. The Chair of SCCASP agreed to consider options for different programs and bring back further ideas for discussion.

The Provost noted that this type of policy would be especially valuable for recent high school graduates who have experienced challenges in their final years of secondary school due to the pandemic. He added that student choice should be prioritized, so that students are able to retain their grades on their transcripts if they so choose.

The Chair thanked SCCASP and Senators for the discussion on this important initiative, and confirmed that this item will return to Senate for further discussion, and eventually for approval, within the next few months.

Items for Information:

- Micro-credential course offerings
- Minor modifications for December 2021

## 7-Reports, cont'd

### b) Senate Quality Assurance and Planning Committee

Committee Chair Dwight Deugo presented nineteen major modifications and two cyclical review reports for Senate approval.

### Major Modifications

For increased efficiency, the major modifications were combined into an Omnibus motion for Senate.

It was **MOVED** (D. Deugo, S. Sivathayalan) that Senate approve the major modifications as presented below.

A Senator asked why the Minor in Performance in the Public Sphere (motion #12) was being deleted. The Chair of SQAPC indicated that support for the minor had decreased overall in the department.

The motion **PASSED**.

### Individual Motions:

- THAT Senate approve the deletion of PANL 5008 as presented with effect from Fall 2022.
- THAT Senate approve the major modification to the PhD Program in History as presented with effect from Fall 2022.
- THAT Senate approve the introduction of INAF 5915 as presented with effect from Fall 2022.
- THAT Senate approve the major modification to the MSc Program in Mathematics as presented with effect from Fall 2022.
- THAT Senate approve the major modification to the GDIP in Work and Labour as presented with effect from Fall 2022.
- THAT Senate approve the introduction of the collaborative specialization in Data Science to the MSc in Chemistry program as presented with effect from Fall 2022.
- THAT Senate approve the introduction of the collaborative specialization in Climate Change to the MAs in Economics, Geography, Migration and Diaspora Studies, Political Economy, Psychology, and Sustainable Energy, the MSc in Geography, the Masters of Architecture, the MASC and MENG in Civil Engineering as presented with effect from Fall 2022.
- THAT Senate approve the major modification to the MA program in Anthropology collaborative specialization in Climate Change as presented with effect from Fall 2022.

- THAT Senate approve the introduction of the collaborative specialization in Latin American and Caribbean Studies to the MAs in Communication and Migration and Diaspora Studies as presented with effect from Fall 2022.
- THAT Senate approve the introduction of the collaborative specialization in African Studies to the MA in Migration and Diaspora Studies as presented with effect from Fall 2022.
- THAT Senate approve the major modification to the MA in Sustainable Energy and the introduction of SERG 5909 as presented with effect from Fall 2022.
- THAT Senate approve the deletion of the Minor in Performance in the Public Sphere as presented with effect from Fall 2022.
- THAT Senate approve the deletion of the Minor in South Asian Studies as presented with effect from Fall 2022.
- THAT Senate approve the major modifications to ENST 4001, 4002, GEOG 4406, 4408, GEOM 4406 and 4408 as presented with effect from Fall 2022.
- THAT Senate approve the major modifications to the Undergraduate Programs in Canadian Studies as presented with effect from Fall 2022.
- THAT Senate approve the deletion of the Concentration in Terrain Science from the BSc Combined Honours in Earth Sciences and Geography as presented with effect from Fall 2022.
- THAT Senate approve the major modification to HLTH 4909 as presented with effect from Fall 2022.
- THAT Senate approve the introduction of the Bachelor of Public Affairs & Policy Management language requirement as presented with effect from Fall 2022.
- THAT Senate approve the introduction of the undergraduate Political Science language requirement as presented with effect from Fall 2022.

### Cyclical Reviews

Final Assessment Reports and Executive Summaries for Cyclical Program Reviews in Biochemistry and Social Work were circulated to Senators in advance.

Omnibus Motion:

It was **MOVED** (D. Deugo, M. Rooney) that Senate approve the Final Assessment Reports and Executive Summaries arising from the Cyclical Review of the programs.

The motion **PASSED**.

Individual Motions:

- THAT Senate approve the Final Assessment Report and Executive Summary arising from the Cyclical Review of the undergraduate programs in Biochemistry.
- THAT Senate approve the Final Assessment Report and Executive Summary arising from the Cyclical Review of the undergraduate programs in Social Work.

## 7-Reports, cont'd

### c) Senate Review Committee (Enrolment Update)

Committee Chair Don Russell introduced this item. He noted that the Senate Review Committee met in January to review the Fall 2021 Enrolment Report released by the Office of the Vice-President, Students & Enrolment (OVPSE), as per the committee mandate. After discussion and review, the committee submitted a number of questions to the OVPSE regarding the report. Both committee questions and responses from the OVPSE were then circulated to Senators along with a copy of the original enrolment report.

Vice-President Students and Enrolment Suzanne Blanchard presented an updated enrolment report to Senate, including the extra details requested by the committee.

#### Highlights from the Presentation:

New undergraduate enrolment has increased by 1.9% from last year (+3% with full-time equivalents), with strong increases seen in new domestic students.

New graduate student enrolment is up overall by 9.8%, and is especially high for international students. Enrolment for Master's students is flat, but

PhD enrolment has increased for both domestic and international students.

Overall enrolment for all students (graduate and undergraduate) has declined by 2.2%, but is due in part to the large graduating class (up 9.2%). A significant statistic to note is the increase in retention rate (+2.6%).

The breakdown of undergraduate enrolment by Faculty shows stable new first-year enrolment overall with increases in FED, Sprott, and Science. Overall undergraduate enrolment is stable for most Faculties, with a decrease shown in FPA.

Master's enrolment by Faculty shows that new Master's enrolment is up in FED, Science and Sprott, and slightly down in FASS and FPA. Returning full-time Master's Enrolment is down in FED, FPA and Sprott, stable in Science and up in FASS. The decreases are partly due to normal ebbs and flows in enrolment in various programs within these Faculties.

PhD enrolment is mostly up across all Faculties particularly for returning full-time PhDs. New PhDs in FPA are trending down.

The overall enrolment target set for Fall 2021 was a 3% increase in full-time enrolment. The actual enrolment growth is 2%, or 1% below target. This difference could be explained by an increase in part-time status of students.

Discussion:

A Senator asked about targets for Fall 2022. The VPSE responded that while they are looking at areas for growth, the projection will be flat growth for new undergraduate enrolment.

In response to a second question, the VPSE noted that provincial funding is based on full-time equivalents, but that there is an impact on tuition fees received, which are pro rata for part-time students.

In response to another question from Senate, the VPSE noted that significant changes in enrolment can be seen in Computer Science, which has been growing for a number of years, and in Business which is also growing. Other programs tend to be stable, although international programs have seen a decrease in enrolment, due to the pandemic. Data for individual departments can be made available; Chairs and

administrators are encouraged to work with the Office of Institutional Research and Planning in pulling these reports, to ensure the parameters are clearly defined.

A Senator asked for an explanation for the large increase in enrolment for international students. Because of the pandemic, international graduate students have had opportunities to pursue their studies online, without leaving their home country, and this has resulted in an increase in their numbers. However, many of the undergraduate international students, particularly those in China, have not been able to access online studies as easily, which has resulted in a decrease in undergraduate international student enrolment during the pandemic.

In closing, the VPSE noted that the Registrar's Office is working closely with Faculties to address lower enrolment in non-STEM programs. They will continue to explore innovations in recruitment strategies to meet the needs and challenges of Carleton's enrolment strategy.

The Chair thanked the Senate Review Committee, the Office of the Vice-President Students and Enrolment, the Decanal teams and everyone else involved in admissions and recruitment.

## **8. Carleton University Scenario Planning (CUSP) Group Winter 2022 Update**

Provost Jerry Tomberlin presented updated recommendations from the CUSP Working Group for the Winter 2022 term. Due to the rapid rise of the Omicron variant in December 2021, Carleton and other Ontario universities were forced to pause the return to campus and in-person classes until January 31, 2022. In order to provide an extra cushion of time to prepare for the transition, the CUSP Report recommends postponing the return to campus until February 7, 2022. Face-to-face courses that were scheduled for the Winter 2022 term will pivot back to in-person delivery on February 7<sup>th</sup>.

### Discussion:

A Senator asked what instructors of classes that are set to resume in-person as of February 7 can do, if a student refuses to come back to campus and requests online accommodation. The Provost replied that a broad array of online courses is available for the winter term. In addition, individual faculty members can, if they wish, offer online alternatives for their students, but they are not obligated to do so.

Another Senator asked what students should do if they are symptomatic and have been on campus, but cannot easily access testing to confirm whether or not they have Covid. The Vice-President Students and Enrolment confirmed that testing resources are not generally available, but that Carleton is following new health and safety protocols as of January 2022. If students have symptoms, they are required to stay home and to file a report via cuScreen. Health and Counselling Services will then contact the individual to assess the situation. The Provost added that spacing and masking requirements are still in place on campus to help protect students from infection.

The Provost noted that KN95 and 3-ply medical masks are available via eshop for departments to order for faculty and staff, at no cost. The Vice-President Students and Enrolment added that as per public health recommendations, three-ply cloth masks and three-ply medical masks are still acceptable to wear if they fit snugly. At this time, instructors are required to wear masks when teaching in person.

The Chair thanked the CUSP working group for their recommendation and noted in closing that small class size, social distancing measures, mandatory masks, vaccine mandates and upgraded ventilation in classrooms should reassure students and faculty members that their health is being prioritized as we gradually return to campus over the next few months.

It was **MOVED** (J. Tomberlin, J. Sinclair-Palm) that Senate confirm the pausing of in-person delivery of classes that were scheduled to be delivered in-person for the Winter 2022 term, until their resumption on February 7<sup>th</sup>, 2022, in line with the recommendations of the Carleton University Scenario Planning (CUSP) Working Group.

The motion **PASSED**.

## 9. Kinàmàgawin Implementation Update

Kahente Horn-Miller, Assistant Vice-President of Indigenous Initiatives, presented a progress report on the implementation of the Kinàmàgawin Indigenous Strategy.

The core of Kinàmàgawin or “Learning Together” consists of 41 Calls to Action across seven thematic areas:

- Community Engagement
- Student Support

- Indigenous Student Experience
- Teaching & Learning
- Culture, Systems and Structure
- Research & Innovation
- Metrics

The presentation demonstrated strong progress across all seven thematic areas. Some notable achievements outlined in the presentation included the following:

- implementation of recruitment and retention plans for Indigenous students,
- Establishment of Office of AVP, Indigenous Initiatives
- \$2.5 Million Joyce Family Foundation endowment with matching funds for Indigenous Enhanced Support Program
- the launch of the inaugural Indigenous Peer Mentorship program,
- the continued development of Carleton University Collaborative Indigenous Learning Bundles.
- Hiring 9 of the 10 new Indigenous faculty positions
- Development of Indigenous Research Ethics Board
- New Names for New Times Initiative
- Development of Social Work programs in Kitigan Zibi and Akwesasne
- And many others.

A full written report on the implementation of the strategy will be available later this term. The Chair thanked Dr. Horn-Miller and her team for the presentation and noted the impressive progress on this important work.

## **10. Reports for Information**

- a) Senate Executive Committee Minutes (November 16, 2021)
- b) Senate Executive Committee E-poll Minutes (December 1, 2021)
- c) Report from COU Academic Colleague

## **11. Other Business**

There was none.

## **12. Adjournment** – The meeting was adjourned (J. Miller, S. Maguire) at 4:07 pm.