

**FACULTY OF
ARTS AND SCIENCE****Arts and Science Faculty Council**
Minutes of the meeting held on March 2, 2018
Open Session

Present: Dean A. Roy; C. Acland; A. Arshad-Ayaz; P. Bianucci (for A. Champagne); P. Biron; E. Bloodgood; J. Camlot; J. Capobianco; B. Caron; E. Champagne; E. Chevrier; R. Courtemanche; M. D'Amico; C. Daniel-Hughes; S. Dayanandan; E. De Martinis; C. DeWolf; M-F. Dion; E. Faure; M. Fritsch; A. Furlani; M. Gaudet; D. Gauvreau; R. Ghouchani; P. Gossage; M. Hale; C. Hyndman; P. Joyce; C. Kalman; M. Kenneally; T. Khaner; G. LeBlanc; D. Liakin; D. Linetski; S. Mitelman; P. Morden; B. Nelson; S. Paunescu; V. Penhune; D. Pesco; M. Russell; S. Salari; D. Secko; M. Sharma; D. Therrien; M.W. Toure

Regrets: R. Bedell; C. Belkhodja; A. Champagne; A. Forget; R. Hutchinson; P. Karekezi Kabahizi; J. Lefebvre-Prévost; K. Manning; P. Riva; J. Roy; K. Sawchuk; T. Singh

Guest Speakers: A. Barrafato; L. Bourret; F. Clayman; G. Desrosiers; J. Drummond; A. Luciano; G. Pardillo

Documents Circulated and/or Considered at the Meeting:

ASFC 2018-1M	Minutes of the Meeting held January 26, 2018
ASFC 2018-2M-A	Elections and Ratifications
ASFC 2018-2M-B	Department of Chemistry and Biochemistry, CHEM-57
ASFC 2018-2M-C	Department of Classics, Modern Languages, and Linguistics, CMLL-36,
ASFC 2018-2M-D	Department of Classics, Modern Languages, and Linguistics, CMLL-49
ASFC 2018-2M-E	Department of Geography, Planning and Environment, GEOG-36
ASFC 2018-2M-F	Department of Political Science, POLI-24
ASFC 2018-2M-G	Department of Psychology, PSYC-14

1. Call to Order

The Meeting was called by Dean Roy at 10:04 a.m.

2. Approval of the Agenda

ASFC 2018-2M-1 It was moved and seconded (P. Morden/C. Kalman) that the agenda be approved.
Carried, unanimously

3. Approval of the Minutes of the Meeting held January 26, 2018

ASFC 2018-2M-2 It was moved and seconded (M.F. Dion/M. Russell) that the minutes be approved.

Carried, unanimously

4. Business Arising from the Minutes

There was none.

5. Visit from Gracy Pardillo, Associate Vice-President Finance and Controller, and Financial Services Team

Lyne Bouret, Director of Operations and Information System Services – oversees student accounts.

Frederick Clayman, Manager, Accounts Payable.

New training sessions are being offered for financial processes, procurement, research accounts and the new online tool for expense reports. Written procedures can also be found on Cspace.

Genevieve Desrosiers, Director, Research and Accounting Services – oversees reports, audited financial statements, etc. for research grants and accounts.

Angela Luciano, Assistant Director of Research – her team offers training, and support to the Vice-President Research and Graduate Studies to double our research.

On May 1, 2018, three separate policies will be introduced along with a handbook. The objective of this initiative is to set clear guidelines on policies. The three policies are: Travel and Conference Policy, Hospitality, Meetings and Events Policy, and Petty Cash Policy. These documents will be available on Cspace and training sessions will be offered in the coming months.

6. Visit from Anna Barrafato, Disability Accommodation Specialist, Access Centre for Students with Disabilities

A. Barrafato presented the Centre. It is part of Student Services and reports to Lisa Ostiguy, Deputy Provost. The Centre is an administrative unit which offers support to faculty and staff in order to meet student needs. Its mission is to promote inclusion on campus. The staff at the Centre meets with students with disabilities to create individualized accommodation plans once the students have been admitted to a program and have registered for classes. The most common accommodations are for exams. It is important to note that the learning objectives or bona fide educational requirements are not altered by the accommodations.

Currently, there are two thousand two hundred students registered with the Centre and the numbers have been increasing every year by ten percent. The funding for the staff, student tutors and invigilators comes from the Government of Quebec as part of their policy on inclusion.

The Centre promotes the need to move towards Universal Design for Learning (UDL) in which professors proactively work to review curriculum and teaching style to include multiple methods of representation, expression, and engagement. There are resources available for faculty members through the Centre for Teaching and Learning.

C. Daniel-Hughes asked how to manage students' request for accommodations when they are not registered with the Centre.

A. Barrafato answered the guiding principle is not fairness nor equality but equity. One way to approach these situations is to be proactive about integrating the UDL approach and offering different options for actions and expression in the classroom. Professors can recommend the student register with the Centre. The University however cannot mandate students to register with the Centre or to disclose. In the United States, Universities have moved away from having to provide documentation altogether and the focus is now on the individual story. In Quebec, the Universities report back to the Government and need to provide documentation to receive funding.

J. Camlot asked how the Centre for Teaching and Learning (CTL) is collaborating with the Access Centre.

A. Barrafato answered that Mireille Paquet and Miranda D'Amico are conducting research through the CTL with the goal of creating an implementation plan for UDL across the University.

7. Visit from Jennifer Drummond, Coordinator, Sexual Assault Resource Centre (SARC)

J. Drummond introduced the Sexual Assault Resource Centre and its mandate. The Centre provides support to student, staff and faculty who have experienced sexual assault or harassment at any time in their life. It also works with allies, friends, families and partners of survivors, and provides referrals to on and off campus resources. It coordinates with other University offices such as Health Services, Security, the Exams Office, etc., through the Sexual Assault Response Team when necessary.

The Centre offers a drop-in space, one-on-one appointments and creative expression groups. They also offer support through police interviews, hospital visits, court hearings, etc. The Centre has outreach, awareness raising, and educational activities on sexual violence, prevention, and related topics such as consent in relationships, bystander response, and ways to support survivors. The Centre works proactively with the Concordia community such as with student athletes and those living in residences, coaches, communications staff, senior administrators, teaching and research assistants, etc. Its mandate will continue to grow with Bill 151 coming in September 2019.

The SARC is survivor centered. It supports the direction the survivor wishes to take. It is a feminist space and acknowledges sexual violence as a gender-based crime with barriers to reporting and receiving support. It is also intersectional and inclusive. It acknowledges other important considerations such as gender identity and sexual orientation.

A three-year research project has shown faculty members are often the first person students disclose to, mainly because of the need to explain why they have not been coming to class, or their need for accommodation for exams or assignments. Listening without judgement, saying I believe you, supporting the person in the steps they want to take and informing them about resources such as the SARC are key elements to responding to a disclosure.

A. Furlani asked if a unit head can report an anonymous testimony on behalf of survivors and get direction to get back to them with information and resources.

J. Drummond said yes, the Centre will assist and inform Chairs of the options and resources available.

A. Furlani asked if the unit head can intervene.

J. Drummond answered that anything which could be conceived as a disciplinary measure needs to go through the official process.

B. Nelson asked for clarification about the difference between survivors' right to confidentiality versus respect of privacy.

J. Drummond answered it is important to respect confidentiality and the survivor's decision about how they want to handle the situation. It becomes a grey zone if you know there is a predator or repeated offender on campus. In such a case, contact Lisa White, at the Office of Rights and Responsibilities to find out the best way to go forward. It is important to let the University know if there is a danger to the community. In such a case, confidentiality may be broken.

J. Camlot asked for feedback on the University of Alberta's Office of Safe Disclosure and online disclosure system with confidentiality options as a strategy.

J. Drummond answered SARC is considered the primary resource at Concordia. For the online reporting system, it is not on the agenda at the moment.

D. Gauvreau asked for advice on how to apply the zero tolerance policy on sexual harassment.

J. Drummond answered that the zero tolerance policy is a tool. She encourages ongoing, proactive communication about the policy and the expectations around behavior through workshops and presentations. Training is key to changing behavior and bystander intervention over time.

8. Remarks of the Chair

Dean Roy gave an update on the actions taken following the sexual misconduct allegations. An external investigation is underway. A climate review process is being established and the Task Force on Sexual Misconduct and Sexual Violence had its first meeting on March 2.

Dean Roy addressed the recent concerns regarding graduate student funding. The Faculty has been emphasising graduate student enrolment and growth. The Dean explained the different envelopes that compose funding from the School of Graduate Studies (SGS), the portion coming from the Faculty itself, and why the total amount has fluctuated between 2016 and 2019. It is a priority to resolve the deficit and ensure SGS's financial support for growth.

9. Consent Agenda

ASFC 2018-2M-3 It was moved and seconded (M. D'Amico/P. Joyce) that the consent agenda be approved.

Carried, unanimously

10. Announcements

M. Russell, Liberal Arts College, made an announcement.

11. Question Period

There was none.

12. Other Business

There was none.

13. Notices of Motion

There were none.

14. Adjournment to closed session

ASFC 2018-2M-4 It was moved and seconded (A. Arshad-Ayaz/J. Camlot) that the session be adjourned at 11:37 a.m.

Carried, unanimously