

MINUTES OF THE OPEN SESSION
OF THE MEETING OF SENATE

Held on Friday, January 19, 2018, at 2 p.m.
in the Norman D. Hébert, LLD Meeting Room
(Room EV 2.260) on the SGW Campus

PRESENT

Voting members: Alan Shepard (*Chair*); Mohamed Allalou; Paul Allen; Amir Asif; Reena Atanasiadis; Guylaine Beaudry; Pascale Biron; Patrice Blais; Rory Blaisdell; Steven Brown; Saul Carliner; Graham Carr; Mikaela Clark-Gardner; Frank Crooks; Anne-Marie Croteau; Ricardo Dal Farra; Christine DeWolf; Jill Didur; Charles Draimin; Rebecca Duclos; Marcie Frank; Vince Graziano; Brigitte Jaumard; Tevfik Karatop; David Morris; Mahesh Natarajan; Virginia Penhune; Justin Powlowski (*Acting on behalf of Christophe Guy*); John Potvin; Martin Pugh; Omar Riaz; André Roy; Jonathan Roy; Francesca Scala; Yousef Shayan; Ali Sherra; Thufile Sirajudeen; Matt Soar; Robert Soroka; Marc Steinberg; Julia Sutura Sardo; Leyla Sutherland; Sofière Tahar; Christopher Trueman; Paula Wood-Adams; Sharon Yonan Renold

Non-voting members: Joanne Beaudoin; Philippe Beauregard; Denis Cossette; Roger Côté; Bram Freedman; Emmet Henchey; Tom Hughes; Lisa Ostiguy

ABSENT

Voting members: Chiranjeevi Koduri; Lorraine Oades Harald Proppe; Daniel Salée; Shaumia Suntharalingam; Jean-Philippe Warren

Non-voting members: Isabel Dunnigan; Frederica Jacobs; Daniel Therrien

1. Call to order

The President called the meeting to order at 2:05 p.m.

1.1 Approval of Agenda

R-2018-1-1 *Upon motion duly moved and seconded, it was unanimously resolved that the Agenda of the Open Session be approved, with the addition of the President's Remarks as item 2.1 as well as a discussion regarding the sexual misconduct allegations as item 11.*

1.2 Approval of the Minutes of the Open Session meeting of December 8, 2017

R-2018-1-2 *Upon motion duly moved and seconded, it was unanimously resolved that the Minutes of the Open Session meeting of December 8, 2017 be approved.*

2. Business arising from the Minutes not included on the Agenda

There was no business arising from the Minutes not included on the Agenda.

2.1 President's remarks

The President's remarks are summarized as follows:

- He thanked those who attended the Meet & Greet held last week held on both campuses.
- The funeral service for Father Emmett Johns, a Loyola alumnus and honorary doctorate recipient, will be held on January 27 at Saint Patrick Basilica.
- The 2018 Teaching and Learning Winter Festival will begin on January 26.
- A delegation of 90 JMSB undergraduate students won gold at the 2018 Jeux du commerce.
- Prof. Adrian Tsang received a \$6 million grant over three years from the Genomic Application Partnership Program to support his work in the development of an alternative to antibiotics in animal feed.
- Students can now sign up to the Navigator Program and get connected to the resources they need to succeed.
- Open House will be held on Saturday, February 10.
- The past few weeks have been difficult, trying to respond to allegations of sexual misconduct and their aftermath. He will say more during the discussion under item 11.

3. Academic update (Document US-2018-1-D1)

The Provost apprised of some other University projects and initiatives not included in his written report, including the following:

- ⇒ The appointment of Geneviève Sioui, effective January 22, as the new Coordinator, Indigenous Directions.
- ⇒ SHIFT, Concordia's social innovation hub, recently went live.
- ⇒ A series of new online hubs linked to the Strategic Directions website, including one on cities, has also gone live.
- ⇒ ENCS professor Anjali Agarwal has been invited to join a panel for this upcoming Canadian Senate Open Caucus on Women and Girls in Science, Technology, Engineering and Mathematics (STEM).

4. Report of Standing Committees

4.1 Finance (Document US-2018-1-D2)

Pursuant to comments and questions in relation to the structure of eConcordia, KnowledgeOne and their relationship with the University, Prof. Shepard replied that he could bring the suggestion of a presentation on that subject for consideration at a subsequent meeting of Steering Committee. He added that the demand for online courses continues to rise and explained that net revenues come back to the University.

4.2 Library (Document US-2018-1-D3)

No questions were asked in connection with this report.

CONSENT

5. Committee appointments (Document US-2018-1-4)

R-2018-1-3 *That the committee appointments, outlined in Document US-2018-1-D4, be approved.*

6. Academic Programs Committee: Report and recommendations (Document US-2018-1-D5)

6.1 Undergraduate curriculum changes - Faculty of Engineering and Computer Science (Document US-2018-1-D6)

R-2018-1-4 *That the undergraduate curriculum changes in the Faculty of Engineering and Computer Science, outlined in Document US-2018-1-D6 be approved, as recommended by the Academic Programs Committee in Document US-2018-1-D5.*

6.2 Graduate curriculum changes - Faculty of Engineering and Computer Science (Document US-2018-1-D11)

R-2018-1-5 *That the graduate curriculum changes in the Faculty of Engineering and Computer Science, outlined in Document US-2018-1-D11-be approved, as recommended by the Academic Programs Committee in Document US-2018-1-D5.*

REGULAR

7. Academic Programs Committee: Report and recommendations (Document US-2018-1-D5)

7.1. New graduate programs - Faculty of Engineering and Computer - Department of Chemical and Materials Engineering

7.1.1 Graduate Certificate in Chemical Engineering (Document US-2018-1-D7)

7.1.2 Graduate Diploma in Chemical Engineering (Document US-2018-1-D8)

7.1.3 Master of/Magisteriate in Applied Science (Chemical Engineering) (Document US-2018-1-D9)

7.1.4 Doctor of/Doctorate in Philosophy (Chemical Engineering) (Document US-2018-1-D10)

Dean Wood-Adams introduced the four new programs in the Department of Chemical and Materials Engineering which was established eight month ago. Dean Asif added that these new programs have the full support of ENCS and essentially complete the entire spectrum of core programs that a faculty of engineering should offer.

Department Chair Alex de Visscher presented the highlights of the four new programs, noting that in the future a fifth course-based Master's program could be offered. He also said that over time the Graduate Certificate could be offered online. Pending Senate's approval today, the Certificate and Diploma will be offered as of Fall 2018, while the Master's and PhD will require approval of the Bureau de coopération interuniversitaire (BCI) and are expected to be offered as of Fall 2019.

In response to the comments included in the Finance Committee report filed under Document US-2018-1-D2 of today's meeting, Dean Asif said that the budget includes a 10% attrition rate each year, and that no costing reduction is foreseen in the Mechanical Engineering graduate programs due to the introduction of proposed programs in Chemical and Materials Engineering. The demand for Mechanical Engineering graduate programs remains high.

R-2018-1-6 Upon motion duly moved and seconded, it was unanimously resolved that the graduate programs in the Faculty of Engineering and Computer Science, outlined in Documents US-2018-1-D7 to D10, be approved, as recommended by the Academic Programs Committee in Document US-2018-1-D5.

8. Research Committee recommendation regarding Equity, Diversity and Inclusion Action Plan (Document US-2018-1-D12)

Presenting on behalf of Dr. Guy, Dr. Powlowski provided the highlights of the Equity, Diversity and Including Plan (EDI), which is required by the Canada Research Chairs (CRC) Secretariat for institutions with five or more chair allocations in order to guide institutional efforts in increasing the participation of individuals from the four designated groups (FDGs) - women, persons with disabilities, aboriginal peoples and members of visible minorities. The EDI is a shared undertaking of the Offices of the Vice-President, Research and the Provost.

It contains 15 key actions, comprised of both short- and long-term goals. A report on the progress made in meeting the EDI objectives will be required on October 31. Key stakeholders were consulted in the preparation of the plan. The draft recommended for approval by the Research Committee has received input and feedback by the University Research Committee and the Academic Cabinet.

Prof. Allen expressed a concern that the person occupying the position of Senior Lead, Equity and Diversity is a non- academic. Dr. Carr responded that Dr. Villacorta has a

PhD and will provide expertise as a resource person for all academic hiring, specifying that the position is not a voting member of the committee.

R-2018-1-7 *Upon motion duly moved and seconded, it was unanimously resolved that Senate approve Concordia University's Equity, Diversity and Inclusion (EDI) Action Plan for the Canada Research Chairs (CRC) Program, outlined in Document US-2018-1-D12.*

9. Emeritus status for retiring librarian (Document US-2018-1-D13)

Dr. Beaudry recalled that in March 2001 Senate approved the awarding of the emeritus status for all faculty members retiring in good standing. At Concordia, librarians are members of the academic staff and are appointed with ranks that parallel those of professors: assistant librarian, associate librarian, and senior librarian. Upon retirement, however, they are not awarded emeritus status even though they may continue to work on projects and research related to the University and serve on committees in a professional capacity.

Dr. Beaudry noted that other universities confer emeritus status to librarians upon retirement and opined that Concordia librarians, as members of the academic staff, should also be given the designation "Librarian Emeritus/Emeritae", specifying that the designation will be honorific only and will not have any other privileges associated with it.

Me Blais made the point that the term "in good standing" should be clarified.

R-2018-1-8 *Upon motion duly moved and seconded, it was unanimously resolved:*

That Senate approves the awarding to all librarians retiring from Concordia University in good standing a title testifying to the holder's professional relationship with the University; and

That the designation be [rank at the time of their retirement] Emeritus/Emeritae (ex: Senior Librarian Emeritus, Associate Librarian Emeritus).

10. Presentation by public scholars

Dean Wood-Adams provided the background of the public scholars program which was launched last year. The first cohort is comprised of ten doctoral students who receive \$10,000 over three terms. The second cohort was chosen in December 2017.

The program was developed in partnership with the *Montreal Gazette* to showcase the value that graduate students bring to Montreal and the world. Ten highly qualified PhD students were selected across our four faculties. They receive training in writing of opinion editorials, philanthropy, government relations, communications and social media to enable them to connect and share their knowledge with the wider community. Dean Wood-Adams shared some of the blogs and social media as well as a sampling of the opinion editorials.

Lucas Hof (mechanical engineering) and Nadia Naffi (educational technology), two current scholars, presented a summary of their research as well as their contributions to the program.

11. Sexual misconduct allegations

Referring to recent public statements, a press conference and a number of past and current allegations regarding sexual misconduct in the Creative Writing Program, President Shepard assured Senate that those allegations are taken seriously and apologized for the anguish and pain that were reported.

While some allegations are historical and some more recent, the University's investigation must be conducted under a legal framework which provides for due process, confidentiality and privacy. He made the point that he is not trying to hide anything but rather to protect the rights of all involved. Under his leadership, his team has worked very hard to put in place appropriate mechanisms, such as the creation of the Sexual Assault Resource Centre in 2013, which continues to be an important part of the safety network. A number of policies were reviewed in 2014, which led to the adoption in 2016 of the stand-alone *Policy regarding Sexual Violence*. In 2017, the Quebec government did its own review and adopted Law 151 specific to universities, which was largely based on the work done at Concordia. The Office of Rights and Responsibilities also has a robust process.

Prof. Shepard added that guidelines regarding intimate relationships between students and faculty were finalized recently in light of Bill 151 and were to be disseminated in a few weeks but their roll-out will be accelerated given the circumstances.

The President summarized the three steps announced at the press conference:

- 1- Investigating the allegations using an external investigator;
- 2- Conducting a climate review of the Department of English; and
- 3- Launching a University-wide task force to review our current environment. This will be led by Lisa Ostiguy and Nadia Hardy and composed of students, faculty and staff.

He reiterated his sadness and anger about the reported allegations, noting that the University is taking all the steps to correct the situation but must be mindful that it cannot proceed on rumors or innuendoes and without formal complaints.

A discussion ensued, during which Senators provided their comments and concerns, summarized as follows:

- The University should not only focus on academics but also on intellect to help students evolve. The administration needs to listen to students about what they want and need.

- Some students do not feel listened to or supported. There is an internal failure on the part of the administration. Only one formal complaint has been filed. What counts as evidence? Students have been dissuaded not to go forward, and issues have not been acknowledged. The problem is ongoing, not historical. How can students trust the administration? The administration needs to apologize to students who have come forward.
- At its last Council meeting, the Arts and Science Federation of Associations (ASFA) established its own task force to assess both internal responses to this ongoing situation and the University environment to propose any recommendations they see fit through their own consultations.
- A list of requests to the administration from the Concordia Association for Students in English (CASE) was read, summarized as follows:
 - Acknowledge that the concerns were brought up in 2015 following the publication of an article written by Emma Healey regarding the climate of the Creative Writing Program and apologize for their subsequent dismissal.
 - Be transparent about the third-party conducting the investigation.
 - Facilitate a clear line of communication between students and the investigative third-party.
 - Clarify what constitute legitimate and defensible evidence.
 - Hire student-approved, third-party organizations to provide survivor-oriented support to affected Concordia students and alumni.
 - Revise the current policy regarding personal relationships between faculty members and students to account for possible risks of impropriety.
 - Prior to faculty members offering personal support to students, require students be made aware that faculty members have access to institutionalized legal recourse that students do not.
 - As problematic faculty have taught courses in both the Professional Writing and Literature streams, keep all English students informed and involved.
 - Remove the Matrix Magazine from the Concordia campus.
- CASE members and other students in the Faculty of Arts and Science do not trust the University procedures, because of the power dynamic and the concern that their experiences will be denounced or ignored. There is a fear within the student body of the asymmetric power imbalances in the University, and students are afraid to come forward because of it.
- Has conversations with hundreds of students each year in his capacity of student advocate. There is a perception among some students that the University is incapable, unwilling, or does not care. Complaints brought to the Office of Rights and Responsibilities or to Faculties/Departments do not get resolved or do not result in concrete outcomes. Involvement of the Human Resources Department does not help. Contrary to infringements to the Academic Code of Conduct, there is no clear process. There is a lack of data or formal record, which drives students further away from the process.

- The negative power dynamic is a key element. The majority of incidents occur in academic spaces. This climate allows the misconduct to occur and the review should address this aspect.
- There are not just a few bad apples. We need to fix and address the conditions that allow those bad apples to exist.
- Reporting is difficult in itself. Having more and clearer signage to key offices would be helpful.
- There is a need for mandatory training for faculty members at orientation. Mandatory orientation and training on this topic should be done in person and not online.
- Deals with disciplinary issues. Cases are reported for which there are consequences, but we do not hear about those cases.
- Concerns were raised about a lack of transparency of the proposed process, that repeated demands by students for involvement in the process are being ignored, that students should participate in the selection of the investigator, that more details about the process are necessary for it to be meaningful, that the projected timeline of May-June for the report is vague.

Responding to the first item of the CASE statement read earlier on, Dean Roy indicated that the administrative response at the Department and Faculty level was swift after receiving the letter in 2015. The matter was treated very seriously. The students' concerns were heard, and advice and support was provided to them, including informing them of their rights and the process to file a complaint, encouraging them to contact the Office of Rights and Responsibilities and offering accompaniment by the Department Chair if they wished to file a complaint.

Dean Roy added that the process was conducted with the utmost respect for the confidentiality requested by the students. Measures were taken in the Department to address the concerns. The letter was not shared with the Provost or the President.

Me Sullivan noted that extreme care is exercised in choosing the investigator and that the selection process and the name of the chosen investigator are confidential in order not to compromise the confidentiality of the investigation. She added that in the past Dr. Ostiguy and she have co-chaired working groups on various policies, which always include student participation.

The President reiterated that students will be full participants in the process and that the following actions are important:

1. Establishing mandatory orientation and training for faculty and staff regarding the University's policies and guidelines on sexual misconduct.

2. Improving overall communication on existing policies and resources.
3. Putting in place a system to facilitate and preserve a formal record of incidents, even if they do not result in a formal complaint.

Dr. Ostiguy noted that Me Sullivan and she are looking into task forces set up at other universities and will communicate the University's task force mandate in due course.

12. Question period

No questions were posed.

13. Other business

There was no other business to bring before Senate.

14. Adjournment

The meeting adjourned at 4:43 p.m.



Danielle Tessier
Secretary of Senate