

**SENATE GOVERNANCE COMMITTEE (SGC)  
Minutes of Meeting**

**Date:** Monday, September 26, 2022  
**Time:** 2:03pm – 3:39pm  
**Room:** MS Teams Virtual Meeting

**PRESENT:** Laila Albalkhi, Clinton Beckford, Mohamed Belalia, Lori Buchanan, Cheryl Collier, Jess Dixon, Mitchell Fields, Laurie Freeman, Robert Gordon (Chair), Anumita Jain, Ofelia Jianu, Dave Johnston, Adam Pillon, Hussein Samhat, Patti Weir, Stephen Weir.

**ABSENT:** Reem Bahdi (regrets), Beth Daly (regrets), Darren Stanley.

**IN ATTENDANCE:** Natalie Delia-Deckard; Danny Anger (Senate Governance Officer), Renée Wintermute (University Secretary).

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**1 Approval of the agenda**

**MOTION:** That the agenda be approved.

L. Freeman/J. Dixon  
**CARRIED**

**2 Minutes of the Meeting of May 18, 2022**

*(See documents SGC220518M, SGC220721E and SGC 220809E)*

**MOTION:** That the minutes of the Senate Governance Committee meeting of May 18, 2022, be approved.

B. Stewart/D. Johnston  
**CARRIED**

The e-votes of July 21, 2022, and August 9, 2022, were received for information.

**3 Business arising from the minutes**

Nothing to report.

**4 Outstanding Business**

Nothing to report.

**5 Reports/New Business**

**\*5.1 Senate Standing Committee – Membership**

*(See document SGC220926-5.1 for more details)*

**MOTION:** That the Senate Governance Committee recommend to Senate the approval of the following Senate Standing Committees membership:

**Dr. Darren Stanley, Faculty of Education – Senate Governance Committee**

**CARRIED**

## 5.2 Black Scholars' Hiring Initiative – Recruitment Process

(See documents SGC220926-5.2 and SGC220926-5.2x for more details)

**MOTION:** That, in lieu of Section 2 of Bylaw 20, the hiring of the 12 Black Scholars be undertaken based on a two-stage selection process, which includes members of the AAU appointments committee and additional membership from University of Windsor Black-identified scholars, as outlined in *The 12 Black Scholars Recruitment Process*.

C. Collier/L. Freeman

NOTED:

- A comprehensive presentation was provided to members outlining the proposal to hire 12 Black Scholars starting July of 2023, which was arrived at following extensive consultation. There are two phases to the hiring process: 1) a committee to ensure the identification of Black Scholars, and 2) an appointments committee with additional membership from the University's Black Scholars to determine the Black Scholars who will be hired.
- In response to a question raised regarding the process for renewal, tenure, and promotion for the 12 Black Scholars, it was clarified that it would depend on how the specific appointment, if the candidate is hired into a joint appointment with the new Interdisciplinary and Critical Studies AAU (RTP criteria to be developed, if approved), than that criteria would apply, in addition to their primary AAU criteria. In all cases, the RTP process as outlined in Bylaw 22 would apply. All AAUs are working to ensure that they are building-in EDI and Indigenization considerations into their RTP criteria.
- It was suggested that the recruiting budget may need to be increased once a recruitment plan is developed. It was noted that the University is committed to allocating the funds necessary to make this initiative successful.
- In response to a question raised regarding the Black Scholars Recruitment process for the first round of hiring and if it is the same as the current process for hiring faculty across the University, it was noted that the process is like the regular process (grid based, CV, application package to determine if the applicant is meeting the criteria to be a Black identified scholar). The proposal is simply requesting to substitute the committee membership as outlined in section 2.1.1-2.1.3 of bylaw 20 with the proposed two-phased committee process and membership.

**FRIENDLY AMENDMENT:** The motion be amended as follows: *That, in lieu of Section 2.1.1 – 2.1.3 of Bylaw 20, the hiring of the 12 Black Scholars...*

**CARRIED, as amended**

## 5.3 Department of Interdisciplinary and Critical Studies – New AAU Proposal

(See documents SGC 220926-5.3 and SGC220926-5.2x for more details)

**MOTION:** That the Senate Governance Committee recommend to Senate the creation of the Department of Interdisciplinary and Critical Studies. \*

*\*Subject to the approval of expenditures required.*

C. Collier/M. Fields

NOTED:

- Members were provided an overview of the proposal to create an Interdisciplinary and Critical Studies AAU in the Faculty of Arts, Humanities and Social Sciences.
- The proposal moves programs out of the Dean's Office. It provides a home and identity for FAHSS interdisciplinary and critical studies program, enabling growth and better support for students, encouraging synergies, and providing efficiencies. The new AAU also would be an ideal home for a future Black Studies program.
- Social Work, which houses Women's and Gender Studies (WGS), as well as WGS support this proposal.

**CARRIED**

#### 5.4 Black Studies Institute

*(See document SGC220926-5.4 and SGC220926-5.2x for more details)*

**MOTION: That the proposal to establish the Black Studies Institute be approved.**

L. Buchanan/C. Collier

NOTED:

- SGC members were provided a detailed overview of the proposed Black Studies Institute, which will enhance the University's research profile in Black Studies. This is a strategic priority identified in the Anti-Black Racism Task Force Report.
- Members were informed that the three proposed motions will help make the University of Windsor a premier institution for recruiting Black Scholars and for producing Black scholarly courses/work and research.
- In response to clarification sought regarding whether the hiring of the 12 Black Scholars will be required to contribute to Black Scholarly work, to teach within the Interdisciplinary and Critical Studies AAU, and to participate in the Black Studies Institute, it was clarified that of the 12 Black Hires, it is likely that some of them will choose to produce Black scholarly work while some of the hires will provide expertise in other areas of study not related to Black Studies. It was also noted that these initiatives, particularly the Black Scholars Hiring Process which has a core selection committee comprised of a pool of Black Scholars and stakeholders, will help assess the applicant's capacity and willingness to contribute to Black Studies at the University of Windsor.
- In response to a question raised regarding ways in which the Black Studies Institute will measure success in the first year, it was noted that the main priority is the successful facilitation of the recruitment process, following which it will focus on, among others, engendering meaningful partnerships with communities in Windsor as a border city; creating relationships with institutions in the Caribbean, Latin America, and the United States; and creating partnerships with local businesses to ensure Black students have employment opportunities when they graduate.
- In response to a question raised, it was noted that the language in the proposal is deliberate and intentional and reflects the experiences that Black faculty and students have historically and currently experienced on campus.
- In response to a question raised regarding the potential for the Black Studies Institute to implement specific Black Studies courses, it was noted that this the development of a Black Studies program and courses needs to be community-led and consensus driven.
- Minor grammatical revisions were noted.

**CARRIED, as amended**

#### 5.5 Proposed Revisions to Bylaw 31 and Student Code of Conduct

*(See document SGC220926-5.5 for more details)*

This item was deferred to the next meeting due to time constraints.

#### 5.6 Proposed Revisions to Bylaw 2 and 23

*(See document SGC220926 – 5.6 for more details)*

**MOTION 1: That the proposed revisions to Bylaw 2 be approved.**

L. Freeman/ D. Johnston

NOTED:

- In response to a question raised regarding whether the Chair of the committee may use their discretion to go beyond the 10% due registered accommodations, it was noted that the 10% would not include members with accommodations.

**CARRIED**

**MOTION 2: That the proposed revisions to Bylaw 23 be approved.**

H. Samhat /D. Johnston  
**CARRIED**

**5.7 Senate and Senate Standing Committee Diversity Report**  
*(See document SGC220926-5.7 for more details)*

AGREED:

- Concern was raised that the University continues to stress the need to reach EDI goals yet Senators and Standing Committee members have not responded to the EDI Self-Identification form which was distributed several times over the summer. This will be raised at Senate.

**5.8 Strategic Items for Senate Discussion**  
*(See document SGC220926-5.8 for more details)*

NOTED:

- There are eight scheduled Senate Information Sessions starting on November 4, 2022 with Strategic Planning and followed by Institutional and Research Data (data ethics) on December 2, 2022.

AGREED:

- The topics on Microcredentials and SETs be added to the list of strategic items for Senate discussion.

**6 Question Period/Other Business**  
Nothing to report.

**7 Adjournment**

**MOTION: That the meeting be adjourned.**

M. Fields/H. Samhat  
**CARRIED**