

SENATE GOVERNANCE COMMITTEE (SGC)
Minutes of Meeting

Date: Wednesday, January 18, 2023
Time: 2:03pm – 3:28 pm
Room: Toldo Health Education Centre & MS Teams

PRESENT: Reem Bahdi, Clinton Beckford, Cheryl Collier, Beth Daly, Jess Dixon, Laurie Freeman, Robert Gordon (Chair), Dave Johnston, Andrew Ward, Mitra Mirhassani, Patti Weir, Stephen Weir.

ABSENT: Laila Albalkhi (regrets), Mitchell Fields (regrets), Ofelia Jianu (regrets), Muthukeethana Kaliappan (regrets), Hussein Samhat (regrets), Darren Stanley (regrets).

IN ATTENDANCE: Kaye Johnson, Danny Anger (Senate Governance Officer), Renée Wintermute (University Secretary).

1 Approval of the agenda

MOTION: That the agenda be approved.

J. Dixon/C. Collier
CARRIED

2 Minutes of the Meeting of November 16, 2022.
(See documents SGC221116M and SGC221125E)

MOTION: That the minutes of the Senate Governance Committee meeting of November 16, 2022, be approved.

L. Freeman/A. Ward
CARRIED

The e-vote of November 25, 2022 was received for information.

3 Business arising from the minutes

Nothing to report.

4 Outstanding Business

Nothing to report.

5 Reports/New Business

5.1 Report of the Review Committee on Employment Equity (RCEE) 2021-2022
(see document SGC230118-5.1 for more details.)

NOTED:

- A comprehensive overview was provided on the report of the Review Committee on Employment Equity (RCEE).
- It was suggested that Canada Research Chair appointments be included in future RCEE reports and/or the University's diversity targets and appointments more visibly posted online.
- Concern has been raised by the Senior Advisor to the President on Indigenous Relations and Outreach and Indigenous Communities regarding the need for a mechanism to guard against potential fraudulent and misleading self-identification reports.

- It was noted that several universities have put efforts into implementing practices for Indigenous recruitment to reduce misleading self-identification and the University of Windsor needs to provide leadership and a framework on this moving forward. It was also noted that this issue is not isolated to Indigenous peoples, members of the African community are also providing misleading equity self-identification forms.
- In response to a question raised regarding retention of diverse scholars and whether the 10-year retention benchmark should be revisited to a retention strategy for talent, it was noted that many institutions are utilizing exit surveys to gather data on retention. In addition to exit surveys, it was suggested that the University initiate 'stay/retention' surveys to help frame strategies to identify the supports, resources, and professional development opportunity needs of diverse scholars.
- More information on why individuals resign is needed (e.g. resignation due to Canada Research Chair, family decisions, lack of support, etc.) to help develop retention strategies.

AGREED:

- To address the concern of fraudulent and misleading self-identification reports, policies, procedures, and best practices that have been recommended and implemented by other institutions should be explored and consulted and a framework developed for UWindsor.
- Concern was raised regarding the listing of recommendation 3a, under 5.1, as no longer applicable with the completion of the 50 New Faculty Hires initiative. It was noted that equity goals of units should continue to be included in all applications for new positions. OHREA will follow-up with the Provost on this.

5.2 Strategic Items for Senate Discussion

(see SGC230118-5.2 for more details)

NOTED:

- The previously scheduled Senate Information Sessions (February/March/April) will be pushed back one month due to an emerging issue of AI generative technologies, such as ChatGPT by Open AI. The Senate Information Session on February 3, 2023, will be on the ChatGPT.
- ChatGPT and similar such apps are programs that, upon request, can produce a fairly high-level report/document and are potentially the largest disrupter to knowledge creation in decades. This has raised significant concern in academia around questions such as authorship, original work, cheating, and plagiarism (whether used by scholars or students).
- The session will explain what ChatGPT (and other AI generative apps) is, its capabilities in its current beta form, the opportunities and challenges it raises, how instructors and students can best leverage this technology, where it is currently being implemented in everyday technologies, and current limitations and considerations for its use.
- It was noted that with these AI generative technologies available widely, instructors will have to be more thoughtful in evaluation methods.
- The Senate Information Session on March 3, 2023, will be on Cybersecurity Framework and the April 6, 2023 session will be an update on the new Micro-credential Framework.

AGREED:

- The Senate Information Sessions have been well received on campus and the topics discussed have been relevant to current and impending issues.

5.3 Senate and Senate Standing Committee Diversity Report (2022-2023) Update

(see SGC230118-5.3 for more details)

AGREED:

- Concern was raised that the University continues to stress the need to reach EDI goals, yet many Senators and Standing Committee members have not responded to the EDI Self-Identification form, which has been distributed several times over the summer and Fall semester.

5.4 Senate Meeting Scorecard – Results from Fall 2022 Meetings

(see SGC230118-5.4 for more details)

NOTED:

- Senators are still concerned with the low participation/engagement at Senate meetings, but members agreed that it has improved since meetings have gone in-person.
- It was suggested that the results of the survey be compared overtime against prior scorecards to gain a better sense of improvements and/or shortfalls.
- Concern was raised regarding the engagement across campus for University governance, specifically the same names are volunteering on Senate and its Committees, year after year. Consideration might be given to reviewing term limits and/or to reshaping how members are recruited or encouraged to serve on Senate (eg. information to the campus community on the importance of Senate governance, faculty engagement on Senate through promotion and tenure).

5.5 Senate Advisory Research Committee

NOTED:

- Senate Advisory Research Committees are being used by several universities across Ontario to help with research policies and more broadly for research functions such as funding and awards. There are a few models, some of which report to the VPRI, others report to the Senate and the VPRI, etc.
- The plan is to launch such a committee over the next year or so, with help from the Office of the VP, Research and Innovation.
- In response to a question raised regarding the membership of the Advisory Research Committee, it was noted that this will depend on the framing and mandate of the Committee.

AGREED:

- This initiative was well received by SGC members.

*5.6 Senate Standing Committee- Membership

(See SGC230118-5.6 for more details)

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

Linda Rohr, Faculty of Human Kinetics – Program Development Committee

Maggie Liddle, Faculty of Law – Program Development Committee

Debbie Kane, Faculty of Graduate Studies – Senate Governance Committee

Andrew Swan – Senate Governance Committee

CARRIED*

6 Question Period/Other Business

Nothing to report.

7 Adjournment

MOTION: That the meeting be adjourned.

L. Freeman/J. Dixon

CARRIED