

NOTICE OF MEETING

There will be a meeting of the
Senate Governance Committee
on Wednesday April 19, 2023, at 2:30 pm
LOCATION: Room 203 Anthony P Toldo Health and Education Centre
or via MS Teams

AGENDA

- 1 Approval of Agenda
- 2 Approval of the minutes of the meeting of February 15, 2023 SGC230215M
- 3 Business arising from the minutes
3.1 Search Committees and Senate Freeman
- 4 Outstanding Business
- 5 Reports/New Business
5.1 Distinguished University Professor (*In camera*) Weir-Approval
5.2 Recommendation for Changes to Senate Bylaws on Search Committee Membership for the Provost and Vice-President, Academic, the Vice-President, People, Equity, and Inclusion, and the Vice-President, Research and Innovation Beckford-Discussion
SGC230419-5.2
5.3 Bylaw 1 – Review of Composition and Size Dixon-Information
SGC230419-5.3
- 6 Question Period/Other Business
- 7 Adjournment

Please carefully review the 'starred' (*) agenda items. As per the June 3, 2004 Senate resolution, 'starred' items will not be discussed during a scheduled meeting unless a member specifically requests that a 'starred' agenda item be 'unstarred', and therefore open for discussion/debate. This can be done any time before (by forwarding the request to the secretary) or during the meeting. By the end of the meeting, agenda items which remain 'starred' (*) will be deemed approved or received.

**University of Windsor
Senate Governance Committee**

5.2: **Recommendation for Changes to Senate Bylaws on Search Committee Membership for the Provost and Vice-President, Academic, the Vice-President, People, Equity, and Inclusion, and the Vice-President, Research and Innovation**

Item for: **Discussion**

Forwarded by: **SGC Subcommittee on Equity, Diversity, Inclusion and Decolonization**

The SGC Subcommittee on EDID was created in 2021-2022 to address EDI-ID initiatives and reviews that had Senate policy considerations. One such initiative is to ensure diversity and inclusive practice in executive-level searches. The following suggestions are presented to SGC for feedback and, as appropriate, forwarding to the SGC Bylaw Review Committee for further review and drafting.

Note: sections relating to membership from the Board do not fall within SGC or Senate purview, but have been presented as part of a complete proposal for feedback. As well, suggested changes to the bylaw on non-academic vice-presidents does not fall within the purview of SGC/Senate but is presented for feedback.

Recommendation 1:

All members of the university who are eligible to be on the Senate should be eligible to sit on executive search committees to enhance the institutional capacity around inclusive practice and representation in recruitment of senior leadership.

Recommendation 2:

Bylaw 14: Provost and Vice-President, Academic

2.2.1 There shall be a **representative and inclusive** Search Committee composed of the President, as Chair, four members elected from the decanal/faculty/sessional lecturer/librarian members of Senate by the Senate (**at least one of whom must be an Indigenous or racialized person**), a student member of Senate elected by the Senate, two members from and appointed by the Board of Governors (**at least one of whom must be an Indigenous or racialized person**), and an Employment Equity/Procedures Assessor (EE/PA) [non-voting]. The Senate shall either elect the decanal/faculty/sessional lecturer/librarian and student members of the Search Committee at a meeting held for the purpose or upon the request of the Chair of Senate, the University Secretariat shall conduct the election.

2.2.2 In accordance with the University's Employment Equity and Education policy/program, the designated groups are: Indigenous peoples, persons with disabilities, persons who identify as LGBTQIA2S+, racialized persons, and women-identified persons. Recognizing the historic and present need for ensuring representation of women-identified persons on Senate committees, and appreciating the diversity of gender identities, the Search Committee shall have non-student voting members from at least two different gender identities, one of whom self-identifies as a woman. **Recognizing the historical and current under-representation of Indigenous peoples and Visible Minorities (racialized or non-White peoples), the Search Committee shall have**

non-student voting members who are racialized. Therefore, at least one of the four members elected from the decanal/faculty/sessional lecturer/librarian members of Senate and at least one of the two members from and appointed by the Board of Governors shall be racialized/not-White persons. Efforts shall be made to have representation from the other ~~four~~ designated groups on the Search Committee including encouraging eligible members of these designated groups to run for election to the Search Committee.

*Where the racialized committee requirement cannot be met in the Senate, the University Secretariat shall extend the election process to eligible non-senate members of the university.

Bylaw 18: Vice-President, Equity, Diversity, and Inclusion

2.2.1 There shall be a **representative and inclusive** Search Committee composed of the President, as Chair, three members elected from the decanal/faculty/sessional lecturer/librarian members of Senate by the Senate (**at least one of whom must be an Indigenous or racialized person**), a student member of Senate elected by the Senate, three members appointed by and from the Board of Governors (**at least one of whom must be an Indigenous or racialized person**), and an Employment Equity/Procedures Assessor (EE/PA) [non-voting]. The Senate shall either elect the decanal/faculty/sessional lecturer/librarian and student members of the Search Committee at a meeting held for the purpose or upon the request of the Chair of Senate, the University Secretariat shall conduct the election.

2.2.2 In accordance with the University's Employment Equity and Education policy/program, the designated groups are: Indigenous peoples, persons with disabilities, persons who identify as LGBTQIA2S+, racialized persons, and women-identified persons. Recognizing the historic and present need for ensuring representation of women-identified persons on Senate committees, and appreciating the diversity of gender identities, the Search Committee shall have non-student voting members from at least two different gender identities, one of whom self-identifies as a woman. Where necessary a faculty member from a second gender identity shall be elected by the Search Committee from a list of eligible faculty members of the Senate provided by the University. **Recognizing the historical and current under-representation of Indigenous peoples and Visible Minorities (racialized or non-White peoples), the Search Committee should have non-student voting members who are racialized. Therefore, at least one of the four members elected from the decanal/faculty/sessional lecturer/librarian members of Senate and at least one of the three members appointed by the Board of Governors shall/should be racialized/not-White persons.** Efforts shall be made to have representation from the other ~~four~~ designated groups on the Search Committee including encouraging eligible members of these designated groups to run for election to the Search Committee.

*Where the racialized committee requirement cannot be met in the Senate, the University Secretariat shall extend the election process to eligible non-senate members of the university.

Bylaw 16: Vice-President, Research and Innovation

2.2.1 There shall be a **representative and inclusive** Search Committee composed of the President, as Chair, the Provost and Vice-President, Academic, the Dean of Graduate Studies, four decanal/faculty/librarian members, who are active researchers and who shall be members of four different Faculties/Library (**at least one of whom must be an Indigenous or racialized person**), elected by the Senate, two graduate students who are enrolled in research-based programs and are from different Faculties elected by the Senate, one member from and appointed by the Board of Governors, and an Employment Equity/Procedures Assessor (EE/PA) [non-voting]. The Senate shall either elect the decanal/faculty/librarian and student members of the Search Committee at a meeting held for the purpose or upon the request of the Chair of Senate, the University Secretariat shall conduct the election.

2.2.2 In accordance with the University's Employment Equity and Education policy/program, the designated groups are: Indigenous peoples, persons with disabilities, persons who identify as LGBTQIA2S+, racialized persons, and women-identified persons. Recognizing the historic and present need for ensuring representation of women-identified persons on Senate committees, and appreciating the diversity of gender identities, the

Search Committee shall have non-student voting members from at least two different gender identities, one of whom self-identifies as a woman. Recognizing the historical and current under-representation of Indigenous peoples and Visible Minorities (racialized or non-White peoples), the Search Committee shall have non-student voting members who are racialized. Therefore, at least one of the four members elected from the decanal/faculty/sessional lecturer/librarian members of Senate and at least one of the two members from and appointed by the Board of Governors shall be racialized/not-White persons. Efforts shall be made to have representation from the other ~~four~~ designated groups on the Search Committee including encouraging eligible members of these designated groups to run for election to the Search Committee.

*Where the racialized committee requirement cannot be met in the Senate, the University Secretariat shall extend the election process to eligible non-senate members of the university.

Recommendation 3 – For Feedback:

Board Bylaw on Non-academic Vice Presidents

Application and Scope

This bylaw applies to all Vice-Presidents excluding the Provost and Vice-President, Academic and the Vice-President, Research and Innovation, Vice-President Equity, Diversity, and Inclusion and any other vice-presidential positions that the President determines require the incumbent to also hold an academic appointment.

Bylaws on the Provost and Vice-President Academic and the Vice-President, Research and Innovation, are filed under Senate Bylaw 14 and Senate Bylaw 16, respectively.

- 2.2.1 There shall be a **representative and inclusive** Search Committee composed of the President, as Chair, two members from the Board (**at least one of whom must be an Indigenous or racialized person**), four members holding senior administrative or managerial positions or other relevant roles within the university (**at least one of whom must be an Indigenous or racialized person**), a student, and an Employment Equity/Procedures Assessor (EE/PA) [non-voting].
- 2.2.2 In accordance with the University's Employment Equity and Education policy/program, the designated groups are: Indigenous peoples, persons with disabilities, persons who identify as LGBTQIA2S+, racialized persons, and women-identified persons. Recognizing the historic and present need for ensuring representation of women-identified persons on Committees, and appreciating the diversity of gender identities, the Search Committee shall have non-student voting members from at least two different gender identities, one of whom self-identifies as a woman. Recognizing the historical and current under-representation of Indigenous peoples and Visible Minorities (racialized or non-White peoples), the Search Committee shall have non-student voting members who are non-White. Therefore, at least one of the four members elected from the decanal/faculty/sessional lecturer/librarian members of Senate and at least one of the two members from and appointed by the Board of Governors shall be racialized/non-White persons. Efforts shall be made to have representation from the other ~~four~~ designated groups on the Search Committee including encouraging eligible members of these designated groups to consider serving on the Search Committee.

*Where the racialized committee requirement cannot be met in the Senate, the University Secretariat shall extend the election process to eligible non-senate members of the university.

**University of Windsor
Senate Governance Committee**

5.3: **Bylaw 1 – Review of Composition and Size**

Item for: **Information**

Forwarded by: **SSG Bylaw Review Committee**

Bylaw 1 requires that Senate's composition and size be reviewed every 5 years. The last two reviews (2012/2013; 2017/2018) resulted in the maintenance of the status quo.

Members are reminded that the 2009/2010 review resulted in an extensive proposal, which sought to restructure and reduce the size and composition of Senate, keeping in mind the requirements of the Act and based on a strict interpretation of the purpose and role of Senate as the ultimate academic decision-making body. Senate rejected this proposal.

For the 2022/2023 review, the Bylaw Review Committee once again sought feedback from Senate on whether:

1. the size of Senate should be reduced, maintained, or increased;
2. some *ex-officio* positions should be eliminated or added, keeping in mind the requirements of the Act;
3. some positions should be designated non-voting members, allowing those without strict academic functions within the university to maintain a liaison service to Senate and their constituencies.

Twenty-six responses were received. Responses were mixed between reducing and maintaining the size of Senate. Some favoured reducing the number of *ex-officio* positions, others called for a more significant decrease overall – in *ex-officio*, faculty and student numbers, and others still suggested maintaining and, in one case, increasing the size and composition. Very few supported designating some positions as non-voting. This mirrors the feedback from the last two reviews. A handful of responses noted that, if it is decided to open the Act, a more complete and intentional review of the composition and size of Senate should be undertaken.

Given this lack of consistency and direction, the Bylaw Review Committee is not recommending any change to Senate's composition and size at this time.