



SENATE Minutes of Meeting

Date: Friday, February 12, 2021
Time: 2:30pm-6:30pm
Room: Virtual (MS Teams)

PRESENT: Mohammed Abdulaziz, Jalal Ahamed, Sirinart Ananvoranich, Reem Bahdi, Fazle Baki, Chris Baillargeon, Jeff Berryman, Judy Bornais, Pascal Calarco, John Cappucci, Greg Chung-Yan, Cheryl Collier, Joel Cort, Edward Cruz, Scott Cowan, Linden Crain, Herman Dayal, Beth Daly, Biane Deghaiche, Jess Dixon, Candy Donaldson, Gordon Drake, Phil Dutton, Mitch Fields, Brent Furneaux, Chris Fredette, Emily Fraser, Robert Gordon (Chair), Chris Greig, Lorraine Grondin, Alice Grgicak-Mannion, Adrian Guta, Edy Haddad, Mustapha Hamil, Nick Hector, Chris Houser, Andrew Hubberstey, Ofelia Jianu, Pedro Kanati, Ziad Kobti, Douglas Kneale, Bruce Kotowich, Ruth Kuras, Phebe Lam, Mark Letteri, Debbie Sheppard-LeMoine, Sheri Lowrie, Diana Marion, Tiffany Martindale, Carlin Miller, Ken Montgomery, Maureen Muldoon, Sathish Pichika, Jody Ralph, Steven Rehse, Helga Reidel, Jake Rondot, Anotonio Rossini, Jacqueline Stagner, Mehrdad Saif, Victor Sevellano Canicio, K. W. Michael Siu, Jennifer Soutter, Andrzej Sobiesiak, Bonnie Stewart, Julie Smit, Maureen Sterling, Edwin Tam, Nurlan Turdaliev, Nancy Ursel, Ester Van Eek, Chris Waters, Sue Williams, Patricia Weir, Peter Zimmerman.

ABSENT with REGRETS: Abdo Alfakih, Marcello Guarini.

ABSENT: Aman Patel, Ed King, Lisa Baggio, Mitul Kansodariya, Norman King.

IN ATTENDANCE: Jennie Atkins, Nick Baker, Daniella Beaulieu, Chris Busch, Rick Caron, John Coleman, Darryl Danelon, Joel Gagnon, Vincent Georgie, Paramjot Gogia, Beverly Hamilton, Kaye Johnson, Ryan Kenney, Anna Kirby, Erika Kustra, Rita LaCivita, Rosemary Zanutto; Danny Anger (University Secretariat), Renée Wintermute (University Secretary), Alison Zilli (University Secretariat).

1 Approval of Agenda (Unstarring agenda items)

MOTION: That the agenda be approved.

B. Kotowich/A. Grgicak-Mannion

Approval of item 5.8.1, Black Profession Hiring Initiative, will be deferred to a future agenda, as the Provost's Office continues consultations on the proposal.

CARRIED, as amended

2 Minutes of the meetings of January 8, 2021

MOTION: That the minutes of the meeting of January 8, 2021 be approved.

J. Bornais/L. Crain
CARRIED

3 Business arising from the minutes

Nothing to report.

4 Outstanding Business/Action Items

Nothing to report.

5 Reports/New Business

5.1 Report from the Student Presidents (UWSA, GSS, OPUS)

University of Windsor Students Alliance (UWSA)

Members were informed that the UWSA General Election will be made conducted online with voting in March. Students will have until February 26th, 2021 to complete and submit their nomination packages.

Graduate Students Society (GSS)

Members were informed that GSS recently signed a Memorandum of Understanding (MOU) with the Campus Community Garden, which is a space for students, faculty, and staff to engage in local sustainable food production.

It was noted that nominations for the GSS Executive Elections have commenced this week which will be followed by campaigning and voting ending March 2, 2021. The elections are for the following positions: President, VP University Affairs, VP Academic Affairs and VP Finance. This year, the VP External position has been removed, as it is not needed at this time. It was also noted that GSS has hired three new Ignite Work Study positions that focus on marketing, communication and outreach.

Organization of Part-Time University Students (OPUS)

Senators were informed that OPUS continues to reach out to students by advocating and encouraging students to attend Wellness Seminars to help students cope with the ongoing stress of COVID-19. In addition, Green Shield has provided students with informative webinars including various health-related questions and how students can connect with general practitioners online through Maple this winter.

5.2 Report of the President

(See document S210212-5.2 for more details.)

Forbes

Senators were informed that the University of Windsor has been ranked 31st on the 2021 Forbes list of top 300 employers in Canada with greater than 500 employees, placing in the top 10 among universities. This is significant as this is the first time that the University has received this recognition.

Windsor Works

Members were informed that the City of Windsor recently released its economic revitalization strategy which includes the University of Windsor as a key anchor institution and integral partner. It was noted that skills and talent retention are key components of the strategy. The four LIFT pillars established are: 1) Location; 2) Infrastructure; 3) Future; and, 4) Economy. It was also noted that the University is working on a bi-lateral partnership with the city.

Strategic Planning

The University of Windsor will begin the process of establishing a strategic planning framework through researching best practices, consulting with other institutions, developing broad themes and goals, and then establishing a White Paper by Fall 2021 that will include institutional priorities and goals for consideration. This will involve a Strategic Planning Steering Committee and a strong communications plan which will be followed by campus engagement, input, consultation and feedback. Among others, indigenization, equity, diversity and inclusion, internationalization, SMA3 metrics will be key components of the University's strategic plan, and the plans that flow from it (academic, research, AAUs, etc). Once completed the Strategic Plan will be brought forward to Senate and Board of Governors for approval.

In response to a concern raised about a disconnect between programs and the needs of faculty that run the programs, it was noted that redesigning the budget model will help empower the Faculties to plan more effectively for their own area.

5.2.1 COVID-19 – Update

Members were reminded that the University continues to do everything it can to protect the health and safety of the campus community. The majority of Intersession/Summer 2021 courses will continue to be taught primarily online, while Fall 2021 will be a combination of online, face-to-face and hybrid. It was noted that efforts are underway to equip classrooms across campus with technologies for hybrid teaching. It was stressed that balance will ultimately be determined by Public Health considerations and capacity.

In terms of reported on-campus cases, it was noted that there has been a total of 30 confirmed on-campus cases with all 30 of them resolved. It was noted that the University has partnered with Windsor Regional Hospital regarding using Windsor Hall as vaccination centre in case the St. Clair Sportsplex needs to be converted back into a field hospital.

Senators were informed that Spring 2021 Convocation events will be held virtually.

5.2.2 Addressing Anti-Black Racism and Equity Diversity and Inclusion - Update

Members were informed that there are ongoing actions to combat anti-black racism on campus including the establishment of an Anti-Black Racism Taskforce, the establishment of an Anti-Black Racism Initiatives Fund; an Anti-Oppressive Pedagogies Teaching Leadership Chair; and a Black Scholars hiring initiative. The Anti-Oppressive Pedagogies Teaching Leadership Chair will hold a two-year term, have two course releases per year and \$10,000 project funding annually. It was noted that proposals for the position are due March 1, 2021.

Senators were reminded that an Anti-Black Racism Training and Education Framework has been launched with a series of upcoming events and workshops aimed at addressing anti-black racism for faculty, staff, and students.

Senators were informed that the University of Windsor has established \$250,000 for a new scholarship initiative that will support Black students. The University is committed to matching the first \$125,000 donated and the scholarships will be available to entering and continuing students in both undergraduate and graduate programs.

Responding to the Ontario Human Rights Commission Letter

Senators were informed that the Ontario Human Rights Commission (OHRC) issued communications to all Ontario Colleges and Universities noting that *“Indigenous, Black and racialized students are experiencing significant concerns of discrimination, xenophobia and targeting on campuses and in academic environments across Ontario.”* and that there are concerns with institutional responses and complaint mechanisms. The letter reminds institutions that they have a responsibility to ensure appropriate policies and practices are in place to address discrimination and harassment and to monitor them to eliminate adverse impacts and discriminatory elements, including ensuring that complaint processes satisfy the six criteria set out by OHRC.

The University has a duty to investigate and ensure that prompt steps are taken to prevent any further harm or discrimination. Current initiatives include, but are not limited to: review/revision of policies and procedures related to student misconduct, human rights policy revisions, establishment of a new office responsible for student academic and non-academic misconduct, racialized data collection framework, granular employment equity data regarding racialized groups and, a review of education, diversity and inclusion (EDI) structures and policies, and a number of education and support initiatives including counselling services specifically in support of Black and other racialized groups. These initiatives will include broad consultation.

In response to a question raised about advocating good practices and building stronger resources across campus to support the broader initiatives, it was noted that there are many areas across campus with expertise that would welcome the opportunity to share what they do in their areas to combat and address racism and how they incorporate this into their courses and curriculum. It is anticipated that resources and expertise will continue to grow with Anti-Black racism education and training across campus and disciplines.

5.2 Report of the Academic Colleague

The next meeting of the Academic Colleagues will not be until late February.

5.3 Senate Student Caucus

Members were informed that the Senate Student Caucus co-Chairs have reached out to the Faculty Deans to determine what is available regarding mental health initiatives and resources for students. It was noted that there will be a workshop dealing the challenges of online learning where students and faculty will be discussing and developing strategies aimed to alleviate some of the mental health challenges fueled by our current online learning environment.

5.4 Program Development Committee

*5.5.1 Program/Course Changes

*a) Physics – Minor Program Changes (Form C)

(See document S210212-5.5.1a for more details)

MOTION: That the degree requirements for the for the Honours Physics, Honours Physics with Thesis, Honours Physics (Medical Physics), Honours Physics (Medical Physics) with Thesis, Minor in Physics be changed according to the program/course change form.^

^Subject to approval of the expenditures required.

***CARRIED**

*b) School of the Environment – Minor Program Changes (Form C)

(See document S210212-5.5.1b for more details)

MOTION: That the degree requirements for the BSc Honours Environmental Science (with and without Thesis) be changed according to the program/course change form.^

^Subject to approval of the expenditures required.

***CARRIED**

*c) Liberal Arts and Professional Studies – Minor Program Changes (Form C)

(See document S210212-5.5.1c for more details)

MOTION: That the degree requirements for the Liberal Arts and Professional Studies program be changed according to the program/course change form.^

^Subject to approval of the expenditures required.

***CARRIED**

***d) Engineering (Graduate)– New Course Proposal (Form D)**

(See document S210212-5.5.1d for more details)

**MOTION: That the following course be approved: ^
INDE-8450. Products Variety Management**

^Subject to approval of the expenditures required.

***CARRIED**

***e) Physics - New Course Proposal (Form D)**

(See document S210212-5.5.1e for more details)

**MOTION: That the following course be approved: ^
PHYS-2210. Modern Physics
PHYS-3600. Computational Physics
PHYS-3610. The Mathematics of Physics
PHYS-3900. Techniques in Experimental Physics I
PHYS-3910. Techniques in Experimental Physics II
PHYS-4720. Magnetic Resonance Imaging
PHYS-4730. Radiobiology**

^Subject to approval of the expenditures required.

***CARRIED**

***5.5.2 PDC Reports on University Program Reviews and Status Reports and Responses**

(See document S210212-5.5.2a-b for more details)

The documents were received for information.

5.4.3 Bachelor of Science Honours Environmental Science (Applied Environmental Science Stream) – Major Program Change (Form B)

(See document S210212-5.5.3 for more details)

MOTION: That the Bachelor of Science Honours Environmental Science (Applied Environmental Science Stream) be approved. ^

^Subject to approval of the expenditures required.

G. Chung-Yan/C. Houser
CARRIED

5.5.4 Bachelor of Arts Honours Economics (Applied Economics and Policy Stream) – Major Program Change (Form B) *(See document S210212-5.5.4 for more details)*

MOTION: That the Bachelor of Arts Honours Economics (Applied Economics and Policy Stream) be approved. ^

^Subject to approval of the expenditures required.

G. Chung-Yan/C. Houser
CARRIED

***5.5.5 Physics (Graduate) Course Learning Outcomes**

(See document S210212-5.5.5 for more details)

The document was received for information.

5.6 Academic Policy Committee

Nothing to report.

5.7 Senate Governance Committee

5.7.1 Report of the Review Committee on Employment Equity (RCEE)(2019-2020)

(See document S210212-5.7.1 for more details)

Members were informed that the 2019-2020 Review Committee on Employment Equity (RCEE) activities and key issues continued to be centered on three main areas: 1) acquiring and analyzing the data; 2) enhancing equity, both campus-wide and throughout the various AAUs; and 3) enhancing the equity infrastructure of the University.

A highlight of this year's report was that the Canadian Census expanded the criteria under disabilities and, as a result, the number of people identifying as having a disability rose significantly.

It was noted this year's report included the addition of three new graphs related to Women and Internal Representation compared to Canadian Association of University Full-Time Teachers, specific to rank. It was also noted that although there has been some change in the women's gender pay gap, there is still need for improvement and this will be part of the overall framework and review.

The floor was open for comments/question.

In response to a question raised about there not being any recognition structure for members who volunteer to be Equity Assessors at the University, it was noted RCEE recommends that the OHREA provide the Deans and Heads with a list of individual Equity Assessor activities at the end of academic year. It was also noted that they also recommend that there be recognition of service of Equity Assessors.

Concern was expressed regarding the issue that there stills seems to be a fairly large percentage of women who are not transitioning to full Professor status. In response, it was noted that there are varying degrees of reasons for implementation of status from one level to the next.

The document was received for information.

5.7.2 Bylaws 12, 13, 14, 16, 17 – Proposed Revisions *[includes report on proposed bylaw for AVPs reporting to the Provost]*

(See document S210212-5.5.5 for more details)

MOTION 1: That the Senate Bylaw 12, Associate Vice-President, Student Experience, be discontinued.

B. Stewart/D. Kneale

Senators were reminded that at the February 14th, 2020 Senate meeting, a Notice of Motion was brought forward for consideration of a bylaw to govern the Associate Vice-Presidents who report to the Provost. The proposal was forwarded to the Senate Governance Committee for consideration and review. Senators were reminded that the rationale for the review was to ensure that appointments relating to the academic side of the University are subject to the same overall hiring processes, etc. Following a lengthy review of the position as well as the University of Windsor Act (Section 27), Senate Governance Committee determined that Senate can only make regulations regarding the academic qualifications for appointment and promotion for academic staff positions, and therefore a bylaw to govern all AVPs that report to the Provost would not be appropriate.

Since Senate has no jurisdiction over non-academic administrative positions, SGC agreed that it would not be appropriate to establish bylaws for all positions that report to the Provost. Although the AVP Student Experience position has been historically held by academics, the bylaw was revised in 2016 to allow the hiring of a non-academic professional staff. The role of AVP Student Experience has evolved to address the everchanging needs of student life and the student experience with the majority of the duties being non-academic in nature. In light of this, it is being recommended by SGC that Senate bylaw 12 be discontinued.

MOTION: To extend the meeting beyond 5:00pm

E. Haddad/P. Weir
CARRIED

A lengthy discussion ensued. Strong concern was raised regarding the issue that a non-academic staff member, who does not have the security of tenure, should not be burdened with the responsibilities that are currently under the extensive portfolio of the AVP Student Experience. It was expressed that it is premature to remove the bylaw without having a plan in place to address any restructuring of the position.

Concern was also expressed regarding the conflict in roles of the AVP Student Experience whose duty is to liaise and mediate between students and faculty, as well as serve as adjudicator in student non-academic misconduct matters. It was noted that even if the AVP does not counsel or investigate students directly, it is undertaken by someone in the Office of Student Experience who reports directly to the AVP Student Experience. It was further noted that it is untenable to hold all these roles at once. This does not appear to be equitable or fair. Some concern was expressed about the precariousness of the position if filled once again by a non-academic.

The primary concern revolved around the question of whether Senate's oversight is limited to academic staff appointments or includes appointments of staff (academic or non-academic) into senior positions with duties and responsibilities that primarily impact the academic mission.

DEFEATED

MOTION: That the ballots be destroyed.

C. Baillargeon/B. Stewart
CARRIED

MOTION 2: That the proposed revisions to Senate Bylaws 13, 14, 16, and 17 be approved.

J. Bornais/B. Stewart

The proposed change clarifies that these positions are to be filled by a regular faculty member.

CARRIED

5.8 Report of the Provost

Flexible/Compassionate Grading Options

A review of academic performance for Fall 2020 indicates that there has been an average GPA increase to 77.6% (up 3%) and cumulative increase to 76%. (up 2.5%). It was also noted that the percentage of non-pass grades have decreased to 4.6% (down 1.1%) and the number voluntary withdraws have decreased to 4.9% (down 0.3%). Recent consultations with the Deans' around flexible grading determined that there are differences of opinion regarding compassionate grading. However, it was agreed that students will be able to request one Pass/Non-Pass grade this semester, that the Voluntary Withdrawal (VW) date will be

extended to the end of the semester, and that students may opt to voluntarily withdraw for any or all courses.

Concern was raised that Fall 2019-Fall 2020 is not sufficient timeframe to gather and analyze data. It was also noted that there are many unknown factors pertaining to the data. (*i.e.*, Why are students' grades higher? Are students dropping out of courses with weaker performance?). In response, it was noted that the performance charts were created just to provide a snapshot of each Faculty based on final grades in February 2021.

A discussion ensued about the pros/cons of having flexible grading options. On the one hand, it was expressed that the decision to have a Pass/Fail option for this semester is a step in the right direction. However, students are struggling with major hardships and allowing only one pass/fail course may not provide enough flexibility. On the other hand, it was argued that the instructor should be able to provide ongoing flexible accommodations in a course. This would result in students not needing to resort to the Pass/Fail option or Voluntary Withdrawal.

Mental Health Support

Members were informed that the Ontario government is providing \$7 million to help increase access to mental health and addiction services for postsecondary students during COVID-19. The funding will provide more supports for students and can also be used to address the needs of vulnerable groups, such as Indigenous students, LGBTQ students, and students with disabilities.

Virtual Learning Strategy (VLS)

Senators were informed that as part of the new Ontario Virtual Learning Strategy, the provincial government announced \$50 million in funding in 2021-22 to support virtual learning projects. As a result, the University submitted over 50 applications in the various categories and received funding to support proposals in the area of digital content, digital fluency and delivery, *etc.*

Enrolment

It was noted that applications are down from last year for both domestic and international students. However, it was also noted that this is common across the sector as a result of the pandemic. Many students who would normally be going to university out-of-town, are staying close to home.

Strong concern was raised regarding the issue that the University's enrolment numbers are on a steady decline. In response, it was noted that the University recognizes that more needs to be done to find new strategies to enhance student recruitment and it was reiterated that a multi-pronged approach is needed to increase enrolment.

It was expressed that students have indicated that they are experiencing increasing digital fatigue and are relying heavily on institutions to "paint a picture" of what their future may look like if they were to attend U Windsor. A holistic model for attracting, retaining, and graduating students is one way to address enrolment management tactics at the Faculty level. (*i.e.*, ongoing outreach, virtual appointments, fostering deeper student engagement, advocating programming, *etc.*)

5.8.1 Black Professor Hiring Initiative

(See document S210212-5.8.1 for more details)

Senators were reminded that the Black Scholars Hiring Initiative is currently under development with guiding principles of being merit-based, decentralized to the Faculty level, and ensuring that the University is taking a proactive approach to enrich the applicant pool rather than passive advertising.

Concern was raised regarding the issue that provisions should be in place for newly hired Black scholars to ensure that proper supports are in place so that they do not experience early employee

burnout. It was noted that if there is an expectation that they take on too many consultative roles, then it will be detrimental to their overall health and wellness. These same provisions should be kept in mind for Indigenous hires (i.e., PIPS).

5.9 Report of Vice-President, Research and Innovation

An overview was provided on the various research activities on campus. One of the highlights was that a project for sewage testing received special federal funding and a team of researchers is now testing sewage as an early warning system for the community spread of COVID-19.

6 Question Period/Other Business

Notice of Motion

Notice of motion was provided for a bylaw to be established for the AVP Enrolment Management position.

7 Adjournment

MOTION: That the meeting be adjourned.

J. Bornais/A.Grgicak-Mannion
CARRIED