



VANCOUVER SENATE

MINUTES OF 17 JANUARY 2018

Attendance

Present: Dr S. Ono (Chair), Dr K Ross (Secretary), Dr. P. Adebar, Mr. T. Ahmed, Dean G. Averill, Ms J. Booth, Ms S. Brar, Dr. A. Collier, Dean M. Coughtrie, Dean C. Dauvergne, Dr. A. Dulay, Dr. G. Faulker, Mr. B. Fischer, Dr. A. Fisher, Mr. F. Gallegos, Dr. J. Gattinger, Dr. J. Gilbert, Ms. A. Glinsbockel, Dr. C. Godwin, Chancellor L. Gordon, Dr. J. Greenman, Dr. V. Griess, Ms. M. Grist, Mr S. Haffey, Ms. M. Hamid, Dr. P. Harrison, Mr. M. Holmes, Dr. A. Ivanov, Prof. C. Jaeger, Dr. A. Kindler, Dr. M. Koehoorn, Dr. C. Krebs, Dr. M. Kuus, Dr. K. Lo, Dr. P. Loewen, Dr. D. MacDonald, Ms. A. MacDougall, Dean M. MacDougall, Mr. K. Madill, Dr. P. Marshall, Dr. S. Matsui, Dr. W. McKee, Mr. B. McNulty, Dr. A. Murphy, Dean *Pro Tem*. J. Olson, Ms. S. Parker, Dean. S. Peacock, Mr. Q. Salehmohamed, Ms. A. Shilling, Dr. T. Schneider, Prof. A. Sheppard, Dr. S. Singh, Mr. M. Stewart, Dr. L. Stothers, Dr A. Szeri, Dr. M. Thachuk, Dr. S. Thorne, Dr. M. Upadhyay, Ms. L. Wang, Dean R. Yada

Regrets: Dr H. Brock, Dr S. Forwell, Dean B. Frank, Dean R. Helsley, Dean J. Innes, Dr M. Isaacson, Dean D. Kelleher, Mr H. Leong, Ms S. Ngo, Dr T. Rogers, Dr R. Tees

Clerk: Mr C. Eaton

Call to Order

The Chair of Senate, Dr Santa J. Ono, called the fifth regular meeting of the Vancouver Senate for the 2017/2018 Academic Year to order at 6:04 pm.

Senate Membership

NEW MEMBER

The Registrar announced the appointment of Mr J. Maximillian Holmes, Student Member At-Large, and the election of Dr Mahesh Upadhyaya, Faculty Representative for Land and Food Systems, to Senate until 31 March 2018 and 31 August 2020 respectively.

NOMINATING COMMITTEE

The Registrar announced a vacancy on the Senate Nominating Committee has been filled by Mr Michael Wong.

**Minutes of 13 December 2017**

Anthony Sheppard
Jakob Gattinger

}

That the Minutes of the Meeting of 13 December 2017 be adopted as corrected.

Corrections: Dr Shepherd's name is misspelt as Sheppard.

Approved as
Corrected

Remarks from the Chair

Dr Ono thanked the campus community for the past year of effort on the Strategic Plan, in particular Professor Emma Cunliff for her early work, the steering committee, and the hundreds of people who participated in the process and had their work integrated into the plan through the work of the offices of the Provost and the Vice-President Research and Innovation. In review of how Dr Toope presented the strategic plan, Dr Ono said he appreciated the approach taken and would like to proceed similarly and allow for review and comments at one Senate meeting, then a month later return with feedback received in the interim and with a request for formal endorsement from Senate.

Senator Schneider said that he admired the work in the planning process and suggested reconsidering the plan title of "Inspire". His concern is that we don't need to highlight the obvious. We have already been inspiring. He opined that inspire seemed like a buzzword that was present in many strategic plans and he asked if UBC could have something tangible, aspirational, and unique.

Senator A. MacDougall expressed a concern with the metrics used on page 63 suggesting that they could be more specific.

Dr Ono noted that once there was an endorsement of the high level plan we will work on how to implement it and can better define metrics at that time.

The provost said that there were a large variety of metrics already tracked. We are open to suggestions on what we should be measuring and projects when developed will have their own metrics.

Senator A. MacDougall explained that her key concern was how matters of student wellbeing were evaluated.



Senator Holmes said that with many strategies mentioned affordability was only mentioned twice and mental health only once; along with open access. He lamented that there were not more specific strategies focusing on these areas and asked if we were looking at ways of approaching those issues.

Dr Ono said yes it would.

Senator Thachuk said that the dashboard came across as too specific or definite. He suggested more flexibility. In terms of format, he suggested an executive summary. One strategy in particular that concerned him was program redesign and a shift to outcomes rather than credit hours.

The Provost said that this proposal came from the Faculty of Arts which was already working towards increasing flexibility. The basic idea is to move away from thinking of a degree as a collection of credits from specific places instead moving to thinking in terms of broader competencies that we would like students to develop in the course of their studies. In engineering, his own discipline, we have a strict accreditation regime that would make this impossible so we do recognize that we cannot pursue this easily in all areas.

Senator Thachuk said that it was too definite right now. It needs to be explored or consider where possible but not be a simple decision for everyone.

The President agreed.

Senator Gattinger asked if strategy 5 could be done more transformational rather than transactional. He suggested that fact-based decision-making should be more integrated throughout the report.

Senator Doering noted the length and the need for an executive summary. He noted that much of the text was not strategy but discussion of current activities.

Dr Ono said that the danger with removing that narrative is that it disregards what we already do as our core mission. Previous plans did not recognize our core mission sufficiently.

Senator Doering agreed that it was important to affirm what we already did but that things like the snapshots seemed extraneous.

Dr Ono said that there are multiple audiences for these documents and one important group is the provincial government who may not know what we are already doing so there is utility in including such material in the overall document.



Senator Doering noted strategy 17 (Indigenous Engagement) is worthwhile but earlier in the plan we say we want indigeneity woven through the plan. He suggests that it would be good moving forward to flush out more of the next aboriginal plan so that it can be included in a high level.

Dr Ono said that we weren't yet at a stage where that could be done and we don't want to delay this process too much, so it is an issue of timing. He suggested that we couldn't yet have that level of detail.

Senator Wang noted that Strategy 15 (Student Experience) didn't fully respect all of the aspects of the student experience. It does a good job of highlighting academics but it does not have enough of extracurricular activities such as leadership opportunities.

Senator Brar said that all of the student matters being focused in strategy 15 was not preferable and that this should be integrated more into other aspects of the plan.

Senator Singh said that undergraduate research experience needs to be strengthened, as this would open new opportunities for students. We needed support for staff and equipment and there is some from the Faculty this needs to be supported by the university at a high level for the infrastructure.

Dr Ono agreed but felt this would be better in an implementation plan.

Senator Singh suggested that student safety and a safe campus needed to be considered. He asked how can UBC become a leader in having a secure campus.

Dr Ono said that we have invested a great deal of effort and are committed to continuing efforts on sexual assault prevention and other challenges facing students and others at UBC.

Senator Murphy suggested that international engagement should be moved higher as an objective and suggested that this document that focused on problem solving did not give sufficient consideration of the humanities.

Senator Kindler asked if he could situate the strategic plan more in our contemporary history, noting that civility was declining, and authoritarianism is on the rise globally. She asked if we had an opportunity, writing this plan now, to be clear on how UBC is engaging and will engage with this moment in history. Academia is often accused of being disengaged; this gives us an opportunity to show our relevance.

Dr Ono said that he agreed. We do have to be careful not to point fingers but it is a fact that our students agree that the state of the world is not healthy.

Senator Doering asked if feedback was not incorporated could a rationale why be provided.



Dr Ono agreed.

Dr Ono thanked everyone for their comments and committed to bringing a revised plan back for endorsement the next senate.

Awards Committee

The Chair of the Senate Awards Committee, Dr Lawrence Burr, presented.

See Appendix A: Awards Report

Approved

Lawrence Burr	}	<i>That Senate accept the awards as listed and forward them to the Board of Governors for approval; and that letters of thanks be sent to the donors.</i>
Max Holmes		

Dr Forwell noted that her department was getting an award but she wasn't informed.

Dr Burr agreed to bring communication as an issue to the Development staff.

Senator Haffey asked why the Strategic Management Scholarship was being revised instead of being discontinued and a new Katja Pecarevic Memorial MBA Bursary being created.

Mr Eaton replied that it was administratively easier to change an award rather than discontinuing and create a new one.

Approved

Nominating Committee



The Vice-Chair of the Senate Nominating Committee, Dr Anna Kindler, presented.

APPOINTMENT TO A PRESIDENT'S ADVISORY COMMITTEE FOR THE EXTENSION OF THE APPOINTMENT OF THE REGISTRAR

Anna Kindler	}	<i>That Senate appoint Dr Paul G. Harrison, Department of Botany, to the President's Advisory Committee for the Extension of the Appointment of the Registrar.</i>
Blye Frank		

Approved

NAME, TERMS OF REFERENCE, AND COMPOSITION OF AN AD-HOC COMMITTEE ON DIVERSITY

See Appendix B: Ad-hoc Committee on Academic Diversity and Inclusivity

Anna Kindler	}	<i>That Senate establish an Ad-hoc Committee on Academic Diversity and Inclusivity with the terms of reference and composition as set out below.</i>
Susan Forwell		

Dr Kindler advised that the Committee considered feedback from the Senate from senators and others. In considering the recommendation, the Committee considered the bicameral nature of the university and a desire to focus on academic work. Secondly, the Committee found it helpful to focus on multiple aspects of diversity. The Committee received feedback on both having tangible goals in the terms of reference and a functional timeline for the committee's work.

Senator Gattinger noted that suggested committee size was quite large. He hoped for a robust committee that could get work done. He also suggested that going for a standard 50% quorum may pose difficulties.

Dr Kindler replied that they wanted a diversity of ideas present so the size was recommended to have sufficient people to make that possible.

Senator Holmes echoed the concerns with size and suggested that a student be a non-senate member.

AMENDMENT; COMMITTEE SIZE AND STUDENT MEMBERS

Marium Hamid	}	<i>That the number of non-senate members of the committee be reduced from 5 to 3, one of whom of whom must be a student.</i>
Max Holmes		

Senator Krebs agreed that non-senate students should participate but said that non-senators were important for diversity of opinion. The senate is a good representative of UBC but is a select group and this committee should be much more open. Having 5/12 members of the Committee be non-members opens it up to the campus community.

Senator Haffey noted that we would be going to an even number overall.

Senator Gattinger said that they would prefer a smaller committee because a lot of the committees work could come from existing reports and recommendations and that his committee should exist more for action.

Senator Thachuk supported the Nominating Committee's proposal as made.

Senator Marshall suggested that in his past experience more members was preferable. There is a sense of ownership that comes from actually being a committee member. Some of the issues in the past were that people tried to do these things outside of Senate and they were not successful as a result.

Senator Pratt said that if the purpose is to increase the amount of ideas discussed a larger group made sense but he also suggested that the committee may be functionally difficult with a larger group of members.

By general consent, the amended was divided so as to consider the size of the committee separately from the addition of a requirement for non-senate student membership.

Senator Holmes suggested that a small compact group was important for its success and this was unlikely to affect the diversity of views as those would likely be considered regardless.

Senator Krebs said that she understood the student's perspective of focusing on actionable strategies, but for that to be inclusive and diverse you needed a diverse environment around the table to do so and having non-senators present helped that conversation.

AMENDMENT: COMMITTEE SIZE



Marium Hamid } *That the number of non-senate members of the*
Max Holmes } *committee be reduced from 5 to 3.*

Not Approved

NB: Senator Gattinger voted in favour of the amendment.

AMENDMENT: NON-STUDENT MEMBERS

Marium Hamid } *That at least one non-student member of the*
Max Holmes } *committee must be a student.*

AMENDMENT TO AMENDMENT: NUMBER OF NON-STUDENT MEMBERS.

Kevin Doering } *To strike one and replace place it with two.*
Michael Pratt }

Amendment to
Amendment
Approved

Amendment
Approved

Senator Thorne said that a committee of any size will not represent the full diversity of UBC and a committee of any size must represent all voices at UBC.

Senator Forwell asked what was meant by intellectual diversity. She asked if this was diversity of ideas or intellectual disability.

Approved as
Amended

Report from the Provost



2017 REPORT ON ENROLMENT

The Provost, Dr Andrew Szeri, presented.

In summary, he noted that this was a very successful year for UBC's enrolment.

Dr Szeri set out the strategic undergraduate enrolment initiatives. For domestic students, we are trying increase representation from across BC by connecting with secondary schools across the province. For aboriginal students, we are working closely with community partners and many faculties had their own programs. For international students our five priority areas are the United States, the Middle East, Africa, South East Asia and South America. There is greater emphasis on eRecruitment in places we do not visit personally. Finally, the Province is catching up with UBC on youth aging out of care.

Senator Singh noted the flat enrolment of domestic students with a 10-15% increase in international. Is that rate sustainable over the next 5 years? There is a perception in the community that this is done at the cost of local students, particularly in certain faculties and schools. In popular media there is a contention that our enrolment strategy is at the expense of domestic. How do we correct this view?

Dr Szeri said that we do have a domestically-funded target and we exceed that by around 10%. There are two parallel admissions processes that do not place international and domestic applicants in competition for the same seats.

Dr Sigh said that if the enrolment of international student continues at this rate we will have roughly parity in student numbers and a majority international in some faculties and schools.

Dr Szeri reminded Dr Singh that enrolment targets will be debated at the next meeting of Senate and we are seeing a leveling out in most faculties; however, the overall number will increase still in subsequent years due to multi-year degrees.

Senator Isaacson noted the PHD completion rate; a long standing issue. He asked if this was improving or degrading.

Dean Porter said that it was steady. The rate is similar across Canada and we're only 2 months longer than the Canadian average.

Senator Isaacson noted that we have tried various initiatives over the years to reduce that; have those had an impact?

Dr Porter said no they have not.



The Chancellor noted that 2.9% aboriginal students was representative of the local community but UBC served more than just Vancouver. 5% of BC was indigenous. We also need to be clear in our diction between aboriginal and indigenous. He noted that 2100 of our incoming students were transfer students. He heard comments that it was easier to transfer from local colleges than it was between campuses of UBC and asked this were true.

The Registrar replied that it wasn't more difficult but that it wasn't transparent enough. We are working to make it more transparent. The issue was generally more one of competitiveness.

Senator Hamid asked about the drop in yield rate.

Dr Szeri replied that students tended to apply to more institutions these days, but that this was a small fluctuation.

Senator Holmes asked what the cost was for exceeding the government funded target.

Dr Szeri said that his wasn't cost per se but a sign of our zeal and support for domestic enrolment.

Senator Holmes noted the decrease in retention rates.

Dr Szeri said that this was a small fluctuation well within norms.

Senator Koehoorn noted the different in FTE vs Headcount being different at UBCV vs UBCO and asked if that was a reflection in the difference or challenges in living in Vancouver or Okanagan.

The Registrar said that lower course loads is not unique to UBC Vancouver. We can look more into that. Part of that may be the program mix and how they calculate their FTEs.

Senator Harrison said that retention rates were look at carefully by advisors and that the success of every student matters. He said that this was a very well developed report that was an improvement on past years. He commended those who produced it.

Dr Ross noted that a large group were involved in production of the report across both campuses. It has taken 4 years to get to this level of reporting.

Dr Szeri noted that more modern SISs were being used by universities to try to identify students at risk and try to help them. We hoped to do the same.

2016-2017 REPORT ON EXTERNAL REVIEWS



Dr Eich outlined the 8 reviews done over the past year. Senate requires that 2 years after an external review that a report be provided to the Dean and Secretary on progress. The Provost's office now also requests a copy.

Faculty of Applied Science

Department of Mechanical Engineering – October 2016

School of Community and Regional Planning – March 2017

Faculty of Arts

Department of Art History, Visual Art & Theory – March 2017

Arts Co-op Program – May 2017

Department of Psychology – March 2017

Centre for Teaching, Learning and Technology – November 2016

Sauder School of Business – January 2017

Faculty of Science

Institute for Resources, Environment and Sustainability – October 2016

Senator Gattinger asked if we recorded an external review not being completed.

Dr Eich said that this had not happened in his time.

Report from the Faculty of Arts

MEMBERSHIP IN THE FACULTY OF ARTS

Gage Averill
Michael Pratt

}

That the changes to the Voting Membership of the Faculty of Arts Council be approved, as set out in the attached Proposal.

Approved

Adjournment

Seeing no other business, the meeting was adjourned at 8:01 pm.



Appendix A: Awards Report

NEW AWARDS

Lindsay and Elizabeth Gordon Centennial Indigenous Scholars Award

A \$10,000 renewable entrance award has been made available through an endowment established by Lindsay and Elizabeth Gordon, along with matching funds from The University of British Columbia, to First Nations, Inuit, or Métis undergraduate students of Canada entering university directly from secondary school or transferring from another post-secondary institution to an undergraduate program of study. Recipients are academically qualified with preference to students who would not be able to attend UBC without financial assistance. In addition to academic merit, consideration is given to qualities such as leadership skills, community service and recognized extra-curricular achievement. Subject to continued academic standing, the awards will be renewed for a further three years of study or until the first undergraduate degree is obtained (whichever is the shorter period). The awards are made on the recommendation of the Centennial Scholars Entrance Award Committee. (First Award Available 2018/2019 Winter Session)

Michael J. Korenberg Bursary in Law

Bursaries totalling \$4,000 have been made available through an endowment established by Michael J. Korenberg for students who demonstrate financial need enrolled in the J.D. Program at the Peter A. Allard School of Law. Preference will be given to students who currently reside in British Columbia. The bursaries are adjudicated by Enrolment Services. (First Award Available in the 2018/2019 Winter Session.)

L3 MAPPS Award in Naval Architecture and Marine Engineering

Awards totalling \$8,000 have been made available through an endowment established by L3 MAPPS in support of students in UBC's Naval Architecture and Marine Engineering Program. Preference is given to students with an interest in ship systems engineering and/or a background in electrical, electronic or mechatronic engineering. The award is made on the recommendation of the Faculty of Applied Science in consultation with the Faculty of Graduate and Postdoctoral Studies. (First Award Available in the 2018/2019 Winter Session.)

Sales and Marketing Executives of Vancouver Charles Weinberg Research Award

Awards totalling \$12,000 have been made available through an endowment established by Sales and Marketing Executives International for PhD students studying at the Sauder School of Business. The awards support students undertaking research in the field of quantitative marketing who demonstrate a great passion for teaching. This research award was established in honour of Prof. Charles Weinberg, for his many years of dedication to teaching and research in Marketing at the Sauder School of Business. Sales and Marketing Executives International is a worldwide organization dedicated to ethical standards, continuing professional development, knowledge sharing, and student mentorship. The awards are made on the recommendation of the Sauder School of Business in consultation with the Faculty of Graduate and Postdoctoral Studies. (First Award Available in the 2018/2019 Winter Session.)

D.G. Harkness Thunderbird UBC Rugby Bursary

One or more bursaries, which may range from a minimum value of \$500 each to the maximum allowable under athletic association regulations, are made available through an endowment established by Graeme Harkness and matched by The University of British Columbia for rugby athletes who demonstrate financial need. Proceeds from the endowment will be split evenly between



the Men's and Women's Rugby Teams. Adjudication is made by Enrolment Services in consultation with the Department of Athletics. (First Award Available in the 2018/2019 Winter Session.)

Nini M. Harris-Lowe Memorial Bursary in Occupational Therapy

Bursaries totalling \$2,000 have been made available through an endowment established by Mr. Rick Lowe (B.Sc.1982) and matched by the University of British Columbia, in memory of his spouse, Mrs. Nina M. "Nini" Harris-Lowe, for students entering or pursuing their degree in occupational therapy. Recommendations are made by Enrolment Services.

Weir-MacDiarmid Family Bursary in Medicine

Bursaries totalling \$2,000 have been made available through an endowment established by Donald MacDiarmid, along with matching funds from The University of British Columbia to students who are Canadian citizens or permanent residents. The bursary honours UBC alumni Drs. E. Ruth Weir, Lorna M. Weir and Margaret A. MacDiarmid for their exemplary service in the health care profession in British Columbia. Over the span of their careers, they have affected thousands of lives through their posts as family physicians, head of departments, and government representatives. The bursaries are adjudicated by Enrolment Services. (First Award Available in the 2018/2019 Winter Session entering the MD program.)

UBC Blue & Gold Bursary

Bursaries totalling \$1,400 have been made available through an endowment supported by various donors, along with matching funds from The University of British Columbia. Recipients will be undergraduate students who have demonstrated financial need and are Canadian citizens or permanent residents of Canada. The bursaries are adjudicated by Enrolment Services with preference to be adjudicated through the Blue & Gold Bursary program. (First Award Available in the 2018/2019 Winter Session)

SNC-Lavalin Memorial Award in Health and Safety for Tyler Rudderham

Awards totalling \$1,200 have been made available through an endowment established by SNC-Lavalin in memory of Tyler Rudderham (1990-2017), a member of the Ironworker's Association of BC who died in a workplace accident. The awards are given to engineering undergraduate students in any year of study who demonstrate exceptional leadership, understanding, and are involved in activities that promote health and safety. The awards are made on the recommendation of the Faculty of Applied Science.

BC Egg Marketing Board Scholarship

Two \$2,500 scholarships are offered annually by the BC Egg Marketing Board to students who demonstrate academic excellence and are conducting projects of value to the egg or poultry sector. Recommendations are made by the Faculty of Land and Food Systems and in the case of graduate students, in consultation with the Faculty of Graduate and Postdoctoral Studies. (First Award Available in the 2017/2018 Winter Session.)

BC Egg Marketing Board Travel Award

Two \$2,500 travel awards are offered annually by the BC Egg Marketing Board to support the travel and participation of students at events and conferences that have a focus on or is related to the poultry sector. Recommendations are made by the Faculty of Land and Food Systems and in the case of graduate students, in consultation with the Faculty of Graduate and Postdoctoral Studies. (First Award Available in the 2017/2018 Winter Session.)

**Master of Business Analytics Bursary**

Bursaries are offered annually by the Sauder School of Business to students in the Master of Business Analytics program who demonstrate unmet financial need. Available funding is determined annually based on enrolment in the program. The award is adjudicated by Enrolment Services. (First Award Available in the 2018/2019 Winter Session.)

Harris & Company Award in Law

A \$2,500 award is offered by Harris & Company to a student entering second or third year of the JD program who is in good academic standing. Financial need may be considered. This award is made on the recommendation of the Peter A. Allard School of Law.

*PREVIOUSLY APPROVED AWARDS WITH CHANGES IN TERMS OR FUNDING SOURCE***1614 – Strategic Management Scholarship****Current Award Description**

A scholarship of \$1,600 is awarded to an MBA student studying in the field of Strategic Management. The award is made on the recommendation of Sauder School of Business in consultation with the Faculty of Graduate and Postdoctoral Studies.

Proposed Award Description**Katja Pecarevic Memorial MBA Bursary**

Bursaries totalling \$1,600 have been made available through an endowment established in memory of Katja Pecarevic who was a talented instructor, passionate market research specialist, and alumna of the Sauder School of Business (MBA 1998). The bursary is for MBA students who demonstrate financial need. Adjudication is made by Enrolment Services.

Rationale for Proposed Changes

UBC Sauder wishes to combine the Strategic Management Scholarship with the funds raised in support of a bursary in memory of Katja Pecarevic and create a viable-sized endowment with \$33,857 in capital, which will continue to support MBA students as the Katja Pecarevic Memorial MBA Bursary Endowment Fund.

President's Award for Distinguished Service by a UBC Emeritus**Current Award Description**

One or more awards of \$1000 are offered annually by the UBC Association of Professors Emeritus to UBC Emeriti who have, since attaining Emeritus status, displayed exceptional leadership or initiative in volunteer community service that benefits others in Canada or abroad. It is anticipated that the recipient will direct the Award to an organization, charity, or fund of their choosing. Nominations for the award may be made by any Emeritus to the Vice Provost's Office, UBC. The first Award will be in 2017-2018.

Eligibility: all persons listed under "Emeritus Staff" in The UBC Vancouver Academic Calendar.

Proposed Award Description**Katja Pecarevic Memorial MBA Bursary**

One or more awards of \$1000 are offered annually by the UBC Association of Professors Emeritus to UBC Emeriti who have, since attaining Emeritus status, displayed exceptional leadership or initiative in volunteer community service that benefits others in Canada or abroad. It is anticipated that the recipient will direct the Award to an organization, charity, or fund of their choosing. Nominations for



the award may be made by any Emeritus person to the Vice Provost's Office, UBC. The first Award will be in 2017-2018.

Eligibility: all persons listed under "Emeritus Staff" in The UBC Vancouver Academic Calendar.

Rationale for Proposed Changes

On the recommendation of the Emeriti Association and the Office of the Provost and Vice-President Academic, the nomination process for this award is being revised to permit any person to nominate a recipient.



Appendix B: Ad Hoc Committee on Academic Diversity and Inclusivity

TERMS OF REFERENCE:

- 1) To examine and report back to the Senate on the academic environment and its impact on academic diversity and inclusivity;*
- 2) To develop a framework for incorporating considerations of multiple dimensions of diversity, including demographic and intellectual diversity and inclusivity into academic decision making;*
- 3) To make recommendations to the standing committees of Senate as appropriate to ensure that the University provides inclusive intellectual and social environments that allow people to fulfilling their academic, professional and personal potential; and*



- 4) To Report back to Senate at least once per term in the Winter Session with the status of the committees work, and to provide a final report to Senate on the work of the Committee by January 2020 at the latest.*

MEMBERSHIP:

Six (6) Members of Senate, two of whom must be students

Five (5) Non-Members of Senate, two of whom must be students.