



Senate Nominating Committee

MINUTES

10 September 2020

Attendance: Kin Lo (Vice-Chair), Charles Menzies (Vice-Chair), Paul Harrison, Max Holmes, Andre Ivanov, Christopher Marshall, Natasha Rygnestad-Stahl, Angela Zhao, Kate Ross
Chris Eaton (clerk)

Regrets:

Call to Order

A Vice-Chair of the Senate Nominating Committee, Dr Kin Lo, called the meeting to order at 10:02 AM.

IN CAMERA - 2020-2023 Senate Standing Committee Assignments (continued)

IN CAMERA - Replacement for Tariq Ahmed on Ad Hoc Committee to Consider the Rescinding of the Grant of a Degree

Max Holmes / Charles Menzies – That consideration of AP5, AP11, and AP12 occur in open session.

Approved.

Proposed Amendments to the Deans/Principals Appointment Policy (AP5)

Proposed Amendments to the Registrar/Librarians Appointment Policy (AP11) and Academic Administrators Appointment Policy (AP12) and Associated Procedures

Senator Menzies expressed his ongoing disappointment and concerns with the drafts, in particular with the secrecy of the forums being proposed. He described these drafts as setting out a secretive process and contrary to the interests of a leading public institution, and thus he was opposed to circulating the drafts for public consultation.

Senator Marshall said that this proposal placed an undue burden of confidentiality on every member of a faculty – faculty members, students, and staff. He said that this was too high a cost.

Senator Holmes said that this conversation has been occurring at committees for some time, and the Nominating Committee had been pushing for some time for a more open process. He expressed a worry that every time the senates pushed for openness the administration found new ways to ask for secrecy. He said that he supported public consultation so that we can see if the



campus at-large agreed with the concerns. He noted the substantive delays in these proposals and said that having the public consultation was a pay of moving the conversating forward.

Senator Stothers asked if we knew of what practices existed at other institutions.

Mr Eaton said that this was an ongoing question in Canadian higher education – noting a number of academic and popular press articles on the nature of searches – open, closed, or various hybrid models. He noted that for many decades, UBC had used relatively open processes in line with many Canadian institutions. The situation is more complicated for American institutions, and many American candidates have noted a concern that their current employment would be compromised if it was known they were being considered elsewhere. Various drafts were produced to address those concerns. Originally, the previous Nominating Committees had asked for open processes; however, in a compromise they decided to support a hybrid process.

Senator Menzies said that he respected and appreciated American academic, but said that we are a Canadian institution with our own traditions and processes. He asked it noted that by agreeing to move forward with a public consultation that it should not be taken as the committee endorsing the approach therein.

Senator Ivanov said that moving forward with a public consultation may be the only way to move the conversation forward, and agreed with the previous speakers on the importance of more open processes.

Senator Zhao asked how a hybrid forum would work, would we only have closed forums for American applicants?

Senator Lo said the hybrid being proposed was still to have faculty forums, but only make them open to those in the faculty and to hold everyone to confidentiality. He said that if we went against American norms then we would lose out on a large pool of potential candidates. He said that going to public consultation would help understand the broader views of UBC.

Charles Menzies / Max Holmes – That the distributed drafts of policies AP5, AP11, and AP12 be sent for public consultation.

Approved.

IN CAMERA – Future Meeting Plans

Adjournment

The meeting was adjourned at 10:49 AM.