



# OKANAGAN SENATE

MINUTES OF 24 SEPTEMBER 2020

**DRAFT**

## **Attendance**

**Present:** S. Ono (Chair), K. Ross (Secretary), L. Cormack, A. Mukherjee-Reed, H. Berringer, J. Olson, B. Traister, B. Frank, G. Binsted, R. Sugden, G. DiLabio, P. Arthur, R. Campbell, J. Cioe, T. Ebl, J. Eikenaar, M. Evans, G. Garrard, P. Lasserre, B. Le Normand, Y. Lucet, S. O'Leary, J. Picault, K. Ragoonaden, D. Roberts, S. Willis-Stewart L. Markley, J. Holzman, M. Libben, M. Legault, M. Reenes, S. Cherkowski, T. Forneris, J. Jakobi, R. Lalonde, R. Herzberg, J. Lee, K. Morgan, J. Naqvi, V. Tamandong, R. Petillion, M. Pilin, B. Heerema, K. DesRoches, R. Metcalfe, G. Singh

**Regrets:** S. Point, S. Bates, P. Barker, P. Simpson, R. Johnson, B. Marcolin, S. Cannon, D. Jarrouj.

**Clerk:** C. Eaton

## **Call to Order**

The Chair of Senate, Dr Santa Ono, called the first regular meeting of the Okanagan Senate to order at 3:35 pm.

## **Membership**

### **VICE-CHAIR**

Dr Ono announced that as no further nominations had been received, Dr Lesley Cormack was acclaimed elected as Vice-Chair of the Okanagan Senate until May 30 2021.

### **NEW MEMBERS**

The Registrar, Dr Kathleen Ross, welcomed the new and returning members to the Okanagan Senate for the 2020-2023 triennium.

### **NOMINATING COMMITTEE**

Dr Ross thanked all of those who stood for election to the Senate Nominating Committee. She announced that the following senators had been elected until 31 August 2023 and thereafter until replaced: Tamara Ebl, Jannik Eikenaar, Marianne Legault, Karen Ragoonaden, and Bryce Traister.

## **Minutes of Previous Meetings**



Peter Arthur  
Kristen Morgan

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*That the Minutes of the Meetings of 28 May 2020 and 23 July 2020 be adopted as corrected.*

*Corrections: Senator Ebl's comments on page 31 corrected to note "It was confirmed for Senator Ebl that bundled textbooks with digital material were not covered by the \$65 limit."*

*Senator Herzberg's comment regarding food security was corrected to read food insecurity.*

*The spelling of Senator Herzberg's name page 31.*

Approved

### **Business Arising**

Senator Cioe noted that he had requested further information on the utilization of Credit/D/Fail grading over the previous term 2 and summer session, and in particular if comparisons were available between Okanagan and Vancouver.

The Registrar agreed to look into this and provide the Vancouver data to the senator.

### **Remarks from the President**

Dr Ono welcomed all new and returning members, and noted that while our new Chancellor, the Honorable Steven Lewis point wasn't able to make it today, he had asked to pass on his thanks to everyone for their welcome and Service. The President noted that Chancellor Point had already been very engaged with the University at both Imagine Day and Create, and with the Indigenous Strategic Plan.

The President noted that this was an extraordinary academic year, with almost all of our programs and courses being offered virtually. He noted that there was some who wanted face-to-face instruction but we have put as our top priority the health and safety of our entire academic community, and have noted with concern the thousands of cases on the campuses of certain other universities. We believe that we have made the right choice for our people, and Dr Ono expressed his thanks to everyone who was working extraordinarily hard to make this year work. He said that UBC was aware of the increases in workload for faculty and staff, and both he and the Board of Governors were grateful for all of the extra work that was being done to support students and deliver high quality instruction and experiences. Dr Ono also expressed his thanks



to our students for understanding these unusual circumstances and for their vigilance in ensuring that we have a safe environment.

Dr Ono reminded Senate that last week a mandatory non-medical mask policy came into effect in recognition of us now being in the midst of a second wave of COVID-19. He noted that the response from the university community has been almost completely positive understanding that this is in the interest of the well-being of our community, but said that masks were just one tool. The Provincial Health Officer, Dr Bonnie Henry has made other recommendations and, in some cases, Public Health Orders around social distancing and other activities to help keep people safe and reduce transmission.

With reference to anti-racism activities, Dr Ono noted the commitment he had made earlier in the summer to listen to the UBC Black Caucus, Indigenous and Asian groups and other marginalized communities. The President said that he had done so with many groups now, and would continue to listen as we move forward. To that end, Dr Ono announced that he had set up a web page on [president.ubc.ca](http://president.ubc.ca) to bring together all of his anti-racism activities, and link to other resources at UBC.

Dr Ono said that he had been in communication with the RCMP in the Okanagan regarding the incident that occurred with a wellness check on a UBC student. We are continuing conversations around improving the training of our security staff, as well as working to better training for the RCMP to ensure that faculty, staff, and students on both campuses of every race are treated with respect and dignity.

In closing, Dr Ono updated the Senate on the financial state of the University. He noted that every sector of society has been affected by COVID-19, some industries have been decimated, and many people around the world have lost their jobs. UBC has been affected, but the impact has been less pronounced than we had initially feared. Our data shows that enrolment is holding and in some cases is above expectations pre-pandemic; however, we have experienced a decrease in ancillary revenues on both campuses and have had unforeseen expenses. The President advised that we were expecting a consolidated deficit for the entire institution of around \$160 million on an overall budget of \$3 billion. This was favorable compared to many institutions of our size. The President suggested that UBC's administration was optimistic that we can absorb this in the short term, but that our projections were based on a hopeful return to normal by September 2021. In considering the budget, Dr Ono referenced two key principles: firstly, the health and wellbeing of our faculty, staff, and students; and secondly, preserving the core academic mission of the University.

Dr Ono noted that the impact of this situation was far less severe for the Okanagan budget than it was for Vancouver as the latter was more dependent on ancillary revenues. He noted that wage increases would go ahead for faculty members, unionized staff, management and professional staff, and excluded staff groups; however, he, the vice-presidents, and the deans have agreed to freeze their salaries. The President further advised that we would defer non-urgent expenditures



to later years, as well as continuing to limit discretionary spending. A hiring chill has been implemented in administrative units, but we are still focusing on faculty renewal.

The President closed by noting that we would continue to assess our financial situation as more definitive data is available and committed to having open and transparent conversation at Senate on the University's situation.

Dr Cioe asked if UBC would be supporting the use of the COVID tracking app developed by Health Canada.

The President said that it was not yet in place for British Columbia but we were preparing communications for when it was.

Dr Cioe noted that the Board has recently endorsed in principle the Indigenous Strategic Plan while consultation was still being undertaken with the Indigenous communities in the Okanagan. He asked if that process had been completed.

Dr Ono said that Dr Sheryl Lightfoot would be best placed to answer that question, and agreed that it was importance that the relationships with those groups be respected as we moved forward.

Dr Cioe said that any hiring chill affecting the Senate secretariat would have a negative effect on the Senate's operations as existing staff were already stretched. He expressed a concern if that wasn't rectified give the number of critical issues Senate needs to address.

Dr Ono said that it was a chill and not a freeze, and that proposals needed to work through the organizational structure. Mission critical hiring did need to move forward

Senator Garrard said that he understood and appreciated the risks caused by gatherings, but that there were also risks caused by isolation and lack of socialization for students. He asked where UBC stood on preventing unsafe socialization but also on facilitating safe socialization activities.

Dr Ono said he agreed entirely with the concern, and that the Vice-President Students, the Deputy Vice-Chancellor and other executives were seeing what could be done with smaller gatherings that were within the confines of the Public Health Orders. He noted the importance of social contact for all of us, both on campus and around the world. He referenced plans to work with Alumni UBC to provide face-to-face or virtual mentoring around the world.

Senator Ragoonanden thanked the President for his transparency in regards to the health measures taken to ensure health and safety, as well as on the University's finances. She noted the importance of conversations on institutionalized racism and systemic racism in higher education and on both our campuses.



The President replied by noting the leadership role taken by UBC Okanagan persons in those conversations, in particular Vice-President Academic and Provost Ananya Mukherjee-Reed.

### **Remarks from the Deputy Vice-Chancellor**

The Deputy Vice-Chancellor, Dr Lesley Cormack, opened her remarks by expressing her own thanks for the work everyone had done to transition this term to mostly virtual instruction.

In terms of campus leadership, Dr Cormack noted the appointment of Dr Peter Simpson as the new Dean of the College of Graduate Studies, the extension of Dr Rehan Sadiq as Executive Associate Dean of the Faculty of Applied Science, the appointment of Adrienne Vedan as Senior Advisor to the Deputy Vice-Chancellor for Indigenous Affairs, the appointment of Gino DiLabio as the inaugural Dean of the Faculty of Science, and Dr Silvia Tomášková as inaugural dean of the Faculty of Arts & Social Sciences. She also noted Dale Mullings, who recently started as Associate Vice-President Students, and Dr Tanya Forneris, the Interim Academic Lead for the Centre for Teaching and learning. Finally, she also congratulated Dr Ono on his reappointment for a second term as President & Vice-Chancellor.

For her priorities for the year, Dr Cormack noted that we needed to ensure that our teaching and research continue through this year. She said that we all needed to work together to fulfill our commitments in the new Indigenous Strategic Plan, which she described as a once-in-a-lifetime opportunity to walk to the steps towards reconciliation. Finally, she noted that we were continuing to work on our teaching, learning, research and living spaces, with two student residences about to be completed.

### **Provost's Remarks**

The Vice-President Academic and Provost, Dr Ananya Mukherjee-Reed, opened her remarks by commending the Okanagan campus students who gave a presentation at the Board of Governors the previous week on their impressions and interactions with UBC. She noted a survey they referenced where 62% of Okanagan campus students said that they felt less valued by UBC than Vancouver, and said that we all had to work hard to change that view. Secondly, the provost said that the long-term view shared by the Okanagan students as well as those from the Vancouver campus were equally focused on importance issues such as sustainability, systemic racism, and building a strong University to address their academic needs.

With regards to the transition to online learning, the Provost echoed the comments of the President and the Deputy Vice-Chancellor and added that our central fund for student support was now around \$1.7 million. One particular program she referenced was the \$400 000 in bursary funding for technology.



The Provost said that in terms of faculty and student engagement, we have had several town halls, most recently earlier in the day. These have been on both our current COVID-19 situation, but for faculty also on the upcoming Workday/Integrated Renewal Program transition.

Dr Mukherjee-Reed concluded her remarks by also addressing anti-racism initiatives. She noted that the University was a major driver of diversity in the region, and within BC as a whole. She said that we will continue to have conversations and will come up with priorities based on those conversations. One of the priorities identified so far is the impotence of gathering data. Another is for open forums for discussions. Finally, she noted the importance of a National Dialogue on Inclusive Higher Education, which would happen in early October. The Provost noted that she would be taking part in that event, which had over 2000 registrants from all across Canada.

Senator Ragoonaden thanked the Provost for her remarks, and for the strength, determination, and energy to sustain these conversations.

### **From the Board of Governors**

The President confirmed that that material from the following meetings as approved by Senate were subsequently approved by the Board of Governors as required under the *University Act*:

30 January 2020

New Program: Bachelor of Nsyilxcn Language Fluency

Curriculum Proposals from the faculties of Arts & Sciences and Creative & Critical Studies

27 February 2020

Enrolment Targets for 2020-2021

Curriculum Proposals from the faculties of Arts & Sciences, Creative & Critical Studies, and Health & Social Development

26 March 2020

New Program: Bachelor of Sustainability

Curriculum Proposals from the faculties of Applied Science, Arts & Sciences, and Education

30 April 2020

Curriculum Proposals from the faculties of Arts & sciences, Creative & Critical Studies, and Health & Social Development

New Awards

### **Nominating Committee**

#### **APPOINTMENTS TO COMMITTEES OF SENATE AND THE COUNCIL OF SENATES**

Jannik Eikenaar  
Jan Cioe

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*That Peter Arthur, Michael Evans, Jennifer Jakobi, Patricia Lasserre, and Barbara Marcolin*



*be appointed to the Council Budget Committee until 31 August 2023 and thereafter until replaced;*

*That Gordon Binsted, Jan Cioe, Jannik Eikenaar, Robert Lalonde, Margaret Reeves, and Stephen McNeil be appointed to the Senate Academic Policy Committee until 31 August 2023 and thereafter until replaced;*

*That Tamara Ebl, Rob Johnson, and Maya Libben be appointed to the Senate Admissions & Awards Committee until 31 August 2023 and thereafter until replaced;*

*That Robert Campbell, Jonathan Holzman, Yves Lucet, Loïc Markley, and Julien Picault be appointed to the Senate Committee on Appeals of Standing and Discipline until 31 August 2023 and thereafter until replaced;*

*That Greg Garrard, Tanya Forneris, Blye Frank, Yves Lucet, and Roger Sugden be appointed to the Senate Curriculum Committee until 31 August 2023 and thereafter until replaced;*

*That Barbara Marcolin be appointed to the Council Elections Committee until 31 August 2023 and thereafter until replaced; And*

*That Simon Bates, Sabre Cherkowski, Gino DiLabio, Karen Regoonaden, and Sally Willis-Stewart appointed to the Senate Learning & Research until 31 August 2023 and thereafter until replaced.*

Approved

## Report from the President

### 2020-2021 BUDGET PRESENTATION

The Senate welcomed Mr Rob Einarson, Associate Vice-President Finance & Operations, and Ms Manon Harvey, Chief Budget Officer, to present.



Mr Einarson reiterated that this was an unusual year financially for the University. Normally, the budget is approved in March or April. This year, on a month to month basis we have been monitoring our position and the Board has incrementally released funding as required, with an ongoing budget approved in July as a “Covid base budget” with a variety of scenarios. As a result, he was now giving an update in September that normally would have occurred in April.

Mr Einarson then went over the budget approved by the Board and distributed to the Senate for information. He also explained the provincial guidelines and the exceptions made around balanced budget requirements given the current situation.

Ms Harvey said that a principle in budgeting was continuing to support campus wide investment in teaching and research, and to facilitate smooth transitions. New incremental funding has been limited, so we have concentrated on allocating one-time funds. We were also aware of the specific impact on our students, so we have continued to support and augment financial aid.

Ms Harvey noted that we will have a solid idea of our tuition revenue by 31 October, and also the result of our second quarter by 30 September, so this should inform what we can do for the rest of this fiscal year and moving forward.

Mr Einarson went over the mitigation strategies employed, including increases in student funding to make it easier for students to attend UBC. He noted that we only had 300/2000 residence spaces in use, and while we did need to provide some food services for those students, that was a source of costs rather than profit.

Ms Harvey went over the hiring chill for administrative units, and noted that we have also encouraged faculties to pause on their administrative hires where possible.

Ms Harvey noted that our current projected deficit for the Okanagan campus was \$18.3 million, with \$13 of that being tuition revenues. To offset this, we are looking at delaying some capital expenses and hiring, although we were still planning for \$22 million of capital investments this year.

In closing, Mr Einarson said that they recognized that things would come up unexpectedly this year and he and the senior executive team was meeting weekly to address matters. He said that there was recognition of critical needs and we could make further investments as needed.

*By general consent, the time to adjourn was extended by 45 minutes.*

## **Report from the Registrar**

### **2020-2023 Triennial Election Results (Continued)**





*The Registrar advised that further to the call for nominations for faculty members of the Okanagan campus to fill the two (2) positions for representatives of the Faculties of Arts and Social Sciences and Science on the Okanagan Senate issued on 22 July 2020, two (2) valid nominations were been received. Therefore, pursuant to Section 15 of the *University Act*, the following faculty members were acclaimed as elected as representatives of the Faculties on the Okanagan Senate for terms beginning on 1 September 2020 and ending 31 August 2023 and thereafter until successors are elected:*

Dr Maya Libben, Associate Professor, Faculty of Arts and Social Sciences

Dr Robert Lalonde, Associate Professor, Faculty of Science

Dr Ross noted that a call for nominations for the remaining positions from the faculties of Arts and Social Sciences(1), Management (1) and Science (1) was issued on 4 September 2020.

## **Other Business**

### **CANDIDATES FOR DEGREES**

|                |   |   |
|----------------|---|---|
| Lesley Cormack | } | That the candidates for degrees as recommended by the faculties and college graduate studies be granted the degrees for which they are recommended effective September 2020 and that a committing comprised of the registrar, the dean of the relevant faculty, and the chair of the Senate be empowered to make any necessary adjustments. |
| Yves Lucet     |   |   |

Approved

## **Changes to Academic Dress for the Chancellor and the President & Vice-Chancellor**

|                 |   |  |
|-----------------|---|--|
| Deborah Roberts | } | That Senate delegate the power to set and revise the academic regalia for the offices of Chancellor and of President and Vice Chancellor of the University to the Senate Learning and Research Committee until 30th OF NOVEMBER 2020 |
| Peter Arthur    |   |  |

Dr Roberts explained that for the past year, the University has been working to revise the academic regalia worn by the senior officers of the University – the Chancellor and the President & Vice-Chancellor - at congregation ceremonies. Presently, the regalia are based on that of Cambridge University. In particular, the University has been interested in incorporating indigenous designs into its regalia. Academic Regalia are matters normally approved by the Senate and we had hoped to bring designs to this body for approval at this meeting so that new



regalia could be made in time for the installation of our new Chancellor at congregation this November. She explained that unfortunately the artist commissioned has yet to finish the designs. Dr Roberts said that while we expect the design to be finished by the end of this month, if we wait until the October meeting of Senate, there may not be time to create the regalia before November. Thus, she was asking that Senate delegate the power to approve changes to the regalia for the Chancellor and President so that a timely decision can be made.

Senator Cioe asked why the Agenda Committee wasn't being asked to use its powers to approve matters on behalf of the Senate instead of a separate delegation to the Learning & Research Committee.

The Clerk to the Senate, Mr Christopher Eaton, said that he had suggested the Learning & Research Committee for parallelism, as the Vancouver Senate had delegated this power to its equivalent committee, Tributes. That said, he advised that the Agenda Committee could also act on this matter; however, this may delay matters and he further noted that the Agenda Committees delegated authority was intended to address COVID-related issues not more general business.

Senator Ebl asked if the newly-formed Learning & Research Committee would have time to meet to address this matter.

Mr Eaton advised that the Committee would ordinarily meet soon to consider honorary degree candidates.

Dean Sugden asked if the design under development had been discussed with the Okanagan nation.

Mr Eaton said he understood that the design would incorporate both Okanagan and Musqueam imagery but he couldn't attend to what conversations had occurred with the Okanagan people. He said that he could make a note for the Committee to review that matter.

Dean Sugden said that consultation with the Okanagan Nation was crucial in his opinion.

Senator Jakobi asked what consultation had occurred within the campus.

Mr Eaton said that they traditionally did not consult broadly on changes to regalia, but that the Chancellor, President, and Director of Ceremonies were all members of the Learning & Research Committee.

Senator Roberts noted that the Learning & Research Committee was consulted by the Ceremonies office as this proposed change was developed.

Senator Reeves asked why this change couldn't wait until the spring.



Mr Eaton advised that they wished to use the new regalia for the installation of the Chancellor in November.

Senator Herzberg said that this seemed premature that that consultation with the Okanagan nation was important.

Senator Cioe agreed, noting that this was a sensitive area.

Senator Cormack expressed a concern with the haste of this decision and the potential for lack of consultation.

In response to a question from Senator Roberts, Mr Eaton advised that while the *University Act* said “Senate” could make rules for the convocation, that section of the *Act* was not updated when two Senates were established for UBC and thus it was not clear what would happen if only one Senate agreed to a change. He expressed a strong preference for both Senates to reach the same decisions on such matters to avoid any ambiguity or uncertainty.

The Senate welcomed Ms Liz King, Director of Ceremonies, who spoke to the proposal.

Ms King said that the President and Board Chair had asked her office to work on new regalia, and that they had been doing so via a committee with representation from both campuses. For the Okanagan that included Ian Cull and Adrienne Vedan. Last winter, we came up with a call to artists and that call was issued to both the Okanagan and Musqueam nations. Unfortunately, the timing of that call corresponded with the start of the pandemic. No one from the Okanagan submitted a proposal and a Musqueam artist was selected. Preliminary concepts have been shared with the Chancellor and President, and we are continuing to work with the artist to refine the proposals.

In response to a question from the President, Ms King said that she couldn’t speak to exactly what consultation had occurred with the Okanagan Nation but that she believed some had occurred.

Senator Cioe asked why we couldn’t continue to use our existing regalia and why we needed to make a decision now.

Ms King said that we had to do pre-recording prior to the installation on November 25<sup>th</sup> and that the regalia needed to be finalized and made.

Senator Evans said that there needed to be consultation on a completed design, and that he was concerned we would be undoing some very good intent by being too hasty.

The President suggested that this matter be postponed until we can ascertain what consultation has occurred with the Okanagan nation and what their views were on the matter.



Ms King said that she did believe consultation had occur, but if there were concern about that we could review the situation and confirm that.

*By general consent, the motion was withdrawn.*

## **Adjournment**

At the close of the meeting, Senator Eiknaar noted that this would be the last meeting for Senator Roberts, who had accepted a position as dean at the University of Northern British Columbia. He expressed his thanks for her work for the School of Engineering, Okanagan Senate and campus, and University.

Seeing no other business, the meeting was adjourned at 6:01 p.m.