

## 20201105 Senate Nominating Committee Minutes

Present: Paul Harrison (Chair), Charles Menzies (Vice-Chair), Kin Lo (Vice-Chair), Andre Ivanov, Lynn Stothers, Christopher Marshall, Natasha Rygnestad-Stahl, Angela Zhao, Kate Ross

Clerk: Chris Eaton

Guest: Andrew Szeri

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| <b>Call to Order</b>                        | Dr Harrison called the meeting to order at 9:01 am.  |
| <b>Adoption of Agenda</b>                   | By general consent, the agenda was adopted with the proviso that all agenda items except consideration of Policy AP5: Deans Appointment Policy, were in camera.  |
| <b>Policy AP5: Deans Appointment Policy</b> | <p>The Provost: Dr Andrew Szeri and members discussed the most recent draft of Policy AP5.</p> <p>Dr Szeri spoke in favour of the recent draft. He noted that the area of contention at present was the confidential forum or alternative model to seek faculty feedback on candidates. He noted that the current policy did not require a forum at all, open or closed. Dr Szeri said that there were differences in the careers of a faculty member working as a faculty member, and those who follow a path into senior administration that made different practices appropriate for their hiring. He expressed a concern with open processes either limiting candidates or compromising the employment of persons at other institutions.</p> <p>A member of the Committee asked questions regarding the proposal and how feedback could be provided to search committees from faculty members.</p> <p>A member of the Committee expressed a concern with the alternative process and how feedback could be made inclusive of all members of the faculty.</p> <p>A member of the Committee said that concerns around open processes seemed based on anecdotal experiences rather than evidence, and suggested that closed processes solicited people with certain qualities that differed from those who would submit themselves to open processes.</p> <p>Members of the Committee discussed concerns around the idea of disciplining UBC persons for breaching confidentiality of forums.</p> <p>Dr Szeri noted that UBC stature had risen dramatically in recent years and so had the scope and complexity of the administrative work required. He</p> |

said that sometimes open processes would discourage the best candidates, especially those from equity-seeking groups. He said that the two processes being set out here would give us the best possible pool of candidates.

A member of the Committee expressed a concern with there not being more restraints on the invoking of the alternative processes.

A member of the Committee spoke in favor for the need for confidentiality and alternative processes, but said it would be best of the full search committee chose with process to undertake rather than it being a member of the executive.

A member of the Committee suggested that closed processes only be used once open processes were shown to not be workable.

A member of the Committee said that “stakeholder” was not well defined in the document.

Several members of the committee expressed doubts at open processes being detrimental to equity-seeking groups and argued for more open processes.

(Menzies/Holmes): “That the Senate Nominating Committee refer the proposal to the Office of the University Counsel with a summary of the concerns raised, and that the Chair and Secretary express those concerns with the OUC and the Okanagan Nominating Committee”. -Approved.

**Minutes of the  
Previous  
Meeting**

The Minutes of the meeting of 8 October 2020 were adopted as presented.

**In Camera –  
Amendments to  
Membership of  
the Senate  
Awards  
Committee**

N/A

**In Camera –  
Appointment to  
the Senate  
Academic  
Building Needs  
Committee**

N/A

**In Camera –  
Appointments to**

N/A

**the Council of  
Senates  
Adjournment**

The meeting was adjourned at 10:23 am