

## **20201203 Vancouver Senate Nominating Committee – Minutes**

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

Regrets: Max Holmes, Angela Zhao, Julian Dierkes

Clerk: Chris Eaton

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| <b>Call to Order</b>   | Paul Harrison, Chair of the Senate Nominating Committee, called the meeting to order at 9:03 am.   |
| <b>Adoption of Agenda Minutes of 5 November 2020 Business Arising from the Minutes</b> | <p>The agenda was adopted as amended.</p> <p>Amendment: Item 4 (Committee Membership Adjustment) was struck.</p> <p>The Minutes of the meeting of 5 November were adopted as presented.</p> <p>The Clerk noted a joint meeting on Policy AP5 (Deans Appointments Policies) with the Okanagan Nominating Committee was being organized. He advised that the Okanagan Committee was inclined to support the proposal as drafted. He clarified that for the proposal to move forward, separate recommendations would be needed from each nominating committee and from the Board's employee relations committee. He noted that a list of the concerns raised by the Vancouver Committee as being prepared for the Okanagan committee's consideration.</p> |
| <b>Review of Senate</b>  | Committee members reviewed the working of the working group on external reviews of Senate, in particular the proposal to divide a review into a general review of Senate operations, and an in-depth and expedited consideration of Senate appeals procedures. The Committee agreed to recommend this approach to Senate with several modifications, namely to the proposed starting and reporting dates so as to clarify that the external review should be completed this triennium, to the structure to note that site visits may occur remotely as circumstances require, and with regards to the appeals committee to specify that the ad hoc committee would identify which faculty members to consult with.                                     |
| <b>Academic Diversity and Inclusion</b>  | The Committee met with Senators Burnham and Gonzalez to discuss their proposal for a standing committee or a structure to continue the work of the Ad hoc Committee on Academic Diversity and Inclusion (SACADI). Senator Burnham set out the accomplishments of that group and its suggestions for future work. Senator Marshall suggested that there were structural inequality issues with hiring in particular in departments and asked if there was a way for Senate to help address those concerns structurally. In response to a query from Senator Burnham, the Clerk advised that in looking at other equity Committees in Canada, the  |

differences in contractual relationships across universities could make some things more or less difficult. He suggested that encouraging or making suggestions would likely be fine but that Senates in BC didn't have regulatory powers over labour relations. Dr Ross suggested that the fifth bullet point ("Engage and consult with the EDI focused strategic plans of the University, such as the Inclusion Action Plan and Indigenous Strategic Plan, to ensure the action items related to the Senate are followed through on" could be expanded help address this area. Senator Menzies suggested that the Senate should not be directly involved in departmental hiring decisions but that if it must, it should consider the challenges faced by potential Canadian PhD hires and indigenous hires in particular. He further noted that the previous Senate recommended a committee or structures but the process before us today was only for a committee; he asked why we wouldn't structurally imbed this in the work of all of senate. Senator Burnham said that the SACADI didn't come to a conclusion on that prior to the summer recess; however, over the summer she and Senator Gonzalez worked further on the proposal and noted that different groups had different capacities to address issues of equity, diversity, and inclusion.

Dr Harrison said that this was the start of a good conversation that would need to be continued.

**Chair**

Dr Lo assumed the chair in the absence of Dr Harrison.

**Adjournment**

The meeting was adjourned at 10:06 am