



OKANAGAN SENATE

MINUTES OF 23 SEPTEMBER 2021

DRAFT

Attendance

Present: S. Ono (Chair), K. Ross, L. Cormack, A. Mukherjee-Reed, H. Berringer, P. Simpson, B. Traister, J. Hare,, R. Sugden, G. DiLabio, M. Evans, R. Campbell, J. Jakobi, J. Cioe, T. Ebl, J. Eikenaar, I. Parkins, K. Hodges R. Johnson, Y. Lucet, S. Hilton, P. Arthur, T. Forneris, J. Picault, S. Willis-Stewart, M. Legault, B. Marcolin, R. Lalonde, S. McNeil, L. Markley, M. Libben. M. Reeves, R. Frost, S. O’Leary A. Alnaar, M. Arthur, M. Lunde, H. Khan, B. Heerema, R. Herzberg, J. Lee, J. Low, A. Schatzko, J. Anderson, R Sharma, R. Somal,

Regrets: S. Point, J. Olson, S. Tomaskova, G. Binsted, P. Barker, J. Holzman, S. Cherkowski, P. Lasserre, L. Prakesh, J. Udochi, K. Morgan, D. Rogers, R. Somal

Clerk: C. Eaton

Call to Order

The Chair of Senate, Dr Santa J. Ono, called the meeting to order at 3:33 pm

Agenda

The President noted that he had approved a request to consider candidates for degrees under Other Business towards the end of the agenda.

Senate Membership

VICE-CHAIR OF SENATE

The Registrar, Dr Kathleen Ross, announced that as no further nominations were received, Dr Lesley Cormack was acclaimed as elected Vice-Chair of Senate.

NEW MEMBERS

The registrar welcomed the following new members of Senate:

Dr Jan Hare, Dean *Pro Tem.* of the Faculty of Education, until replaced; and
Dr Ilya Parkins, Joint Faculties Senator, until 31 August 2023 and thereafter until replaced.

SENATE NOMINATING COMMITTEE



The Registrar announced that with the resignation of Senator Ragoonaden, there was a vacancy on the Senate Nominating Committee. Nominations were set to be due on 15 October 2021.

Minutes of the Previous Meeting

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| Jan Cioe | } | <i>That the Minutes of the Meeting of 10 May 2021</i> |
| Tamara Ebl | | <i>as corrected.</i> |

Correction: Senator Ebl and Herzberg's comments regarding gender criteria for awards on page 8 were to read "In response to a question from Senator Eikenaar, Senators Herzberg and Ebl confirmed that the Admissions & Awards Committee was reviewing the matter of gendered terminology and criteria in awards and was committed to promoting improvements."

Approved

Chairs Remarks

The President opened his remarks by noting that the return to campus was going as well as could be hoped for: as of yesterday, 82% of faculty staff and students have completed the vaccination status declaration with 98% reporting that they were vaccinated and 95% with two doses. The President thanks everyone for their commitment to a healthy and safe campus, especially recognizing the importance of the mask mandate.

Dr Ono set out his priorities and goals for the 2021-22 year. These were in the following categories: equity, diversity and inclusion; indigenous engagement and reconciliation; climate change; COVID-19 response; operational efficiency and the President's Academic Excellence Initiative.

In the area of Equity, Diversity and Inclusion:

- Work with the UBC community to complete the Taskforce Report of Anti-Racism and Inclusive Excellence;
- Identify priorities for implementation from the Taskforce Report;
- Support the implementation of top annual priorities from the Inclusion Action Plan;
- Release the Report from the National Forum on Anti-Asian Racism; and
- Ensure that the "Beyond Tomorrow Scholars Program" is successfully launched.

In the area of Indigenous Engagement and Reconciliation:



- Work with the entire UBC community and indigenous partners to implement the Indigenous Strategic Plan;
- Continue to foster strong relationships with Musqueam;
- Work with the Executive, Provosts, Deans and ISP Coordinating Committee to plan Indigenous faculty, staff and student recruitment; and
- Work with Professor Sheryl Lightfoot and the Deans to develop a synergistic partnership between the Faculties of Applied Science and Science with 3 First Nations.

For Climate Change:

- Continue to lead climate action in my second year as the President of the University Climate Change Coalition (UC3);
- Continue to lead as Chair of the Committee of Presidents of the U7+ Alliance of 45 universities to address pressing global challenges such as climate change; and
- Prepare to host the global Climate Change Summit at UBC in summer 2022.

For the COVID-19 response:

- Continue to lead UBC's strategy to support a healthy and safe community during this year of Return to Campus, working with provincial leaders and health authorities;
- Support the implementation of a remote work program that fosters employee engagement, attraction and retention, and considerations around environmental impacts;
- Work with the Executive and others to enhance programming for students as they return to campus after 18 months away; and
- Evaluate and apply lessons learned from the pandemic into future planning to mitigate risk and leverage opportunities.

In the area of Operational Efficiency:

- Work with Executive and experts in institutional finance to establish a UBCV/O operating model that optimizes the distribution of resources across UBCV and UBCO;
- Focus on UBCV and UBCO budgets with a clear delineation of administrative structures and an alignment of budget frameworks between both campuses;
- Support the implementation of a Thrive-based platform for monitoring testing of unvaccinated individuals at UBC; and
- Provide clear and visible leadership in the refinement of Workday HR and Finance and the implementation of Student within the Integrated Renewal Program.

Finally, for the President's Academic Excellence Initiative- the academic renewal project:

- Oversee the accelerate phase of the PAEI and support the development of the campaign-phase for both campuses;
- Engage with the Deputy Vice-Chancellor, Provosts and Deans to leverage PAEI to support the EDI priorities of the university; and
- Work with the Provosts, VP Research and Deans to support infrastructure investments to support new faculty members recruited by PAEI.



Dr Ono reminded Senators that the first National Day for Truth and Reconciliation was in seven days; UBC would be observing this day as a holiday on both campuses and classes would not be held. He noted that in a recent broadcast email he encouraged the UBC community to honour the National Day for Truth and Reconciliation, whether through personal reflection, education and awareness activities, or by participating in Orange Shirt Day or other events. Dr Ono said that he was pleased to note that many UBC faculties, schools and departments are commemorating the National Day for Truth and Reconciliation and Orange Shirt Day through various activities. Dr Ono further commented that UBC's overall response to residential schools and colonialism is guided by the Indigenous Strategic Plan, which we launched just over a year ago. Dr Ono suggested that the challenge was now looking forward: We need to keep ourselves accountable and ensure this plan is enacted and embedded into the structures, processes, and daily life of the university.

The President noted the importance of the United Way campaign, which he co-chaired. This initiative supported needy initiatives across the province as well as the University. Dr Ono noted that we were a very privileged community in a society challenged in many ways by the pandemic. UBC was one of the largest supporters of the United Way.

Finally, the President spoke of the recent federal election. He thanked everyone who was highly engaged in the election. He noted the difficulty with the Vote on Campus program being discontinued and said that they would continue to encourage Elections Canada to make it as easy as possible for students to vote.

Senator Cioe noted concerns with Workday Student moving ahead and its structure not being supportive of the nature of a Canadian higher education institution.

The President noted that Dr Cormack was the executive lead on the program and asked her to address this question.

Dr Cormack said that we were in early days of planning the Workday Student ecosystem and we still did not know what could or could not be done. We are seeking point solutions for some things such as Student Finance which are different from the American system workday was familiar with. We did not have an option to stay with the existing system. UBC was working hard with workday and this was a very complex ecosystem that will always have challenges. She noted that these issues would come back to Senate as required.

The Registrar added that this was an opportunity for us to look at how UBC did things, some of which were not common practices and we should look at changing for the better. She noted that the new system would give students and UBC more utility than the current SIS, but we would have to adapt as well.

Dr Ono said that UBC was an important and large partner for Workday and we can use our leverage to seek improvements. He noted that in discussions with other university



Presidents, many spoke highly of the program once the transition phase was passed. We will continue to do what we need to do to have it work in our Canadian context.

Remarks from the Deputy Vice-Chancellor

Dr Cormack noted that the Okanagan campus enrolment was slightly higher this year with around 12000 students. She noted that some courses were online as planned in the spring when students reported wanting online and hybrid courses and in light of travel challenges. Our initial plan was for 17% of courses being online and in practice this term has 23% of courses entirely online, 4.4% optionally online and 1.4% hybrid. With students back in campus, “Create” has been expanded to include a “Recreate” for returning students who are having their first on-campus experience, and we are working to expand informal learning spaces to facilitate student online participation on days they are on campus. She thanked everyone for working to keep the campus safe. In closing, Dr Cormack noted the “health ambassadors” program was expanded to remind people of mask requirements on campus and self-attestations around vaccinations with education rather than coercion being the goal. Testing is available on campus as needed for asymptomatic people and two vaccination clinics have been established with further clinics to be set up as needed, especially with more students coming internationally.

Dr Arthur noted the 12000 students referenced, and asked where we were in terms of our government funded full-time enrolment count, noting that we were at 108% of our funded targets last year.

Dr Cormack said that we were at around 112% of our funded seats.

Dr Ross added that we wouldn’t finalize those numbers until 1 November so there may be a small adjustment. The Enrolment Report will come forward to Senate towards the start of Term 2, and it would be important to note the undergraduate vs graduate enrolments.

Remarks from the Provost

The Senate recognized Mr Brad Wuetherick, Associate Provost for Academic Programs, Teaching and Learning, on behalf of Vice-President Mukherjee-Reed.

Mr Wuetherick noted the following for Senate:

- Appreciation for the IT and audio-visual staff for their work over the summer to prepare the campus for new and different modes of learning
- Overall the faculties were reporting a very high rate of compliance with public health orders and safety rules on campus.
- The work of the Beyond-COVID task force, where over 100 people have worked over the summer on the key themes learned for teaching and learning and opportunities for improvements.



- With respect to Student Experience of Instruction, following the changes made over the past year, on 28 September an open forum would be held for both campuses and he suggested that those interested should attend.
- The upcoming National Day of Truth and Reconciliation and the various events being held that day and week. Orange banners have been raised on campus in collaboration with the Okanagan Nation Alliance and a website has been established to let people know opportunities
- A transformational review has been launched of health programming at the Okanagan campus; on 4 and 5 October, external visitors will be on campus to help think about the future.
- An indigenous knowledge and open education forum will be held on 22 October.
- A call of proposals has been issued for the ALT2040 fund. Three streams are available: open educational resources, program and learning experience enhancement, and a program development stream. Proposals were due 22 November.
- Finally, there will be a Ministry of Advanced Education, Skills and Training Quality Assurance Process Audit visit on 29 and 30 November.

Senator Ebl noted the self attestation for vaccination and how we would ensure that those who were not vaccinated or did not reply would undergo rapid testing. She also asked if we had security concerns at clinics given protests in Salmon Arm.

Dr Cormack replied that we had no issue with the clinic held so far. We do not anticipate problems but are working with Campus Security. With respect to rapid testing, this program was still under development.

From the Board of Governors

Dr Ono advised that set out on your agenda was confirmation from the Board of Governors of their concurrence to all of the matters forwarded to them from January to May.

In addition, Dr Ono noted that the Okanagan Senate passed a motion in August to make a recommendation to the Board to implement a vaccine mandate.

Dr Ono noted that a similar motion was passed by the Vancouver Senate. The Board met yesterday and Board Chair Nancy McKenzie has asked him to convey the following message to the Senates:

“First, the Board appreciates the care and energy that the Senates have invested in considering this matter and producing recommendations for the Board’s consideration. These are challenging times and the health and safety of the UBC community is of paramount concern to all of us. We face difficult issues and the input and views of the Senates are important and deeply valued.

Having received the recommendations from the Senates, a significant amount of time was set aside on the Board agenda to ensure that they could be carefully considered.



The Board also invited public health experts, including Dr. David Patrick from UBC's School of Population and Public Health and Dr. Daniel Coombs from UBC's Department of Mathematics and a member of the BC-COVID Modeling Group, to share their expert advice on the measures that UBC should be taking to address public health and safety concerns arising from the pandemic. These experts, as well as medical health officers from Vancouver Coastal Health and Interior Health provided up-to-date, detailed data-driven presentations, including information about current vaccination rates.

The Board also obtained legal advice to ensure that it understood the legal framework within which these public health measures are being implemented.

Informed by these presentations and after deep and careful questioning from Governors, the Board believes that the most appropriate path at the current time is to require that all faculty members, staff members, and students be fully vaccinated or undergo regular COVID-19 testing.

In addition, mandatory masking and the use of the BC vaccine passport, as required by public health authorities, is required. Where necessary, appropriate accommodations will be made for those with particular concerns, such as disability, immunocompromised status, family/caregiving status, or religious beliefs.

Circumstances continue to evolve, especially as new variants arise. The Board will continue to keep a close eye on the impact of the pandemic and UBC's response will continue to be updated and modified as changing circumstances warrant.

Finally, [the Board Chair is] committed to keeping the community informed on the implementation of the rapid testing program; for example, information on the frequency of testing, verification, and approaches to ensuring compliance.

[The Board Chair] would like to emphasize the Board's appreciation for the Senate's consideration of these matters and for reaching out to the Administration and the Board. The Board is interested in increased communication between the two Governance branches and the Executive to best serve the needs of UBC and has requested the Board Secretariat to work with the Senate Secretariat to explore how best to achieve that."

Senator Lalonde said that at present we had a self-declaration mechanism that could be abused. He asked if we would have a data-driven process in the future.

Dr Ono replied yes and this would be announced in the near future.

Senator Reeves asked if we had information on the number of people who had attending the Okanagan campus and had testing positive for COVID-19.



The President replied that yes, UBC had this information internally but the health authorities had made clear that we not publicly share this information; the President assured the Senate that the overall numbers were very small.

AGENDA COMMITTEE

The Chair of the Senate Agenda Committee, Dr Jan Cioe, presented.

RECOGNITION OF UNIVERSITY- LEVEL SERVICE

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| Jan Cioe | } | <i>That the Senate affirm that service is an important aspect of a Faculty Member's work, and that service to the general University and service to a department or faculty are of equal importance to the academic administration of the University.</i> |
| Robert Lalonde | | |

Dr Cioe said that those who participate in University governance were doing a great service to our collegial model of governance. The Agenda Committee wishes to affirm that service is an important component of the responsibilities of a faculty member but that this is not always a matter of unilateral preference. As a matter of self-direction, some faculty chose to stand for election, and the Agenda Committee was concerned that faculty would be discouraged from elected University-level service in favour of departmental service.

Senator McNeil suggested that service could be beyond the campus and could be to the academic community at large.

Senator Cioe said that the Agenda Committee agreed with that sentiment as noted in its report. Community and disciplinary service tended to be part of the self-directed work noted.

Senator Stewart spoke in favour of the motion and said if approved this should be shared broadly.

Senator Traister asked to whom this was being affirmed.

Senator Cioe said it was to the provost, deans, heads and directors anyone else who made decisions or advised on merit, promotion, and related matters.

Senator Ebl noted that this matter also affected contract faculty member such as lecturers.

Senator Cioe agreed.

Senator Reeves expressed a concern with the current wording of the motion itself not addressing the broader notion of service in the background document.

**AMENDMENT IN THE FORM OF A SUBSTITUTION**

*By general consent the motion was amended with the following substituted text:
“That the Senate affirm that service in all forms is an important aspect of a Faculty Member’s work, and that service to a department, to a faculty, to the university, and to the broader academic community are of equal importance.”*

Approved as
Amended

CHANGES TO ACADEMIC YEAR APPROVED ON BEHALF OF SENATE

Senator Cioe advised Senate that that using its delegated authority of Senate under Rule 25 of the *Rules and Procedures of Senate*, the Agenda Committee approved the following resolution recommended by the Senate Academic Policy Committee on behalf of the Senate:

“That, Policy O-125 notwithstanding, Okanagan Senate amend the 2021-2022 Academic Year to close the University on 30 September 2021 in recognition of the National Day for Truth and Reconciliation, to extend the last day of teaching to Wednesday 8 December 2021 and to set the exam term from Saturday 11 December 2021 to Wednesday 22 December 2021 (inclusive and using all dates within).”

Senator Cioe said that the Registrar’s Office would work to have as few Sunday exams as possible.

Senator O’Leary asked if consultation had occurred with the faculties prior to this decision, noting the particular concern for Applied Science with a more compacted examination schedule.

Senator Cioe said no as time was of the essence to give people as much time as possible to make the necessary changes. Members from most faculties were present on one or both committees though. He noted that for Applied Science this would result in a more stressful examination schedule and that this was a recognized problem. He said that he hoped Enrolment Services would be able to do this with as little stress as possible for BASc students.

Senator Olson comments on student stress, reminding the Senate that most BASc students had six exams a term, with a few as many as eight. He noted that when we expanded the reading break his Faculty already cautioned the University that this would cause hardship for his students. He said that he was growing increasingly concerned by the impact of scheduling changes on Applied Science Students as the matter was driven largely by accreditation and not completely within their control.

Senator Cioe said that the BASc should really be a 5-year degree program.



Dean Olson agreed, the BASc should either be a 5-year degree or have fewer credits.

Nominating Report

The Chair of the Senate Nominating Committee, Dr Jannik Eikenaar, presented.

COMMITTEE ADJUSTMENTS

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| Jannik Eikenaar | } | <i>That Dr Ilya Parkins be appointed to the Council</i> |
| Jan Cioe | | <i>Budget Committee (Okanagan Senate Academic</i> |
| | | <i>Building & Resources Committee) until 31 August</i> |
| | | <i>2023 and thereafter until replaced, to fill a</i> |
| | | <i>vacancy; and</i> |
| | | <i>That Dr Sandy Hilton be appointed to the Senate</i> |
| | | <i>Learning & Research Committee until 31 August</i> |
| | | <i>2023 and thereafter until replaced, to fill a</i> |
| | | <i>vacancy.</i> |

Approved

AMENDMENTS TO POLICY AP5 (DEANS APPOINTMENT POLICY)

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| Jannik Eikenaar | } | <i>That Senate approving the amendments to Policy</i> |
| Robert Lalonde | | <i>AP5 (Deans Appointments Policy) as set out in the</i> |
| | | <i>attached proposal.</i> |

Dr Eikenaar said that this proposal did not address the contentious issue of open or closed short lists of candidates; instead, at this time the Nominating Committee was bringing forward the non-controversial changes proposed last year while the more complicated issue was being reconsidered.

Senator Reeves noted that the hiring committee memberships set out in the policy referred to student and faculty members on committees but didn't make reference to staff members; however, in her experience staff were sometimes members of these committees.

At the request of President Ono, the Clerk advised that there were a number of open seats on each committee to be filled at the discretion of the President and these were sometimes used to appoint senior staff members who reported to the position in question



to the search committee. For faculty and students on the other hand, we tended to have them be elected rather than appointed.

Approved

AMENDMENTS TO POLICIES AP11/12 (REGISTRAR/LIBRARIANS APPOINTMENT POLICY AND ACADEMIC ADMINISTRATORS APPOINTMENT POLICY)

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| Jannik Eikenaar | } | <i>That Senate approve the amendments to Policies AP 11 and AP 12 as set out in the attached proposals.</i> |
| Ilya Parkins | | |

Approved

By general consent, the time to adjourn was extended to 5:30 pm

Report from the Registrar

2021 OKANAGAN SENATE BY-ELECTION RESULTS

Dr Ross advised that Further to the call for nominations for faculty members of the Okanagan campus to fill two (2) vacancies on the Okanagan Senate for the remainder of the 2020-2023 triennium issued on 23 August 2021, one (1) valid nomination has been received. Therefore, pursuant to Section 15 of the University Act, the following faculty member is acclaimed as elected as representative of the Joint Faculties on the Okanagan Senate for a term ending 31 August 2023 and thereafter until a successor is elected:

- Dr Ilya Parkins, Associate Professor, Faculty of Arts and Social Sciences

A second call for nominations for the remaining position was issued on 13 September 2021.

Other Business

CANDIDATES FOR DEGREES

The Chair noted that this motion with required 2/3rds in favour to be approved.

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| Jan Cioe | } | <i>That the candidates for degrees as recommended by the faculties be granted the degrees for which they have been recommended effective September</i> |
| Lesley Cormack | | |



2021 and that a committee comprised of the Registrar, the relevant deans, and the Chair of the Senate be empowered to make any necessary adjustments.

Approved

HONORARY DEGREES

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| Sally Willis-Stewart | } | <i>That the Senate not approve honorary degrees for the 2021-2022 academic year.</i> |
| Jan Hare | | |

Dr Willis-Stewart said that this felt like a time-sensitive matter. As senators were aware, there have been a lot of comments over the past few months with the issue of one being granted to a former Indian residential school principal. This same motion was approved almost unanimously by the Vancouver Senate the previous evening. She said that it was important for the two senates to stand together on this matter and that there needed to be careful action and consideration of the processes around honorary degrees.

Senator Hare said that Chancellor Point spoke poignantly on this at the Vancouver Senate and asked the University to proceed carefully and thoughtfully. She suggested that the conversations around this prompt us to consider the questions raised both by the O'Grady situation specifically but also honours in general, both in their granting and their rescinding. Dr Hare said that we needed to develop a process to make decisions under.

Dr Ono advised that at the Vancouver Senate there were those who noted the importance of having information to make properly informed decisions, and those who noted the importance of acting quickly on this matter.

Senator Cioe asked how the motion proposed lined up with developing a process to reconsider degrees.

Senator Willis-Stewart said that yes, the intent was to both give us time to undertake the process considerations noted.

Senator Cioe said that the motion in question did not have that nuance in it. He suggested some informative whereas clauses may be helpful.

At the President's request, the Clerk set out the basis for the recommendation, which was to give time and space to undertake a process consideration. He suggested that if the Senate wanted more through documentation, they could refer it to the Committee and have them prepare more detailed documentation.



Senator Lalonde said that he did not feel that he had enough notice to have more than an initial reaction on this matter. He said that he did not have a problem with choosing to rescind a degree, but he did have a problem with deciding to close down the honorary degree recommendation process for a year. He said that he would need time to consider the proposal.

Dr Willis-Stewart said that last fall, a number of committee members raised questions regarding process. Over the summer, the residential school situation was brought to the University's attention but as the Senate meeting was moved forward they did not have time to prepare a proposal for Senate.

Senator Hodges said that she was troubled by this proposal as it was asking for the Committee to be given time but the Senate itself was not given time to consider the matter. She further suggested that two issues were being conflated: how we identify and screened candidates prior to a degree being recommended, and how to we address situations we discover after the fact. We should not limit our ability to honour people now because of bad cases from the past.

Senator Schatzko said that there was a timeline issue that made this perhaps a timely consideration: Vancouver was moving forward and normally the Okanagan would recommend honorary degree candidates this term. She suggested that there were times when we should be one University and do things together. The public will want to know that we are taking steps to ensure that degrees are not issued now to people with concerns in their pasts.

Senator Willis-Stewart said that she did not intend any disrespect to the Senate by bringing this forward; she stated that her intent was to give the University time to consider this properly. With respect to the timelines, the Committee could adjust those as needed.

By general consent, the time to adjourn was extended to 5:45 pm

Senator Reeves said that with more information she expected the Senate would support his matter but also sympathized with those who wanted time to consider it.

The Clerk advised that the deadline for honorary degree nominations for 30 September, and then following that a series of committee meetings followed in order to make recommendations to Senate in November or December. There was nothing to prevent the Learning & Research Committee from making a late recommendation or not making a recommendation.

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| Karen Hodges | } | <i>That the proposal be referred to the Senate Learning & Research Committee for consideration and that they be directed to report back to Senate at the October meeting with further information on this matter.</i> |
| Stephen O'Leary | | |



Senator Hodges said that she respected the important work of the committee but was concerned by how this matter was brought forward to Senate.

Approved

Adjournment

Seeing no other business, the meeting was adjourned at 5:33 p.m.