OCAD UNIVERSITY REGULAR BUSINESS MEETING MINUTES OF SENATE
MARCH 25, 2019; 3:15PM – 6:15PM

Present:  b.h. Yael (Chair); Caroline Langill (Vice-Chair); Debbie Adams; Lillian Allen; Jason Baerg; Annette Blum; Sara Diamond (via video conference); Beverley Dywan; Susan Ferguson; Richard Fung; Nick Goso (via teleconference); Kate Hartman; Bruce Hinds; Kathy Kiloh; Colette Laliberté; Francis Lebouthillier; Min Sook Lee; Surendra Lowati; Robert Luke; Michele Mastroeni; Ashok Mathur; Wrik Mead; Eric Nay; Gayle Nicoll; Luke Painter; Elisabeth Paradis; Nick Puckett; Charles Reeve; Lauchie Reid; Martin Shewchuk; Ilene Sova; Vladimir Spicanovic; Evan Tapper; Dori Tunstall; Alia Weston; Sylvia Whitton

Regrets:  Salah Bachir; Ian Clarke; Heather Coffey; Maya Desai; Panya Clark Espinal; Deanne Fisher; Simon Glass; Roderick Grant; Francis Ho; Martha Ladly; June Lawrason; Chris Leithead; JJ Lee; Michelle Miller; Jill Patrick; Angelika Seeschaaf-Veres; Kate Sellen; Ryan Whyte

Invited:  Amanda Hotrum, Director, ODESI (Item 7); Melanie Hope, Faculty of Design; Howard Munroe, Faculty of Design; Tannis Nielsen, Faculty of Art.

Minutes:  Natalie Nanton, Secretary to Senate

1. Welcome and Updates from the Chair
The Chair opened the meeting with an Indigenous land acknowledgement and spoke of the Dish with One Spoon agreement. The agreement was described in principle and practice to be about resource sharing and was related to the fiscal challenges of the institution. The Chair also expressed the importance of First Nation leadership in ensuring the first principle of the Academic Plan, decolonization, is carried out responsibly. The recent Indigenous Education Council meeting was also highlighted along with the evening with Tanya Tagaq, who read from her novel Split Tooth and performed throat singing. The Chair then spoke about massacres over the past months and years, climate events and political strife, which she stressed are all part of student’s lives and affect their wellbeing. Further, she pointed out the work of many thesis students in the Faculty of Art who are addressing related social change and social justice in their work as well as Design students’ work these past years display at the Graduate Exhibition.

Senators were reminded of the upcoming nomination deadline for the election of a new Senate Chair and that Senate Elections will begin in late April for the 2019/20 membership. Members were also informed of the need to fill the vacant Indigenous Education Council (IEC) co-Chair seat on Senate and welcomed the Indigenous faculty who were invited to observe the meeting. The Chair then announced a special financial information session for Senators led by the Vice-President, Finance and Administration on April 17, 2019. Senators were invited to submit specific questions in advance of this session. Lastly, the Chair congratulated Dr. Caroline Langill as the newly appointed Vice-President, Academic and Provost at OCAD University.
2. Senate Agenda for March 25, 2019

**Motion to approve** the Senate agenda for March 25, 2019, moved by Colette Laliberté, seconded by Wrik Mead.

Item 8.5 was changed from a decision item to an information item.

**Motion carried**, as amended, with 34 in favour, 0 opposed and 1 abstention.

3. Minutes from the February 25, 2019 Meeting of Senate

**Motion to approve** the Senate minutes from February 25, 2019, moved by Sylvia Whitton, seconded by Lillian Allen.

**Motion carried** with 27 in favour, 0 opposed and 8 abstentions.

4. Consent Agenda Information Items

**Motion to accept** the consent agenda information items, moved by Dori Tunstall, seconded by Vladimir Spicanovic.

The Chair outlined the following items: a) Report from the President and Vice-Chancellor; b) Report from the Vice-President, Academic and Provost; and c) Report from the Vice-President, Research and Innovation. The Vice-President, Research and Innovation was invited to speak further to his report, from which he highlighted the presentation on research space allocation, stating the university’s plans to articulate a new model for space sharing.

**Motion carried**, unanimously.

5. Information Update from the President and Vice-Chancellor

President Diamond spoke about her meeting in Ottawa with Heritage Canada and their interest in strengthening relationships with OCAD University with regard to the future of digital industries; the implementation of Truth and Reconciliation Commission’s calls to action; Indigenous representation; themes of cultural diversity and inclusion; issues of democracy and digital democracy; and Indigenous language training. The President then thanked colleagues for attending a productive full Senate and Board of Governors meeting on March 11, 2019. She summarized the proceedings of the meeting including examining how to effectively support student success and make use of resources in times of fiscal challenges; a review of themes from the last full meeting of the governance bodies; and a presentation on Indigenous initiatives.

President Diamond elaborated on the recent meeting of the IEC, which she noted has been repositioned to report jointly to the President and the Vice-President, Academic and Provost to parallel the other governance bodies at the university. She explained that the IEC meeting was the last in its current form as it moves to increase local membership, while sustaining a national circle. She summarized the meeting proceedings including reports received from key Indigenous stakeholders at the university; a review of Indigenous-related initiatives from the Faculty and Curriculum Development Centre related to the Academic Plan; and the implementation of recommendations from the Provost’s Taskforce on Indigenous Learning. The Council also reviewed the newly revised terms of reference and membership composition and Associate Professor Emerita Bonnie Devine shared a video of the Uncover/Recover project between OCAD University and the Royal Ontario Museum.
Lastly, the President reminded members that she is actively working with the government regarding OCAD University’s entry into the small universities fund and to ensure capital funding is sustained.

6. Information Update from the Vice-President, Academic and Provost
Caroline Langill, Vice-President, Academic and Provost gave a PowerPoint presentation to review the institution’s recent quality assurance audit. The objective of the audit, programs selected for audit, and the participant groups who met with the audit team were outlined. Feedback from a preliminary debrief with the auditors was then shared in terms of the institution’s best practices as well as areas for improvement. The Senate was informed that the quality assurance audit report will be completed in three months and will be forwarded to stakeholders in the Fall. The Vice-President, Academic and Provost’s office, and specifically Natalie Nanton, was thanked for their assistance in the process.

7. ODESI Annual Report
Amanda Hotrum, Director, Office of Diversity, Equity and Sustainability Initiatives (ODESI) provided a PowerPoint presentation for the 2015/16, 2016/17, and 2017/18 annual reports. It was noted that previous reports have been presented to the President, the Board and to Senate through the President’s information reports. Each member of the ODESI team was introduced and acknowledged and the mandate and key principles of the office were reviewed. Next the following institution-wide initiatives that the office leads and/or supports were reviewed in detail: knowledge exchange generation; education and outreach; policies and procedures development; organizational change strategies; and addressing human rights complaints and concerns. Next, the case management database data from 2015-2018 was reviewed. It was noted that the database is hosted by York University and allows the office to now report out to the community and capture the complexity of human rights issues. The Senate was informed that the data is aggregated to protect the confidentiality of all those involved. Lastly, trends and the context related to the data sets were explained and it was pointed out that OCAD University is on par with province-wide norms.

Discussion began around the important requirement in the policy for Faculty offices to report to ODESI when they receive complaints in order to ensure that ODESI can advise on matters. More information on the relationship between ODESI and the OCAD Faculty Association (OCADFA) was requested since OCADFA has their own internal grievance procedure. It was clarified that it is up to a faculty member if they wish to access their union. Questions were also raised on the relationship between ODESI and the Centre for Students with Disabilities. It was clarified that discrimination includes failure to accommodate under the Human Rights Code and therefore if a resolution is not found, ODESI can become involved. Amanda Hotrum then spoke further to the broader conversation across the sector on how accommodations are handled. The purpose of coaching for managers was also discussed in terms of providing preventative support.

The qualifications of the mediators and fact finders in the complaint process was also raised. The Director stated that a list of investigators and their bios could be made available. Further, it was questioned how to address potential issues between the respondent, complainant or witness and the mediator or fact finder in terms of exposing bias or an issue.
with competency. Members were informed that ODESI has moved to an external model to address issues of efficacy and independence of the office and it was explained that these individuals are required to be subject matter experts in the areas they are investigating as vetted by the Vice-President, Academic and Provost. If there are issues however, the mechanism to address them is to be in touch directly with ODESI or the Vice-President. Furthermore, ODESI was described as an arm’s length neutral office that does not advocate for either party but rather advocates for higher standards, policies and procedures.

Questions were asked about the intersection of OCADFA and ODESI’s work in the representation for and of complainants. The Chair reminded members that issues with the Faculty Association are not under Senate purview. It was acknowledged however that the university itself has an obligation to ensure a discrimination-free workplace. It was briefly summarized that ODESI can provide advice on Human Rights issues for any party when requested. Furthermore, OCADFA members can bring their issues forward to OCADFA although ideally and practically consultation would occur with ODESI. In relation, the preventative role that ODESI plays was highlighted as was the role of management and academic administrators needed to ensure a holistic approach. Amanda Hotrum expanded on steps taken to prevent complaints and pointed out that many structural issues give rise to these complaints thereby requiring a multi-pronged equity strategy. Lastly, financial transparency was requested in these processes. It was clarified that most complaints are resolved without going to formal investigation and that complaints investigated do not require a lawyer and legal support is usually accessed through unions.

8. Senate Committee Reports
8.1. Senate Executive Committee

IN CAMERA SESSION:
Commenced at 5:03 p.m.

Motion to move to an in camera session of Senate, moved by Sylvia Whitton, seconded by Jason Baerg. 
Motion carried, unanimously.

The following item was discussed in camera:

8.1.1. Recommendation from the Honorary Degree Committee on the 2019 Honorary Degree Recipient(s)

REGULAR BUSINESS MEETING OF SENATE
Resumed at 5:19 p.m.

8.1.2. New Continuing Studies Courses
The Chair referred to the memo summarizing the following three new courses for approval: CSPD-N214: Intermediate Abstract Painting; CSDI-N128: Arabic Typography Workshop; CSPD-N120: Drawing Studio for Families.

Motion to approve the new Continuing Studies courses as presented, moved by Evan Tapper, seconded by Jason Baerg.

Motion carried, unanimously.
8.2. Senate Academic Policy and Planning Committee (SAPPC)

8.2.1. Information Report from SAPPC
The Chair referred members to the information report, which noted an update on the Canada Research Chair vacancy, a final discussion on potential revisions to the policy on the Status on Emerita/Emeritus and a preliminary decision to include an Indigenous faculty seat on Senate. The Committee Chair spoke further to the Indigenous faculty seat stating that while the committee approved the proposal, the discussion will be reopened to ensure this is the right approach to increase Indigenous representation at the table.

8.3. Senate Undergraduate Studies Committee

8.3.1. Curriculum Approval Timelines
Motion to approve the revised curriculum approval timelines, moved by Colette Laliberté, seconded by Nick Puckett.
The Committee Chair thanked Associate Dean Linda Carreiro and the members of the committee for their work and consultation on the proposal. The proposal would change the governance approval timeline for minor course changes in order to reduce the bottleneck of curriculum that occurs in the Fall. Furthermore, major modifications at the undergraduate level were revised to take two years to ensure proper consultation while graduate level major modifications would follow a one-year cycle in consideration of their shorter program length.

Members debated the proposal to extend major modifications to a two-year timeline. The time needed for adequate consultation and oversight was cited as was the adverse effects of constantly changing program guides on students. In contrast, it was expressed that this timeline will create a lack of flexibility in program change. It was also clarified the proposal does not affect new program development. With the agreement of the Committee Chair, it was recommended that the motion be tabled for further consultation with the Deans of Faculty regarding the ramification of the proposed changes.
Motion to table the revised curriculum approval timelines, moved by Min Sook Lee, seconded by Dori Tunstall.
Motion carried with 34 in favour, 0 opposed and 1 abstention.

8.3.2. Information Report from SUSC
The Chair referred members to the SUSC memo, which noted the committee’s approval of the revised Undergraduate Degree-Level Expectations and the Experiential Learning Strategy and Framework, to be presented at Senate in April. The Senate also received information about the Faculty of Art special topics course: “How Do We Look?” Members were reminded that this category of curriculum is presented to Senate for information in accordance with the Senate-approved guidelines for the provision of special topic courses.
8.4. Senate Graduate Studies Committee
8.4.1. Information Report from SGSC
The Chair referred members to the information report, which noted the approval of the special topics course: “Indigenous Summer Intensive” and the approval of revised Graduate Degree-Level Expectations to be presented at Senate in April. The SGSC also approved policy 6002: Membership in Graduate Studies, which will also be reviewed by SAPPC in advance of Senate approval.

8.5. Senate Academic Standards Committee
8.5.1. Revisions to Policy 1004: Academic Standing, Undergraduate
It was explained that instead of students following the three existing published policies concerning the limit of failed credit attempts and expulsion, based on the year admitted, these various conditions are now referenced under a singular policy. For this reason, policy 1004 was presented for information rather than decision.

8.5.2. Information Report from SASC
The Chair referred members to the information report, which noted the committee’s review of the Wholistic Approach to Curriculum plan and a preliminary discussion on the timing of the Formal Assessment Period.

8.6. Senate Quality Assurance Committee
8.6.1. Information Report from SQAC
The Chair referred to the SQAC information report, which noted the committee’s review of the IQAP external reviewers for the Advertising program as well as the committee’s preparation for the quality assurance audit.

9. Other Business
Returning to the ODESI annual report, Senators commended the work of its Director, noting that the report reflects the rigorous work being accomplished. Furthermore, it was recommended that ODESI report more often, especially in light of barriers being identified to pursue complaints for certain faculty. President Diamond stated that now that the data is available, she will work with the Senior Leadership Team to look at patterns of complaints and what kind of policy changes are needed as well as continued initiatives to support Indigenous and racialized faculty.

The recent student walk-out across Ontario universities and college campuses to protest the changes to OSAP was discussed. It was clarified that the decision was given to faculty on how they wished to handle students missing classes.

Project 31 was also raised for discussion regarding miscommunications about who was provided with tickets to attend and a perceived underrepresentation of Indigenous art work. President Diamond stated that she will raise the issue with the Development team and noted that there will be radical revamping of the event moving forward. In addition, she spoke of the paradigm shift occurring around decolonizing art history and bringing more diverse faculty into art and design, an area where OCAD U is leading.
Lastly, the large public rally on education and support for students organized by five different teachers’ unions was advertised by a Senator to be taking place at Queen’s Park on April 6, 2019.

10. Adjournment

Motion to adjourn, moved by Richard Fung, seconded by Dori Tunstall.
Meeting adjourned at 6:06 p.m.

[Originally signed]      [Originally signed]
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b.h. Yael, Senate Chair     Natalie Nanton, Senate Secretary