



**Senate Meeting**  
Skype for Business

June 19, 2020 (2 p.m.)  
Continued on June 24, 2020 (2 p.m.)

## MINUTES

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### **Attendance: June 19, 2020 (2 p.m.)**

Present: M. Bluechardt (Chair), K. Allan, P. Barry Mercer, A. Benzaquén, G. Boulet, P. Cantelo, A. Card, P. Cormier-MacBurnie, D. Cox, P. Crouse, C. Dawson, R. Farmer, T. Findlay, D. Fisher, C. Hardy, T. Harriott, T. Harrison, E. Henderson, N. Kayhani, K. Kienapple, G. MacDonald, J. MacLeod, J. McMullin, M. Nadeem, S. Perrott, D. Piccitto, D. Plumb, T. Sawyer, C. Schneider, S. Seager, D. Shiner, C. Slumkoski, J. Sutherland, R. Zuk

Regrets: K. Ritchie

Guests: W. Brewer, N. Buchanan, S. Davis, M. Forrest, T. Franz-Odendaal, G. Fraser, J. Fraser Arsenault, J. Guy, K. Healy, J. Lamb, B. MacNeil, D. Norris, K. Smyth, J. Valcke

*The meeting was called to order at 2:07 p.m. Observers were identified, welcomed and reminded that they may be granted speaking privileges but are not eligible to vote on motions.*

*A question was raised on the status of two Students' Union representatives in attendance. An overview of research conducted and discussions held with the students was provided. Since they are not considered Senators, they would be participating in the meeting as guests. Concern was expressed about the last-minute nature of the request.*

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### **Attendance: June 24, 2020 (2 p.m.)**

Present: M. Bluechardt (Chair), K. Allan, P. Barry Mercer, A. Benzaquén, G. Boulet, P. Cantelo, A. Card, P. Crouse, C. Dawson, R. Farmer, T. Findlay, D. Fisher, C. Hardy, T. Harriott, T. Harrison, E. Henderson, N. Kayhani, K. Kienapple, G. MacDonald, J. MacLeod, J. McMullin, M. Nadeem, D. Piccitto, K. Ritchie, T. Sawyer, S. Seager, D. Shiner, C. Slumkoski, J. Sutherland, R. Zuk

Regrets: P. Cormier-MacBurnie, D. Cox, S. Perrott, D. Plumb, C. Schneider

Guests: W. Brewer, N. Buchanan, S. Davis, M. Forrest, J. Fraser Arsenault, K. Healy, J. Lamb, B. MacNeil, D. Norris, K. Smyth, N. Street, J. Valcke

*The meeting was called to order at 2:06 p.m. Observers were identified, welcomed and reminded that they may be granted speaking privileges but are not eligible to vote on motions.*

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## 1. Indigenous Land Recognition

At both sessions, M. Bluechardt provided an acknowledgement that the Mount is built on traditional unceded Mi'kmaq territory and paid respect to the Indigenous peoples of the land on which Senate meets.

At the June 19 meeting, she also recognized the recent murders committed at the hand of police officers in Canada and the USA. She spoke to MSVU's continued demand to change the structures that drive and sustain acts of violence, acknowledgement of the unacceptable and pervasive presence of racism in our society, and commitment to doing the difficult but imperative work of anti-racism from the classroom to the broader campus.

*At both sessions, P. Crouse, Senate Secretary, reviewed the list of procedures to be used during the meeting.*

## 2. Approval of Agenda

**Moved** by D. Fisher, seconded by J. McMullin, to approve the agenda as circulated.  
CARRIED

At the June 24 session, Senators were reminded that this meeting is a continuation of the June 19<sup>th</sup> Senate meeting and will begin at the original agenda item "5.4 Timeline for Receipt of Technical and Office Equipment." Those who were on the speakers list for item "5.3 Academic Implications of Staffing Cutbacks" who did not have an opportunity to speak were asked to request they be added to the speakers list at "5.7 Other". It was noted that, in accordance with Robert's Rules of Order, new topics regarding implications of the pandemic are welcome but should not duplicate the questions addressed on Friday.

## 3. Changes to Terms of Reference, UREB, Bylaw 14.13

The motion below was made, and a friendly amendment to remove the phrase "who is a voting member" from the membership details for community members was proposed and accepted.

**Moved** by G. MacDonald, seconded by J. McMullin, that Senate review the proposed changes to the Terms of Reference for the University Research Ethics Board and make the proposed changes effective the date of Senate approval. CARRIED

## 4. Report on Executive Approval of Spring 2020 Graduation List

M. Bluechardt advised Senators of the 620 Spring 2020 graduates who were approved by EX and whose certificates, diplomas and degrees were awarded. Chancellor S. Joan O'Keefe joined an EX meeting to confer degrees in absentia on all degree graduands. Congratulations were extended to the graduates and all who supported them through

their studies. Positive feedback has been received from graduates on the “Graduation in a Box” initiative to help students celebrate their achievement.

## **5. Implications of Pandemic**

### **5.1. Winter 2021 Term Dates**

J. McMullin spoke to discussions held at CAPP and the Committee’s subsequent approval of amendments to Academic Calendar dates that will see the winter term begin one week later than currently scheduled. If the decision is made to also move classes online for the winter term, the later scheduling of the start of the term will allow faculty more preparation time. If it is safe to resume face-to-face classes for the winter term, the later start date will allow the running of lab “boot camps” for students requiring labs as part of their program. The one-week delay in starting classes will be made up at the end of the term. The list of amended dates for the winter term was reviewed and discussed. A minor correction to the list of dates was noted; this change does not impact the actual dates. P. Cantelo and his staff were thanked for their work on the initiative.

### **5.2. Substitution of Degree Requirements**

J. McMullin provided an overview of discussions held at the last EX meeting regarding flexibility for program and degree requirements during the period of significant disruption caused by COVID-19. She spoke to current examples within the Academic Calendar that allow for flexibility and to the understanding that Department Chairs and Directors in consultation with the appropriate Dean may make substitutions that would not negatively impact the core academic program or integrity.

D. Piccitto suggested that substitutions are being made as a result of current cuts and that students will ultimately end up graduating with less of a degree. She noted that the Mount’s website indicates (for Fall 2020) that a full slate of high-quality courses is being offered which she proposed cannot be the case given cuts to course offerings. An explanation was provided on the consultation process between Deans and Department Chairs/Directors used to ensure that program integrity is not compromised. (D. Piccitto, J. McMullin)

Examples were provided from Education, where only courses with low enrollment were considered for discontinuation and for the fall term only and from Professional Studies, where program requirements are fairly standardized and accommodations are permitted in electives only. While core courses are not being substituted, concern was raised that within Arts and Science, if low enrollment is one of the criteria used for cancellation, a number of 4000-level seminars and other small classes and required courses may be in jeopardy. The process used to review students for graduation was provided, and it was reiterated that substituting core courses is not permitted and that the leniency with regard to substitution is specific

to Spring 2021 graduates only. It was suggested that faculty be reminded of the criteria for substitutions. (A. Card, K. Kienapple, T. Findlay, N. Kayhani, P. Cantelo)

Student Senators spoke to concerns about the negative impact cutting of staff is having/will have on students; as well, the importance of the Student Works Program was emphasized. The motion below was made; however, with a point of order obtained, it was agreed that the motion be tabled until agenda item 5.7 as it does not relate to the degree substitution requirements discussions. (K. Allan, T. Sawyer, T. Harriott, J. McMullin)

**Moved** by T. Sawyer that, with regards to the Student Works Program, be it resolved that the Student Works Program be run in the 2020-2021 Fall semester. (Tabled)

The following motion was made to address concerns about cutting required courses:

**Moved** by C. Slumkoski, seconded by K. Allan, that the University refrain from cutting any classes that are required for a student's degree and reinstate any such classes that have been cancelled. (Amended below)

During discussion on the proposed motion above, it was clarified that the motion related only to required courses and not elective courses. Further discussion was held and clarification provided on the cancellation of courses with multiple sections, practicum courses delayed within the Education program where students do not have access to classrooms, courses required this year that would be covered under the motion, courses unable to run due to Public Health requirements, and courses that faculty would struggle to offer online. Several attempts to reword the motion were considered and discussed; the Parliamentarian cautioned that rewording to the point that the intent of the motion changes would require voting on the changes as amendments. (T. Harriott, C. Slumkoski, P. Cantelo, K. Kienapple, A. Card, S. Seager, K. Allan, P. Barry Mercer)

The final wording agreed upon and accepted as friendly amendment (as proposed changes did not change the intent of the original motion) is stated below:

**Moved** by C. Slumkoski, seconded by K. Allan, that the University refrain from cutting previously scheduled fall 2020 and winter 2021 classes that are required for a student's degree (with the exception of electives or any classes unable to be offered due to Public Health requirements) and reinstate any such classes that have been cancelled. CARRIED with 1 opposed and 4 abstaining with the following Senators asking that their vote in Favour be recorded: K. Allan, G. Boulet, T. Findlay, D. Fisher, C. Hardy, D. Piccitto, D. Shiner, C. Slumkoski, R. Zuk.

### 5.3. Academic Implications of Staffing Cutbacks

J. McMullin provided an overview of the University's fiduciary responsibility to assess COVID-19's impact on enrollment and revenue declines and to plan accordingly for the long-term health of the institution. She spoke to three enrollment scenarios, developed to assist in determining revenue losses and cost-saving measures implemented, including a temporary voluntary layoff of staff and a temporary one-term reduction in the part-time faculty budget. She advised of the Mount's decision to reinvest in students, faculty, librarians and lab instructors and outlined the status of these positions. As well, she spoke to the process, undertaken with the Deans, in the reduction of the part-time faculty budget and discussions held at the recent EX meeting about ensuring program integrity and a positive student experience.

D. Piccitto raised concerns about accountability and collegial governance given the cancellation of two Senate meetings and an Employment Equity Committee meeting. Shortly after the last Senate meeting where Senators were told that the University was unsure of its plans, decisions were actually made; the accuracy of statements made at the meeting was questioned. She stressed the importance of Senate having part in discussions affecting academic programs and departments and the need for the Employment Equity Committee to participate in decisions made regarding employment. As well, holding town halls to field questions and help people understand decisions being made was suggested. A discussion was held on:

- Support for theme-based town halls
- Speculation on, and appropriate process for, Board of Governors' approval of a recommendation on tuition at its next meeting
- The dual role of fiduciary responsibility in also protecting and acting in the best interests of the students, faculty and community at large
- The cuts deemed by some as not in the best interests of the students and faculty and not in line with the University Charter
- Damage and potential impact to the Mount's reputation and enrollment that could result from the cuts (statements from affected students and recent news articles were shared with Senators)
- The claim of fiscal challenges despite student discussions with the Minister of Labour and Advanced Education regarding support for universities
- The solidarity of students and faculty  
(J. McMullin, S. Seager, M. Nadeem, K. Allan)

M. Bluehardt provided a point of clarification on discussions held between the Council on Nova Scotia University Presidents (CONSUP), the Atlantic Association of Universities (AAU) and Government since the beginning of COVID-19; at this point, though support has been requested, no promises of funding for universities have been made. Clarification was also provided on the origin (Provincial Government) of the 1% funding as per the MOU, stipulations on the use of targeted government

funding, and an AAU/CONSUP proposal for multi-year stabilization funding for universities. The challenge of anticipating and planning in a constantly changing environment with many moving parts and based on information provided by third parties and on hand at that moment in time was noted. With all scenarios pointing to significant fiscal challenges (potentially with multi-year impact), the importance of seeing beyond the current term was reiterated. (M. Bluechardt, M. Nadeem)

D. Shiner questioned if a University-wide wage freeze or early retirement program for faculty has been considered. The University's commitment to honour collective agreements in place at the Mount and the decision not to move forward with the July 1 step and/or cost-of-living increases for the MPA, Management Forum and the Senior Leadership Team as a temporary measure were explained. While the Mount does not have mandatory retirement, the University is open to conversations about personal decisions to retire and options available. (D. Shiner, M. Nadeem, K. Healy)

J. Sutherland raised concerns about the negative implications for students of cutting part-time faculty contracts and course offerings, shared personal messages from students and made the following motion:

**Moved** by J. Sutherland that the decision to cut part-time budget and course offerings be rescinded effectively immediately. (Amended below)

An amendment to the motion made by J. Sutherland was proposed by K. Allan, resulting in the following:

**Moved** that Senate request of the Board that the decision to cut the part-time budget and course offerings be rescinded effective immediately.

Brief discussions were held on the responsibility of the Board of Governors in the approval of the University budget, the timeline for the interim operating budget presentation to the Board, the importance of trying to maintain flexibility while evaluating current and future financial risks, and finding a balance between Board and Senate roles and responsibilities. Several attempts to reword the motion were considered including the need for sufficient elective choices and Senate's right to suggest solutions to address academic implications. Whether Senate can provide a directive to the Board and the importance of understanding the role of each governing body were reiterated. Robert's Rules of Order was consulted with regard to parliamentary procedures that permit the Chair to rule a motion out of order if they deem it not within the purview of Senate's responsibilities. It was agreed that a motion to express a lack of Senate support for the cuts would be appropriate. It was also suggested that faculty representatives on the Board raise questions at the upcoming Board meeting to address concerns related to part-time faculty cutbacks.

(M. Nadeem, S. Davis, C. Slumkoski, J. McMullin, T. Findlay, M. Bluechardt, K. Allan, M. Forrest, P. Crouse, T. Harriott, M. Nadeem)

Caution was expressed from a governance perspective about language within the motions. At this point, the Chair was asked to make a ruling on whether the motion is deemed out of order. The Chair ruled both motions out of order and suggested a new motion be made based on the recent discussions. (T. Harriott, K. Allan, M. Nadeem, M. Bluechardt)

J. MacLeod raised a point of order about the right of the Vice-President Administration to unilaterally decide what Senate can or can't do and raised concerns about actions taken by Administration in the absence of a Board approved budget. A brief discussion was held on the ability and appropriateness of Senate to make their feelings known to the Board. (J. MacLeod, M. Nadeem)

In response to a question raised by D. Shiner on whether the Board has approved the cutting of part-time budgets and what their level of inclusion in overall financial decisions was, an explanation was provided on the budget approval process, updates provided to the Board on initiatives undertaken to address revenue deficits, and the responsibility of Administration for the operational functions of the University and how these flow into the budget approval process. A concern was expressed about the lack of a transparent process by which the decision to cut classes was made and suggested that a motion go to the Board to express Senate's strong disagreement with Administration's decision to cut courses and part-time positions. The importance of presenting the Board with a budget that they can accept was explained. (D. Shiner, J. McMullin, M. Nadeem, M. Bluechardt)

P. Crouse questioned whether J. Sutherland's original motion, ruled out of order, would now be appropriate if directed at Administration. Given that Administration is bound to the Board with respect to the budget, the point of a motion was questioned; concern was expressed about cutting the part-time faculty budget to balance the operating budget, instruction given to departments to raise their course caps, and the inappropriateness of students learning about part-time budget cuts through the media. (P. Crouse, K. Allan, T. Harriott, S. Seager, R. Zuk)

During the discussion above a motion was proposed and wording for an appropriate amendment to the motion was explored; the final motion is stated below:

**Moved** by K. Allan, seconded by J. Sutherland, that Senators strongly disagree with Administration's decision to cut the part-time budget and therefore negatively affect academic integrity and request that decision be reversed. CARRIED with 9 opposing and 3 abstaining from the vote with the following Senators asking that their vote in

Favour be recorded: K. Allan, G. Boulet, T. Findlay, D. Fisher, C. Hardy, D. Piccitto, D. Shiner, C. Slumkoski, R. Zuk.

During the discussions above, the following motion was made to extend the meeting (June 19 session).

**Moved** by D. Piccitto, seconded by G. Boulet, that the meeting be extended.  
CARRIED with two opposing and two abstaining

#### **5.4. Timeline for Receipt of Technical and Office Equipment**

K. Smyth advised Senators that equipment requested through the tech survey has been, and will continue to be, distributed; faculty will be notified to arrange pickup. An overview of other equipment ordered including webcams, headsets, printers, and scanners was provided; a number of Chromebooks have been ordered and will be available for loan. Cellphones with data plans for faculty with weak broadband have also been ordered. As well, information prepared by IT&S on how to get optimal use of one's home Internet setup will be shared with the VP Academic and Provost for circulation. IT&S will reach out to all faculty who completed the tech survey to ensure technical questions and issues are resolved.

#### **5.5. Procedure for Book Ordering**

Senators were advised that the process for book ordering by both faculty and students is unchanged; faculty and students are encouraged to order their required books by contacting the Bookstore. While book orders are currently being shipped directly to customers, a process for curbside pickup is being developed and will be in place for those who require it in the Halifax area.

Questions arose and brief discussions were held on the Print Shop's role in scanning and printing materials (i.e. workbooks) for faculty and students and on purchasing online versions of textbooks. Faculty members were encouraged to notify the Print Shop for their printing/scanning needs and to contact K. Mathieu, Bookstore Manager, for textbook orders including online versions of textbooks. (S. Seager, N. Kayhani, B. MacNeil)

#### **5.6. Faculty Access to Offices**

M. Nadeem referred Senators to *COVID-19 Return to Campus Guidance (Post-Secondary Education Sector)* and provided an overview of the document's development by a Provincial working group with representation from post-secondary institutions and the Provincial Government. The document has been reviewed and revised by Dr. Strang (Public Health); it has been approved for sector-wide use by NS universities in the development of institution specific plans for summer and fall return to campus. How each institution implements the plan may vary based on the infrastructure in place to support operations. Senators were reminded that



COVID-19 is considered an occupational health and safety risk and that the protocol and subsequent hierarchy of controls is designed to eliminate the risk or to reduce it to an acceptable level.

B. MacNeil, Director of Facilities Management, spoke to audits of all areas of campus that are underway to determine, based on physical distancing requirements, what needs to be put in place to make departments operational. Through the use of the audits, every classroom is being assigned a capacity based on social and physical distancing. At this time, an application and protocol process is being used to restart research on campus, and the ability to have students on site in the fall is being examined.

K. Ritchie questioned the possibility for faculty who conduct their research in their offices to gain access to their on-campus offices and explained the difficulty of faculty with young families conducting research at home. An explanation was provided on the University's current focus on restarting lab-based research and, based on provincial restrictions and guidelines for social distancing and the need for contact tracing, providing access only to those who absolutely must be on campus. A discussion was held on the faculty's need for access to offices, timeline for a Public Health review (and endorsement) of the return-to-campus plan that is being put into place through the use of space audits, the ability of faculty to request access to their office based on critical need, and the timeline (early August) for possibly having regular ongoing access to offices. Clarification was also provided on the ability of faculty to request a printer for home use and to have the Print Shop print larger print jobs. During the discussion above, a question raised with regard to custodial and security staff who are not currently working was deferred to agenda item 5.7 below. (K. Ritchie, M. Nadeem, B. MacNeil, C. Slumkoski, N. Kayhani)

### **5.7. Other**

Senators who, at the June 19 meeting, were unable to bring forward their questions as part of 5.3 because of time constraints at that meeting were invited to raise their questions before Senate entertains new questions.

#### Equity, Diversity, Inclusion, Accessibility (EDIA)

T. Findlay raised a concern about equity decisions and questioned whether, despite its prominent position within the draft strategic plan, EDIA had been used when making decisions to cut part-time faculty positions and institute a voluntary layoff. She highlighted that these cuts would likely affect the most marginalized and precarious of the campus community, referenced the Equity Action Committee's letter of concern, and proposed the following motion:

**Moved** by T. Findlay, seconded by K. Allan, that an equity lens be applied to these decisions with the results made publicly available and that equity groups and experts on campus be consulted in conducting the analysis.

A discussion was held regarding the motion and points raised on:

- The broadness of the motion
- The responsibility of Administration to make certain decisions
- What decisions are and are not in the purview of Senate, Administration, and/or the Board
- The ongoing status of the pandemic
- The need for more specificity with regard to what decisions the Equity Action Committee would provide feedback into
- The importance and transparency of an EDI lens on decisions
- The possibility of setting up an advisory committee to provide feedback on decisions being made
- Senate's role in the Mount's bi-cameral structure and its right to voice its opinion on University matters
- The option that cutting of budgets and part-time faculty is not in line with the mission, vision and values of the Mount and will negatively impact students
- The value of consultation with departments before cutting budgets
- The need to understand the proposed budget scenarios before deciding whether or not to balance the budget with the use of University reserves

Note: A discussion on the last three bullets was deferred to the section "University Budgets."

Friendly amendments were proposed and accepted, resulting in the following motion. (T. Findlay, K. Allan, K. Ritchie, J. McMullin, J. MacLeod, J. Sutherland, C. Slumkoski, N. Kayhani, D. Piccitto)

**Moved** by T. Findlay, seconded by K. Allan, that an equity lens be applied to decisions related to the pandemic with the results made publicly available and that equity groups and experts on campus be consulted in conducting the analysis, effective immediately.

At this time, the voting process was initiated that resulted in 17 Senators voting in favour of the vote, 1 opposed to the vote and 3 abstaining from the vote. However, further discussion was held (see below).

K. Allan questioned whether the vote of each Senator could be recorded within the minutes; a discussion ensued. Several points of order, a point of personal reference, a call for division, and a roll call vote were requested and discussed; past precedence was referenced with regard to the call for division. A brief discussion was also held

on whether voting should be moved into the chat feature; voting procedures outlined at the beginning of the meeting were noted. It was agreed that a modified roll-call process be used and the vote retaken with voting being conducted in the chat feature to allow the identification of voters. (K. Allan, N. Kayhani, J. MacLeod, R. Zuk, M. Forrest, J. Sutherland, D. Fisher, T. Harriott, P. Crouse, M. Bluechardt, S. Seager, C. Slumkoski)

During the discussion, the question of the Students' Union President's right to vote on the motion was questioned; given that T. Sawyer was designated as a substitute for the SU President at Senate and Senate Executive, it was confirmed that W. Brewer is in attendance as a guest. (K. Allan, T. Harriott, P. Crouse)

As noted above, it was agreed that a modified roll-call process be used and the vote retaken with voting being conducted in the chat feature to allow the identification of voters. The motion was CARRIED with 26 voting in favour of the motion and 1 abstaining from the vote. The following Senators asked that their vote be recorded: In Favour—K. Allan, G. Boulet, T. Findlay, D. Fisher, C. Hardy, D. Piccitto, C. Slumkoski, R. Zuk and Opposed—D. Shiner.

#### Custodial and Security Staff

K. Ritchie questioned the number of security and custodial staff working on campus and whether the level of staff in these areas impacts the number of campus constituents who can access their offices. A brief discussion was held on staffing levels in the security and custodial areas, the number of those who took advantage of the voluntary, temporary layoff that included the opportunity to earn additional monies, and the ability to recall staff as the campus begins to reopen. It was noted that access to campus is not based on the current staff level but rather in accordance with Health Authority restrictions and guidelines. (K. Ritchie, K. Healy)

#### Income Tax Act

D. Shiner spoke to the stipulations of the Income Tax Act with regard to the need for employees working from home due to the pandemic to maintain a written record of their daily activities. He questioned whether the University had received any guidance or indication that Form 2200, Employer's Form, would be required and suggested that faculty and staff be encouraged to maintain work journals. It was noted that at this time the Canada Revenue Agency (CRA) has not provided guidance; however, it is expected that this information will be forthcoming mid-July and that the requirements for eligibility for work-from-home situations may be different. MSVU is monitoring the CRA website and will ensure employees are updated when the information becomes available. (D. Shiner, M. Nadeem, S. Davis)

### University Budgets

N. Kayhani questioned whether the cutting of part-time faculty budgets is in line with MSVU's mission, vision and values and suggested that these cuts would negatively impact students. She proposed that there is value in consulting departments for input before cutting budgets and suggested the need to understand the proposed budget scenarios before deciding whether to balance the budget with the use of the Mount's reserves. She later stressed the finality of having already made the cuts to the part-time faculty budget. Similar questions raised by faculty members and responses shared with the campus community to date were referenced, and a brief explanation provided on the three scenarios being used to guide decisions related to budget.

Given that the pandemic is expected to impact the University on a multi-year basis, the importance of protecting University revenues while managing costs was highlighted. The process related to the development of an interim budget plan that will be presented to the Finance Committee of the Board and the Board of Governors in July was noted. The response related to questions raised previously by faculty members will be shared with Senators, and Senators were encouraged to attend the town halls relating to the budget.

The clarity and validity of the budget scenarios and the transparency of the budget process were questioned. A discussion was held on the University reserves, and the need for prudence was acknowledged. However, the need for more specificity with regard to the full picture of the University's financial position was suggested. The processes used to develop budget scenarios and make decisions regarding the University during the pandemic were explained; as well, the role of the Budget and Finance committees of the Board of Governors (both of which include faculty membership) was noted. The authority of Administration to make day-to-day decisions and the process used to make these decisions, including frequent and regular meetings with internal and external bodies and the use of current data and environmental scans, were explained. As well, the inability of the University to develop a budget in March/April given the uncertainty of the length of the pandemic and the inexperience of the University in dealing with pandemics was noted. It was agreed that a Skype town hall be scheduled in the near future to focus on many of the items around finance raised at Senate and to continue these discussions at that time. It was suggested that Senators be advised on whether the cutbacks to part-time faculty budgets has resulted in any decreases in enrollment. (N. Kayhani, M. Nadeem, J. MacLeod, M. Bluechardt, K. Allan)

### Proctored Exams

P. Crouse questioned when faculty would know whether any proctored exams could happen in the fall and the status on the research into software to assist in proctoring if testing is to be done online. An overview of ongoing discussions with other

universities with regard to proctoring software and the need for further discussion in the next four weeks regarding the management of scheduled final examinations, support of accommodated exams, and facilitation of online exams was noted. Proctoring software suggested at an earlier meeting is being further researched due to concerns raised about the product. Clarification was sought and provided that since these follow-up consultations would occur within the next four weeks, information would be available to faculty in plenty of time to prepare fall course outlines knowing whether or not proctored exams would be a possibility. (P. Crouse, K. Smyth, P. Cantelo)

#### Point of Personal Reference

J. Sutherland referenced a Point of Personal Preference made earlier and advised that Robert's Rules of Order stipulates that Points of Personal Preference are meant to be dealt with right away in case the Point of Personal Preference is related to one's ability to contribute to the meeting. This was noted.

#### Viewing of Voting Results

J. Sutherland referenced an earlier comment about why Senators wanted to see how individuals voted. She spoke to the commitment of elected student representatives in their duties as representatives on committees and on Senate and stated that she found the response to the request offensive. An apology was extended for the statement. (J. Sutherland, T. Harriott)

#### Sharing of Proposals

K. Ritchie questioned whether the University would be open to a team approach by faculty in sharing proposals for specific on-campus courses, access to campus, etc., that fit the guidelines put forward by the Ministry, thereby distributing the weight of the planning and contingency planning. A working group that will be put together to review decisions for moving forward was referenced, and it was noted that this group would be open to receiving proposals, keeping in mind Public Health guidelines and structural limitations of the Mount. The space audit underway to determine room capacities and protocols currently in place were referenced; once the audit is complete, possible on-campus services will be better understood. The collaborative input of other universities in how best to restart research on campus was highlighted. (K. Ritchie, J. McMullin, M. Nadeem, G. MacDonald)

#### On-Campus Classes

D. Piccitto questioned what the guidelines will be when it comes to hosting hybrid on-campus classes in the fall; whether, based on the space audits, faculty should be putting forward proposals for consideration; and what the timeline would be for receiving these proposals. Given the announcement that all classes have been moved to an online platform for the fall semester and the impact on students of now

changing that to a hybrid model, it was clarified that classes will not be held on campus in the fall semester. (D. Piccitto, J. McMullin)

#### On-Campus Access to Offices

C. Slumkoski questioned the possible use of access cards to log faculty access to offices to conduct in-office research that cannot be completed at home; an online signup, scheduled in advance, was suggested. While several models for tracking on-campus traffic have been considered, the difficulty in tracking when faculty would be arriving or departing, their movement and points of contact, and whether they are still in the building was outlined. While working from a remote location is considered the safest, it was noted that access to campus during the fall term is being reviewed on a case-by-case basis. Practices at other institutions were referenced, and the process for consideration was outlined. Faculty were encouraged to speak to their Dean with regard to when and why they need access to campus; the University will work to put something in place to ensure expectations are met as best as possible, again reiterating that working from home is preferred where at all possible.

Information received during the early part of the pandemic with regard to the online process for requesting access to faculty offices to pick up what was needed to work from home was briefly discussed; with the change in the health requirement framework, faculty were advised to contact their Dean should they need limited access to their office. The question of allowing four-hour access (instead of two-hour) was also raised; once the new framework is in place for the fall, and based on health guidelines, this will be considered. It was noted that part of the plan approved by the health authority includes a protocol for cleaning and disinfecting washrooms and high-touch areas; this can be difficult without knowing where everyone is or has been. The more people on campus, the more support needed to protect employees or students, and the more difficult it becomes. The need for the earlier motion on equity was referenced. (C. Slumkoski, B. MacNeil, M. Nadeem, K. Ritchie, M. Bluecharadt, T. Findlay)

#### 2020-2021 Tuition Increase

K. Allan spoke to the hardship of students and the possibility of a tuition increase in the fall and made the following motion:

**Moved** by K. Allan, seconded by J. Sutherland, that Senate request that the Board of Governors freeze tuition for the 2020-2021 year. CARRIED with 14 in favor, 9 opposed and 2 abstentions with the following Senators asking that their vote in Favour be recorded: K. Allan, G. Boulet, T. Findlay, D. Fisher, C. Hardy, D. Piccitto, D. Shiner, C. Slumkoski, R. Zuk.

During the course of voting, a Point of Order identified that the President would not be eligible to vote on the motion; the results were adjusted.

The following motion was made to extend the session:

**Moved** by Don Shiner, seconded by G. Boulet, that the session be extended by 30 minutes. CARRIED

## 6. Update and Discussion of Strategic Plan

M. Bluehardt spoke to membership of the Strategic Plan Work Group and outlined the process to date, the emerging themes, updates to the websites and the goal to approve the Strategic Plan by June 2020. The impact of the arrival of COVID-19 on the ability to gather feedback through face-to-face meetings (town halls), the feedback received and discussions held to date despite COVID, and the request by faculty and students to delay the endorsement by Senate and approval by the Board were noted. The President outlined discussions held to date with the Board Chair, senior administration, and FA Presidents (incoming and outgoing) and proposed that approval of the Strategic Plan be deferred until the fall.

**Moved** by D. Shiner, seconded by C. Slumkoski, that Senate request that the Strategic planning process be delayed for six months. CARRIED with 1 abstention with the following Senators asking that their vote in Favour be recorded: K. Allan, G. Boulet, T. Findlay, C. Hardy, D. Piccitto, D. Shiner, C. Slumkoski, R. Zuk.

J. MacLeod acknowledged the importance of having a Strategic Plan in place but expressed appreciation for recognition of the value of delaying the approval of the document.

## 7. Items for Communication (P. Crouse)

Senate approved:

- Changes to UREB's Terms of Reference, Bylaw 14.13
- The following motions:
  - That the University refrain from cutting previously scheduled fall 2020 and winter 2021 classes that are required for a student's degree (with the exception of electives or any classes unable to be offered due to Public Health requirements) and reinstate any such classes that have been cancelled.
  - That Senators strongly disagree with Administration's decision to cut the part-time budget and therefore negatively affect academic integrity and request that decision be reversed.
  - That an equity lens be applied to decisions related to the response to the pandemic with the results made publicly available and that equity groups and experts on campus be consulted in conducting the analysis, effective immediately.
  - That Senate requests that the Board of Governors freeze tuition for the 2020-2021 year.
  - That Senate request that the Strategic Planning process be delayed for six months.

How and when the items for communication will be shared with the Board were briefly discussed. The Senate Secretary and President will follow up off-line to ensure that the Board receives the information at the meeting scheduled for tomorrow night.

R. Zuk questioned whether Chairs had been apprised of Senate's decision on Friday to reinstate required courses; the Senate Secretary will notify Department Chairs (and Directors) regarding this decision. Motions flagged for communication from the two sessions will be added to the Senate website to ensure that language is consistent; the link will be shared with Senators and Department Chairs (and Directors). (R. Zuk, P. Crouse, K. Allan, J. McMullin, D. Piccitto)

P. Cantelo advised Senators that the Office of University Relations, Registrar's Office, and Office of Student Experience are planning to communicate with students about the final timetable. The importance of managing the expectations of students during communication with them about courses that have been reinstated was stressed; it was suggested that Department Chairs and Deans meet in the very near future to discuss which courses will be reinstated so that the timetable can be finalized. A brief discussion was held on the timetable and the motion made to reinstate courses required by students to graduate in the spring; it was noted that courses with no or low enrollment could still be cancelled. (P. Cantelo, P. Barry Mercer, K. Allan, C. Dawson)

K. Kienapple noted that while it is important for the motions to be distributed to the campus community, it also presents an opportunity for Deans to meet with Department Chairs to further discuss the implications of the motions. The process used to determine which courses to cancel for the fall was reiterated; within Professional Studies programs, only courses that were not core to a program were cancelled.

## 8. Adjournment

At the June 19 session, the following motion was made to adjourn:

**Moved** by J. MacLeod, seconded A. Card, that the meeting be adjourned. CARRIED

The meeting was adjourned at 5:36 p.m.

At the June 24 session, the following motion was made to adjourn:

**Moved** by K. Allan, seconded by J. Sutherland, that the meeting be adjourned. CARRIED

The meeting was adjourned at 4:35 p.m.