SIMON FRASER UNIVERSITY
ENGAGING THE WORLD

Minutes of a Meeting of the Senate of Simon Fraser University held on
Monday, December 7, 2020 at 5:30 pm via Zoom Video Conferencing

Open Session

Present: Joy Johnson, Chair

Andreoiu, Corina
Bartram, Lyn
Bird, Gwen
Brennand, Tracy
Bubela, Tania
Burley, David
Chapman, Glenn
Chenier, Elise
Coleman, Gordon
Collard, Mark
Dauvergne, Catherine
Denholm, Julia
Derksen, Jeff
Elle, Elizabeth
Everton, Mike
Favere-Marchesi, Michael
Fiume, Eugene
Gemino, Andrew
Gray, Bonnie
Gunn, Alexandra
Hall, Peter
Hoffer, Andy
Kench, Paul
Kim, Woo Soo
Krauth, Brian
Krogman, Naomi
Kumpulainen, Kristiina
Lam, Allan
Lam, Daniel
Laitsch, Dan
Leznoff, Daniel
Liosis, Gabe
Lord Ferguson, Sarah
Luu, Susan
Martell, Matt
Masri, Kamal
McTavish, Rob
Mirhady, David
Mohamed, Osob
Murphy, David
Myers, Gord
Nepomnaschy, Pablo

Neustaedter, Carman
O'Neil, Dugan
O'Neill, Susan
Parkhouse, Wade
Parmar, Abhishek
Percival, Colin
Pulkingham, Jane
Raza, Samad
Singh, Harry Preet
Spector, Stephen
Stockie, John
Strauss, Kendra
Tingling, Peter
Vrooman, Tamara
Weldon, Steve
Walsby, Charles
Wong, Alan
Zandvliet, David

Absent:

Daniel, Bryan
Gedajlovic, Eric
Gildersleve, Corbett
Hendrigan, Holly
Hogg, Robert
Modi, Nafoni
Nguyen, Candy
Pantophlet, Ralph
Shaw, Chris
Singh, Tanishvir

In Attendance:

Brooks-Wilson, Angela
Broshko, Li-Jeen
Fabian, Sheri
Hefeeda, Mohamed
Khan Hemani, Rummana
Nordgren, Kris
Swartz, Tim
Williams, JF

Kathryn Verkerk, Senate Secretary pro tem
Steven Noel, Recording Secretary

1. **Approval of the Agenda**
   The agenda was approved as distributed.

2. **Approval of the Minutes of the Open Session of October 5, 2020**
   The minutes of the open session on October 5, 2020 were approved as distributed.

3. **Approval of the Minutes of the Open Session of November 2, 2020**
   The minutes of the open session on November 2, 2020 were approved as distributed.

4. **Business Arising from the Minutes**
   There was no business arising from the minutes.

5. **Report of the Chair**
   The Chair, on behalf of Senate, welcomed the following new members:

   - Dr. Tamara Vrooman, who has been recently installed as SFU's 12th Chancellor.
   - Dr. Catherine Deverne, who became SFU's new Vice-President, Academic and Provost on November 23rd.
   - Dr. Carman Neustaedter, who began his tenure as the Dean of the Faculty of Communication, Art, and Technology on December 1st.
   - Kathryn Verkerk, who has been recently appointed as University Registrar and, as such, is now Senate Secretary.

   The Chair acknowledged that December 6th was National Day of Remembrance and Action on Violence Against Women, the day in which 14 young women were killed in 1989 at École Polytechnique. This date takes place during the 10 days of action against gender-based violence and reminds us to reaffirm our commitment to fight hatred and violence.

   Noting a recent statement to the SFU community about equity, diversity, and inclusion, the Chair reported that a new senior leadership level position will be established, and after a process of consultation with the senior leadership, will be moving to support decolonization, indigenization, and reconciliation. The Chair added that she, in her role as President, has had a number of conversations with equity-deserving groups across the University about the burden that many are experiencing in terms of trying to move forward with change at our institution.

   The Chair reported that on November 23rd she, along with Board of Governors Chair Chris Lewis, hosted a conversation with the SFU Indigenous community and had the opportunity to listen to what our Indigenous students, staff, and faculty are experiencing.

   In terms of the efforts to improve the student learning experience, the Chair reported that the start of Spring classes has been pushed back to January 11th to give faculty additional time to prepare and students extra time to reconnect with their family and friends before starting the new school term. The University continues to look for ways to enhance remote learning, support first-year students and instructors, and look for ways to streamline academic requirements so that students can progress through programs more easily.

The Chair reported that SFU researchers are continuing to advance COVID-19-related research, from diagnostics to treatment. More than $1 million has been awarded to SFU by the Canada Foundation for Innovation through its exceptional opportunities fund. That funding was announced on November 6th by Prime Minister Justin Trudeau, and is part of an almost $28 million research equipment fund that is supporting COVID-19-related research.

6.   **Question Period**
No questions were submitted.

7.   **Other Business – Part 1**

i)   New Bullying and Harassment and Revisions to SFU Policy GP-18 (S.20-129)
Senate received the New Bullying and Harassment and Revisions to SFU Policy GP-18 for information.

Rummana Khan Hemani, Associate Vice-President, Students & International, and Li-Jeen Broshko - General Counsel, Office of the President, were in attendance to respond to questions.

A question was asked to clarify the definition of harassment. Senate was informed that the general definition of harassment is inappropriate conduct or comment that the person knew or reasonably ought to have known would cause the recipient to be humiliated or intimidated. This does not include reasonable actions relating to the management and direction of the workplace or the classroom or the supervision of research or academic work. This mirrors the structure of WorkSafe BC's definition but is expanded to specifically apply to the academic context.

A comment was made that it would be useful, especially for those teaching in an online setting, to have key points extracted from the larger document to help people understand and recognize the symptoms of harassment. Senate was informed that training and education, and making the terms of the policy documents accessible to the community will be an important part of the work required when implementing the new policy.

A comment was made that elaboration may be required in defining "bad faith" as there may be circumstances when a complaint of harassment is not upheld but the complaint may not have been made in bad faith. Senate was informed that there are opportunities for people to have sincerely held but mistaken beliefs about what constitutes bullying and harassment. If there is a sincerely held sense that a complaint was raised in good faith, that person would not subject to any sanctions. If, however, a complaint is made with an intention other than sincere belief, consideration would be given to sanctions.

Noting that *questions of interpretation or application of this policy or its procedures shall be referred to the University Secretary and the University's General Counsel*, a question was asked if people in these roles, or anyone in a decision-making role, will receive training around issues of harassment and discrimination. Senate was informed that active and ongoing training will be an important aspect and that it is a priority for the University to provide resources and educational plans to those involved.

A concern was raised that some of the language being used is open to interpretation or judgment around what is inappropriate or appropriate and how does one unfamiliar with the terminology gain a better understanding of the standards being set. Senate was informed that education and training will be a key aspect in implementation, along with having a well-defined policy based on an established framework supported by clear explanatory and communication materials, procedural documents, and messaging.

A comment was made to note that the wording "the University" is used but not clearly defined in the policy. Senate was informed that the University Act defines "the University" as the body corporate, and not individual units, which constitutes the University.

A question was asked about a student submitting a complaint not having the right to know what action was taken on their behalf and if there is a way to incorporate an accountability mechanism into the policy. Senate was informed that both the complainant(s) and the respondent(s) in a particular situation have privacy rights under provincial legislation, but that after an investigation has concluded and a decision has been made, the complainant will receive information about the outcome to the extent that it affects them or any other information they would be entitled to under Freedom of Information laws. It was added that the University is not able to proactively release personal information of the respondent to the complainant unless it's releasable under Freedom of Information.

8.   Reports of Committees

A)   Senate Committee on University Teaching and Learning (SCUTL)
i)   Proposed Undergraduate Educational Goals for SFU (S.20-130)
Senate was advised that in order to frame the discussion of the Proposed Undergraduate Educational Goals for SFU, a motion be forwarded to move Senate into a Committee of the Whole for no more than 40 minutes.

Motion:
Moved by E. Elle, seconded by C. Percival

"That Senate move into a Committee of the Whole."

A question was called and a vote taken.   MOTION CARRIED

Sheri Fabian, Director - Institute for the Study of Teaching and Learning in the Disciplines, and JF Williams, Associate Professor – Department of Mathematics, were in attendance to respond to questions.

Senator Elle introduced the item, noting that ten years ago the Task Force on Teaching and Learning suggested that SFU needed to move beyond the implicit acknowledgement of what undergraduate degrees might be to a more explicit identification of graduate attributes and educational goals for undergraduates. The document before Senate is an attempt to define undergraduate educational goals for SFU.

A comment was made that it is hard to see where primary empirical findings of the field fit in with the broader goals proposed, noting that many of the examples are fairly theoretical in nature. Senate was informed that such empirical findings would fall under section A1 - *Articulate broad and deep understanding of a field of study, including core assumptions, key concepts, standard methodologies, and common theoretical approaches*.

Referencing section C1 - *Foster and support diversity, inclusion, and intercultural understanding of indigenous and other local, regional, and global communities*, a comment was made that it may be useful to consult with Indigenous Studies, if it has not been done so, and have discussion on understanding settler colonialism. It was added that grouping Indigenous rights and Indigenous education into other intercultural considerations and EDI is not respectful of the role of Indigenous people in the history of Canada, and those points may need to be separated into either two sentences, or two distinct points.

A comment was made that it's insufficient to talk about these goals as separate from the mechanisms that are going to be used to evaluate and otherwise measure success in attaining these goals. A concern was also raised that the use of measurements for decision making or for resource allocation risks facing an outcome in which the only thing that will matter are the things that can be measured and institutions may change their practices to maximize those measurements. Senate was informed that when these goals are brought back to Senate, they will be accompanied with a plan on how to measure them and explain the value of that measurement.

A comment was made that it may be valuable to consider not only what SFU undergraduate students should be but also what they should not, as sometimes the negative can bring clarity as to what is truly is important. Senate was informed that such an approach had not been considered, but would be a useful way to structure a future discussion.

A question was asked as to how SFU's Educational Goals will be different from other institutions. Senate was informed that section C and a commitment to EDI distinguishes SFU from other institutions, and is the most noteworthy difference between the current and previous drafts.

Motion:
Moved by E. Elle, seconded by S. Spector

"That Senate move out of a Committee of the Whole."

A question was called and a vote taken.   MOTION CARRIED

B)   Senate Committee on Continuing Studies (SCCS)
i)   Annual Report 2019/2020 S.20-131
Senate received the Senate Committee on Continuing Studies (SCCS) Annual Report 2019/2020 for information.

C)   Senate Committee on University Priorities (SCUP)
i)   Centres and Institutes Annual Progress Report (S.20-132)
Senate received the Centres and Institutes Annual Progress Report for information.

Angela Brooks-Wilson, Associate Vice-President, Research pro tem, was in attendance to respond to questions.

Senate was informed that a theme among the received reports was the cancellation of activities due to COVID-19. Of the 9 units that did not report this year it was confirmed that at least 7 of those 9 directors had been impacted by COVID-19, with reasons ranging from personal issues related to COVID-19, transitional workload related to COVID-19, a COVID-19 focused research project, a COVID-19 impacting staffing which impacted workload, and elder care being affected by COVID-19.

ii)   Centres and Institutes Renewal Applications 2020-2021 (S.20-133)
Senate received the Centres and Institutes Renewal Applications 2020-2021 for information.

Angela Brooks-Wilson, Associate Vice-President, Research pro tem, was in attendance to respond to questions.

iii)   Strategic Research Plan (2016-2020) Extension (S.20-134)
Senate received the Strategic Research Plan (2016-2020) Extension for information.

iv)   External Review of the Department of Statistics and Actuarial Science (S.20-135)
Moved by C. Dauvergne, seconded by C. Percival

"That Senate approve the Action Plan for the Department of Statistics and Actuarial Science that resulted from its external review."

Tim Swartz, Chair - Department of Statistics and Actuarial Science, was in attendance to respond to questions.

A question was called and a vote taken.   MOTION CARRIED

v)   External Review of the School of Computing Science (S.20-136)
Moved by C. Dauvergne, seconded by S. Spector

"That Senate approve the Action Plan for the School of Computing Science that resulted from its External Review."

Mohamed Hefeeda, Professor and Director - School of Computing Science, was in attendance to respond to questions.

Noting a line in the external review stating that *delaying a degree in a subject with such high employment prospects as Computing Science by a year or two to avoid a student loan is indicative of rather odd financial planning*, a comment was made that such consideration may

not be indicative of odd financial planning but rather indicate a student's uncertainty about completing their degree or finding gainful employment upon graduation. Senate was informed that the subject of degree completion time is a complex one. In terms of employability, the employment rate for graduates is 90% or greater. Analysis shows that students are not taking full course loads because of the course availability, citing a shortage of teaching resources and internal issues at the School. The School does try to educate its students about the cost of opportunity by telling them what their job prospects are, thereby leaving it up to the student to decide whether to take more courses. A final consideration is that the School does want to compare itself consistently with other top Canadian schools like UBC, Waterloo, U of T and others. Students at these schools are completing their degrees in a shorter period of time, which is why the School encourages its students to take more courses so that they can compete more readily in the job market.

A question was asked about gender diversity in Computing Science and if there are any plans to improve upon the School's reported 17%. Senate was informed that gender diversity is a problem generally within computing science, with most schools having about 20 – 25% female students. To help address this, the School has adopted a more comprehensive approach which starts with admissions by attracting the right students and clarifying the opportunities available to them. To help support students throughout their program, the School has a dedicated diversity committee with faculty members meeting and working regularly with students on activities like sending them to conferences and nurturing them throughout. The most important point of focus is on hiring female faculty members because without female faculty members, female students are less likely to want to join the program.

A question was asked if Computing Science has expanded its outreach to SFU's local catchment area all the way back to elementary school, to enhance that diversity early on. Senate was informed that the School has been engaging with high schools, and even elementary schools. Introductory programming curriculum is designed by a faculty member and shared with high school teachers, and workshops are held for teachers on how to teach computing science and engage with more students. The School also has a joint program where high school students can take an introduction to computing science while still in high school, getting credits so that they can go to SFU or another institution. Faculty members also teach math competitions for high school students, hold technology and IT innovation competitions and act as judges in the Fraser Valley catchment and other schools. Computing Science recognizes that diversity goes beyond gender diversity and must continue to strive for improvement.

A question was called and a vote taken.   MOTION CARRIED

vi)   Full Program Proposal for a Master of Science in Accounting with Cognitive Analytics (S.20-137)
Moved by C. Dauvergne, seconded by

"That Senate approve and recommend to the Board of Governors the Full Program Proposal for a Master of Science in Accounting with Cognitive Analytics within the Beedie School of Business, effective Spring 2022 or later."

A question was called and a vote taken.   MOTION CARRIED

vii)   **Full Program Proposal for a Graduate Certificate in Accounting with Digital Analytics (S.20-138)**

Moved by C. Dauvergne, seconded by

"That Senate approve and recommend to the Board of Governors the Full Program Proposal for a Graduate Certificate in Accounting with Digital Analytics within the Beedie School of Business, effective Fall 2021."

A question was called and a vote taken.   MOTION CARRIED

viii)   **Program Name Change for Master of Education in TEAL – Teaching English as an Additional Language (TESL/TEFL) (S.20-139)**

Moved by C. Dauvergne, seconded by

"That Senate approve and recommend to the Board of Governors the program name change from Master of Education in TEAL - Teaching English as an Additional Language (TESL/TEFL) to Master of Education in Teaching Additional Languages, within the Faculty of Education, effective Fall 2021."

A question was called and a vote taken.   MOTION CARRIED

D)   **Senate Committee on Undergraduate Studies (SCUS)**

i)   **Program Changes (S.20-140)**

Senate received information that the Senate Committee on Undergraduate Studies, acting under delegated authority, approved program changes in the Faculty of Arts and Social Sciences (Cognitive Science Program, Economics, Global Asia Program, Indigenous Studies, School for International Studies, Labour Studies Program, Sociology and Anthropology, French Cohort Program in Public and International Affairs), the Beedie School of Business, the Faculty of Communication, Art and Technology (School of Interactive Arts and Technology), the Faculty of Environment (Archaeology, Geography), and the Faculty of Science (Molecular Biology and Biochemistry).

ii)   **New Course Proposals (S.20-141)**

Senate received information that the Senate Committee on Undergraduate Studies, acting under delegated authority, approved a new course proposal in Faculty of Applied Sciences (School of Computing Science), and the Faculty of Arts and Social Sciences (Indigenous Studies, Labour Studies Program, Political Studies).

iii)   **Course Changes (S.20-142)**

Senate received information that the Senate Committee on Undergraduate Studies, acting under delegated authority, approved course changes in the Faculty of Arts and Social Sciences (Economics, Global Asia Program, Indigenous Studies, School for International Studies, Labour Studies Program, Linguistics, Sociology and Anthropology), the Beedie School of Business, the Faculty of Education, the Faculty of Environment (Geography, School of Resource and Environmental Management), and the Faculty of Science (Molecular Biology and Biochemistry).

iv) Bachelor of Environment, Fall 2022 Canadian Admission Requirements (S.20-143)

Senate received the Bachelor of Environment, Fall 2022 Canadian Admission Requirements for information.

E) Senate Graduate Studies Committee (SGSC)
i) Course Changes (S.20-144)

Senate received information that the Senate Graduate Studies Committee, acting under delegated authority, approved course changes in the Faculty of Applied Sciences (School of Computing Science), the Faculty of Arts and Social Sciences (Psychology), the Beedie School of Business, and the Faculty of Communication, Art and Technology (School for the Contemporary Arts).

F) Senate Library Committee (SLC)
i) Annual Report 2019/2020 (S.20-145)

Senate received the Senate Library Committee (SLC) Annual Report 2019/2020 for information.

G) Senate Nominating Committee (SNC)
i) Senate Committee Elections (S.20-146)

Senate received a summary of the nominations, positions elected by acclamation, positions requiring an online vote, and outstanding vacancies for Senate committees.

9. Other Business – Part 2

10. Information
   i) Date of the next regular meeting – Monday, January 11, 2021

Open session adjourned at 6:58 p.m.

Kathryn Verkerk
Senate Secretary pro tem