



SIMON FRASER UNIVERSITY  
ENGAGING THE WORLD

Minutes of a Meeting of the Senate of Simon Fraser University held on  
Monday, April 12, 2021 at 5:30 pm via Zoom Video Conferencing

## Open Session

**Present:** Joy Johnson, Chair

Andreoiu, Corina  
Bird, Gwen  
Brennand, Tracy  
Bubela, Tania  
Chapman, Glenn  
Chenier, Ele  
Collard, Mark  
Daniel, Bryan  
Dauvergne, Catherine  
Denholm, Julia  
Derksen, Jeff  
Elle, Elizabeth  
Everton, Mike  
Fiume, Eugene  
Gray, Bonnie  
Gunn, Alexandra  
Hall, Peter  
Hendrigan, Holly  
Hoffer, Andy  
Kim, Woo Soo  
Krauth, Brian  
Krogman, Naomi  
Kumpulainen, Kristiina  
Laitsch, Dan  
Lam, Allan  
Lam, Daniel  
Leznoff, Daniel  
Liosis, Gabe  
Lord Ferguson, Sarah  
Martell, Matt  
Masri, Kamal  
McTavish, Rob  
Mirhady, David  
Murphy, David  
Myers, Gord  
Nepomnaschy, Pablo  
Neustaedter, Carman  
O'Neil, Dugan  
O'Neill, Susan  
Parkhouse, Wade

Percival, Colin  
Pulkingham, Jane  
Raza, Samad  
Spector, Stephen  
Stockie, John  
Tingling, Peter  
Walsby, Charles  
Weldon, Steve  
Wong, Alan

**Absent:**

Bartram, Lyn  
Burley, David  
Coleman, Gordon  
Favere-Marchesi, Michael  
Gedajlovic, Eric  
Gildersleve, Corbett  
Hogg, Robert  
Kench, Paul  
Luu, Susan  
Modi, Nafoni  
Mohamed, Osob  
Pantophlet, Ralph  
Parmar, Abhishek  
Shaw, Chris  
Singh, Harry Preet  
Singh, Tanishvir  
Strauss, Kendra  
Vrooman, Tamara  
Zandvliet, David

**In Attendance:**

Allen, Doug  
Eigenfeldt, Arne  
Garfinkel, Paul  
Knowler, Duncan  
Stewart, Arlette

**1. Approval of the Agenda**

The agenda was approved as distributed.

**2. Approval of the Minutes of the Open Session of March 1, 2021**

The minutes of the open session on March 1, 2021 were approved as distributed.

**3. Business Arising from the Minutes**

There was no business arising from the minutes.

**4. Report of the Chair**

The Chair reported that she, in her role as President, attended SFU's 15<sup>th</sup> Annual Celebration of Authors, which acknowledges and honours faculty, students, staff, alumni and retired university community members who have authored or co-authored a publication, or its equivalent, within the past year.

The Chair reported that SFU will be leading a new national infectious disease modeling network that will inform decisions related to public health threats and better prepare Canada for future pandemics. Caroline Colijn will oversee the Canadian Network for Modelling Infectious Disease (CANMOD), supported by \$2.5 million in funding over the next two years.

In relation to the external review of the events that occurred the evening of December 11 on Burnaby campus, which led to an RCMP response, the Chair reported that while the review indicates that the response followed current protocols, it is recognized that it is time to look at these protocols and to be thinking about campus safety. As such, the University will be undertaking a broad consultation to hear from community members about what campus safety could and should look like.

The Chair reported that the candidate profile for the new Vice-President, People, Equity and Inclusion position has been finalized and the search firm has begun to solicit interest from candidates.

The Chair reported that the President's Faculty Lecture series continued on April 7<sup>th</sup> with a talk by Alanaise Onischin Goodwill on the importance of place in the Stó:lō nation and the connection to their lands and the practices that are used to generate land-based resilience and recovery. The final lecture this term will be on May 11<sup>th</sup> and feature professor of Chemistry Steven Holdcroft discussing the future of plastics.

The Chair reported that the President's Dream Colloquium came to end on March 11<sup>th</sup> with a conversation with Susan Stryker on the development of trans studies and on her film and media work.

The Chair reported that under the leadership of the Provost, SFU continues to discuss plans on the establishment of a medical school. Productive meetings have been held with the First Nations Health Authority and with Fraser Health to talk about governance and expectations in terms of the Health Authorities and their engagement with SFU.

The Chair reported that on April 13<sup>th</sup> SFU is hosting a townhall for staff and faculty to answer questions and solicit employee feedback to help guide the return of on-campus education for all faculty, staff and students.

With respect to a return to campus, the Provost reported that SFU is pursuing a two-track planning process for Fall 2021, with a decision coming in late May as to which plan will be followed. Plan A would see an 80-100% campus occupancy rate, while Plan B would see a 30-50% campus occupancy rate. The University is working closely with several working groups and the deans and has approved a series of guiding principles for academic planning. These guidelines deal with principles for course planning in the fall and also include rationales for why some courses may still be offered in an online format. For example, online teaching may be offered for courses with significant enrollment by international students, to help reduce the log jam for courses impacting degree progression, or for courses demonstrating higher attendance and participation rates due to remote instruction. The University is also looking at best practices based on student survey feedback to remote teaching and has reviewed all centrally controlled classrooms and the technology available in them with the goal of being able to provide at least audio recording facilities in the fall, and in many case video recordings as well. Finally, SFU is proceeding with accelerated tech upgrades over the summer and a process is underway to review ventilation systems in all major classrooms.

A question was asked if the full report of the external review would be released, either in a full or redacted form. Senate was informed that at the time of writing the report a promise was made to those involved that confidentiality would be maintained. As such, the full report will not be made available to the public.

A question was asked about changes made to the Vice-President, People, Equity and Inclusion job profile to make the position more student facing. Senate was informed that significant changes were made to the profile, in particular with regard to students and connectivity with students. The VPPEI will be responsible for creating an overall strategy for equity, diversity, and inclusion at the University and therefore needs to engage with students to ensure their input is considered when implementing this strategy.

## 5. Question Period

i) Senator Mirhady submitted the following question:

*On Thursday March 11th, President Johnson sent an email to all SFU faculty, staff and students, regarding the security incident that took place on campus on December 11th, 2020. The email contained:*

*(1) A link to the summary version of the independent external review that was commissioned into the Dec. 11th incident. And*

*(2) President Johnson's commentary on the results of the review.*

*(2) seems inconsistent with (1).*

*Conclusion 10 of the review summary states that “there is no evidence” that “racial profiling” contributed to the Dec. 11th incident. In the President's commentary on the review, however, she states that the Dec. 11th incident “has reinforced concerns about racism on our campuses.” Can the President clarify how a non-racist incident reinforces her concerns about racism? Or does she disagree with the conclusion of the external review? Does she intend to pursue the other recommendations of the review with regard to IDs and campus security?*

The Chair, in her role as President, responded to this question.

Senate was informed that the message sent after the release of the external review summary was intended to communicate that while the external review found no evidence that the staff involved in the incident were engaged in racial profiling per say, it was learned that a number of concerns were raised about campus racism after the incident occurred. Racism exists within society and within the University and consideration will be given to all the recommendations listed in the external review.

ii) Senator Liosis submitted the following question:

*RAs have been fighting for Union membership and stronger job security for years, and this process is only just beginning to pick up momentum. With this in mind, does the University plan to investigate why the Research Personnel Initiative (RPI) has taken 3+ years and produced very little results?*

Dugan O’Neil, Vice President, Research and International (pro tem), responded to this question.

Senate was informed that the Research Personnel Initiative (RPI) was initiated in 2018 to overhaul the policies governing research personnel at SFU. Goals included better recognition of the contributions of research personnel and more support to those personnel and their supervisors. These personnel are usually hired by faculty members from external funds obtained through grants and contracts. Before the RPI, these personnel were employees of the faculty member. As part of the policy overhaul, it was decided to make research personnel employees of the University, marking a fundamental shift and one not limited to research assistants. Due to the complexity of this change, Postdoctoral Fellows, who constitute a small and well-defined group with similar job descriptions and relatively long contracts, were onboarded as SFU employees in early 2020. The next step in the RPI was to address research assistants (RA), which is a more complicated category due to the number of people falling into this category, their varied job descriptions and terms of service, and the lack of a common definition as to what an RA is and does. As such, data collection and cleaning for this category of research personnel is labor intensive including talking individually to many RA’s and their supervisors to understand their job duties. Despite this, the University started onboarding RA’s as SFU employees in Fall 2020 and have now processed approximately 1400 RA appointments and by Summer 2021 all RA’s will be SFU employees. While the University was able change the postdoc arrangement through changes in policy and procedures, the finalization of the arrangement for RA 's is different. A voluntary recognition agreement was signed in the fall of 2019 with the Teaching Support Staff Union (TSSU), which acknowledges that some of the people previously classified as RA’s would

most appropriately be represented by the TSSU if they choose to become part of a union. Therefore, while the University continues to onboard RA's as employees, the appointment arrangements look very similar to what they were before RA's gained their employment status. Final arrangements depend on a negotiated settlement between the University and the TSSU. SFU has hired dedicated personnel for the RPI project and created a bridge funding program to help faculty members through the transition. Despite the complexities of this project, and understanding that implementing this project would take time, significant progress has been made and there is no plan to launch an investigation.

## 6. Reports of Committees

### A) Student Discipline Matters

#### i) Annual Report 2019-2020 (S.21-32)

Senate received the Student Discipline Matters Annual Report 2019-2020 for information.

Arlette Stewart, Coordinator - Academic Integrity, Paul Garfinkel, UBSD Coordinator, and Doug Allen, SCODA Chair, were in attendance to respond to questions.

### B) Senate Appeals Board (SAB)

#### i) Annual Report 2020 (S.21-33)

Senate received the Senate Appeals Board (SAB) Annual Report 2020 for information.

Paul Garfinkel, SAB Chair, was in attendance to respond to questions.

### C) Senate Committee on University Priorities (SCUP)

#### i) Program Name Change for Development and Sustainability Minor (S.21-34)

Moved by C. Dauvergne, seconded by S. Spector

“That Senate approve and recommend to the Board of Governors the program name change from Development and Sustainability Minor to Sustainable Development Minor, in the School of Resource and Environmental Management within the Faculty of Environment.”

Duncan Knowler, Undergraduate Chair - School of Resource and Environmental Management, was in attendance to respond to questions.

A question was called and a vote taken.

MOTION CARRIED

#### ii) Program Name Change for Music Major, Honours, and Extended Minor (S.21-35)

Moved by C. Dauvergne, seconded by D. Mirhady

“That Senate approve and recommend to the Board of Governors the program name change from Music to Music and Sound, for the major, honours, and extended minor programs in the School for the Contemporary Arts within the Faculty of Communication, Art and Technology.”

Arne Eigenfeldt, Chair, Undergraduate Curriculum Committee - School for the Contemporary Arts, was in attendance to respond to questions.

A question was called and a vote taken.

MOTION CARRIED

**iii) Centres and Institutes Renewal Application Correction 2020-2021 (S.21-36)**

Senate received the Centres and Institutes Renewal Application Correction 2020-2021 for information.

**iv) External Review Mid-Cycle Report Department of Gender, Sexuality, and Women's Studies (S.21-37)**

Senate received the External Review Mid-Cycle Report Department of Gender, Sexuality, and Women's Studies for information.

**v) External Review Mid-Cycle Report Department of History (S.21-38)**

Senate received the External Review Mid-Cycle Report Department of History for information.

**vi) External Review Mid-Cycle Report Department of Indigenous Studies (S.21-39)**

Senate received the External Review Mid-Cycle Report Department of Indigenous Studies for information.

**vii) External Review Mid-Cycle Report Department of Philosophy (S.21-40)**

Senate received the External Review Mid-Cycle Report Department of Philosophy for information.

**viii) External Review Mid-Cycle Report School of Public Policy (S.21-41)**

Senate received the External Review Mid-Cycle Report School of Public Policy for information.

A question was asked about succession planning within the School, notably the need for a new Director and new faculty members. Senate was informed that the School is currently in the middle of a multi-year sustainability planning exercise and there is a sustainability plan in place that has been guided by the former Vice-President, Academic. A search is currently underway for a new Director and a new assistant professor, which would mean 4.5 new positions in the last number of years. Given that the program is a departmentalized graduate program, as part of sustainability planning the faculty is working to introduce an interdisciplinary minor in Public Policy.

**ix) External Review Mid-Cycle Report School of Resource and Environmental Management (S.21-42)**

Senate received the External Review Mid-Cycle Report School of Resource and Environmental Management for information.

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

**i) Program Changes (S.21-43)**

Senate received information that the Senate Committee on Undergraduate Studies, acting under delegated authority, approved program changes in the Faculty of Applied Sciences (School of Computing Science), the Faculty of Arts and Social Sciences (Cognitive Science Program, School of Criminology, Economics, English, Global Asian Program, Humanities,

School for International Studies, Labour Studies Program, Linguistics, Philosophy, Political Science, Psychology, Sociology and Anthropology, World Languages and Literatures), the Beedie School of Business, the Faculty of Communication, Art and Technology (School of Communication, Publishing Program), and the Faculty of Science (Biomedical Physiology and Kinesiology, Mathematics, Physics, Statistics and Actuarial Sciences).

**ii) New Course Proposals (S.21-44)**

Senate received information that the Senate Committee on Undergraduate Studies, acting under delegated authority, approved new course proposals in the Faculty of Applied Sciences (School of Computing Science), the Faculty of Arts and Social Sciences (School of Criminology, Economics, French, Humanities, School for International Studies, Labour Studies Program, Linguistics, Philosophy, Psychology), the Faculty of Communication, Art and Technology (Publishing Program), the Faculty of Environment (Geography), and the Faculty of Science (Biomedical Physiology and Kinesiology, Chemistry).

**iii) Course Changes (S.21-45)**

Senate received information that the Senate Committee on Undergraduate Studies, acting under delegated authority, approved course changes in the Faculty of Applied Sciences (School of Computing Science, School of Mechatronics Systems Engineering), the Faculty of Arts and Social Sciences (School of Criminology, Economics, Gender, Sexuality and Women's Studies, History, Humanities, Indigenous Studies, School for International Studies, Labour Studies Program, Linguistics, Philosophy, Political Science, Psychology, Sociology and Anthropology, World Languages and Literatures), the Beedie School of Business, the Faculty of Communication, Art and Technology (School of Communication, School of Interactive Art and Technology), the Faculty of Environment (Archaeology, Geography), and the Faculty of Science (Mathematics, Physics).

**iv) Faculty of Arts and Social Sciences, Bachelor of Arts (BA), Fall 2022 Canadian Admission Requirements (S.21-46)**

Senate received the Faculty of Arts and Social Sciences, Bachelor of Arts (BA), Fall 2022 Canadian Admission Requirements for information.

**E) Senate Graduate Studies Committee (SGSC)**

**i) Program Changes (S.21-47)**

Senate received information that the Senate Graduate Studies Committee, acting under delegated authority, approved program changes in the Beedie School of Business, the Faculty of Education, and the Faculty of Science (Statistics and Actuarial Science).

**ii) New Course Proposals (S.21-48)**

Senate received information that the Senate Graduate Studies Committee, acting under delegated authority, approved new course proposals in the Faculty of Applied Sciences (School of Computing Science), the Beedie School of Business, the Faculty of Education, and the Faculty of Science (Statistics and Actuarial Science).

**iii) Course Changes (S.21-49)**

Senate received information that the Senate Graduate Studies Committee, acting under delegated authority, approved course changes in the Faculty of Science (Statistics and Actuarial Science).

**F) Senate Library Committee (SLC)****i) Library Mid-Cycle Report (S.21-50)**

Senate received the Library Mid-Cycle Report for information.

**G) Senate Nominating Committee (SNC)****i) Senate Committee Elections (S.20-51)**

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

**H) Senate Policy Committee on Scholarships, Awards and Bursaries (SPCSAB)****i) Impact of P/CR/NC Grade System on SFU Administered Financial Aid and Awards (S.21-52)**

Senate received the Impact of P/CR/NC Grade System on SFU Administered Financial Aid and Awards for information.

A concern was raised about a possible GPA inequity between, for example, students with one A grade and three Pass grades and students who did not opt for any Pass grades. Senate was informed that the rule being applied is for the renewal of scholarships, in that a student does not become ineligible by taking some Pass/Credit/No Credit courses. These students would not be eligible for new scholarships. For getting on the honour roll, students must complete at least 12 units counted toward the GPA in the term being evaluated. It was added that under the Pass/Credit/No Credit grading system, students taking less than nine units are only able to choose one Pass grade per term, while students taking more than nine units per term may opt for a maximum of two Pass grades. Also, the majority of scholarships at SFU are determined by cumulative GPA rather than the single term GPA used for honour rolls.

**ii) President's and Dean's Honour Roll - Revised Terms of Reference (S.21-53)**

Senate received the President's and Dean's Honour Roll - Revised Terms of Reference for information.

**7. Other Business****8. Information****i) Date of the next regular meeting – Tuesday, May 25, 2021**

Open session adjourned at 6:35 p.m.