

**SENATE MINUTES OF MEETING**

**Tuesday, December 3, 2019**

**POD-250**

**MEMBERS PRESENT:**

<b>EX-OFFICIO:</b>	<b>FACULTY:</b>		<b>STUDENTS:</b>
F. Anger	R. Adams	J. Neil	S. Donato-Woodger
L. Barnoff	R. Babin	R. Noble	H. Elsayed
M. Benarroch	S. Benvie	S. Rakhmayil	K. Nguyen
D. Cramb	T. Burke	H. Rollwagen	K. Park
G. Craney	D. Checkland	S. Sabatinos	V. Prevost
L. Fang	K. Dermody	J. Tiessen	D. Salman
C. Hack	M. Dionne	M. Tiessen	J. Spagnuolo
M. Lachemi	A. El-Rabbany	N. Walton	
S. Liss	A. Ferworn		
K. MacKay	N. George		
J. McMillen	M. Green		
D. O'Neil Green	R. Hudyma		
C. Searcy	C. Kular		
C. Shepstone	A. McWilliams		
D. Taras	R. Meldrum		
S. Zolfaghari	A. Miransky		
			<b>EX-OFFICIO STUDENTS:</b>
			N. Brayannis

**SENATE ASSOCIATES:**

**ALUMNI:**

A. M. Brinsmead	N. Di Cuia
R. Kucheran	S. Rattan

**REGRETS:**

**ABSENT:**

D. Androutsos	K. Agyemang
M. Arif	A. Bailey
C. Bradish	D. Bitondo
D. Brown	Z. Bokhari
J. Dallaire	E. Ignagni
C. Falzon	O. Karp
L. Lavallée	J. Kewal
I. Mishkel	K. Kumar
M. Moghaddas	M. Vahabi
P. Moore	
A. Saloojee	
H. Shahid	
P. Sugiman	
A. Yazdani	
M. Zouri	

## **Committee of the Whole Discussion: The Academic Plan**

A. McWilliams chaired this segment of the meeting and M. Benarroch led the discussion.

The Academic Plan is based on a series of consultations and is building on Our Time to Lead. What we heard from the community is that the priorities within that plan still remain very relevant for the Ryerson Community, so those are reflected in the plan with some changes. We also heard that we need to remain focused - whether it was fewer values to focus on or whether it was redefinition within priorities.

We had 28 town hall presentations and over 1700 community members engaged in the consultation process. Those of you who attended know that we used a software (metametre) which allowed us to collect input from everybody who participated.

The Academic Plan Advisory Group was put together in July, 2019 and it has been meeting regularly.

This is what we heard in the town halls:

The university would present seven values in this new Academic Plan. They are based in general on the themes of the values in our previous Academic Plan with some adjustments.

- **Excellence**
- **Equity and Diversity**
- **Respect and Shared Success**
- **Sustainability**
- **Boldness**
- **Wellbeing**
- **Access**

Overarching the values and the plan is academic freedom which has been articulated as a principle fundamental to the work of the university rather as a stand-alone value. We articulated that upfront in the document – we don't define academic freedom in the document, as it's defined elsewhere in the university under academic freedom.

We also heard about priorities and have settled on five priorities. We presented six priorities, one of which was International Global Leadership. We heard back from the community about that one, and in the end settled on five.

- **The Student Experience**
- **Scholarly, Research, and Creative Activity and Graduate Studies**
- **Advancing Indigenous Initiatives**
- **Innovation**
- **Community and Urban Partnerships**

Global Leadership and Internationalization has been imbedded rather than appear as a stand-alone priority.

### **Strategies.**

We will develop a second document which will include strategies under each one of the priorities. What we see is that the Academic Plan will have Priorities and Values then we will have a

secondary document which will have many strategies under each one which we will provide to the community.

The draft Academic Plan is posted on the Provost and Vice President Academic's website and we will continue updating that document as we go along. We would like to hear from Senators their views on the Academic Plan. Comments can be sent to the Provost and Vice President Academic at [provost@ryerson.ca](mailto:provost@ryerson.ca)

### **Questions/Answers & Comments:**

Q: Is there any order or structure to the priorities?

A: They were not intended to be ranked. It doesn't mean we will allocate the same amount of resources to each and every one. They do not need the same amount of resources.

Q: Regarding student experience section to trying to improve, is there any mention made of gainful employment at the end of their experience here?

A: In terms of jobs, not directly, but it does talk about that the fact that we have a large suite of career-oriented programs that those who come to study here are looking for that link to the labour market in a clear and concise way, that's one of our strengths and that's what we want to support.

C: Experiential learning and connection to job market; when we ask for strategies and strengths of the university that began to come out, so there are many of those in the strategies. It's not just student experience but graduate students also. It appears over and over again. People see experiential as a very important part of what we do at Ryerson. Investments in co-ops, internships and career counselling, all of that were what we heard and those will be included in the strategies.

Q: On the wellness issue about the students, I didn't see anything about Food Security and the rising food and security on campus. Surely that should be in that Wellness issue with regards to students.

A: We didn't hear much about that. The word "Wellbeing" is now become known as a complicated way of looking at everybody's life from the University. We'll take that back.

C: I think this is a very serious issue that the university should address.

Q: 1) The need to focus on collaboration and interdisciplinary approaches. There was a major report on Interdisciplinary in roughly 2012, almost none of the recommendations were acted on. Obviously strategies and operationalizing what matters when it comes to interdisciplinary approaches is complicated - wonder what you saw as meaning in terms of commitment?

2) Puzzled by entrenching civility as a value governing how we work and collaborate. More in favour of mutual respect. Do we have a major civility problem at Ryerson? I want to know how we entrench civility.

A: 1) We heard over and over again from our academic about interdisciplinary work and desire to be more interdisciplinary within the university. We heard from staff the desire to not work in silos across the institution. It is happening already where we see a number of programs which are working across disciplines. I think within the framework of Ryerson University, there is a desire to continue to do interdisciplinary work and a recognition that we are hiring more and more faculty whose work is interdisciplinary.

2) In terms of civility, this was one of the most important values. There are many people at Ryerson who feel they are not working in a civil environment. Civility does not mean that you can't make strong arguments or you can't use certain words. We still have rights to freedom of expression and freedom of speech. It's to stay that we should work in an environment that has mutual respect for one another.

Q: In your data, who were the recipients of the uncivil behavior? Is it staff, and from whom? Or is it students, and from whom? It might make a big difference how we approach this as an issue.

A: We heard it in the crowds of staff, faculty and students. It could have different meaning for each one. We do not want to implement a really narrow, rigid perspective on civility. For some people, civility would mean there is no disagreements. They want to allow for flexibility. It's about respect for and sharing success.

Q: Increasing Boldness. Can you give us some notion as to what a strategy for Boldness might be? We have a lot of administrative processes, would this be a strategy reducing the amount of unnecessary financial things, e.g. that one must do as a formula for increasing boldness?

A: People are trying to say that we should continue to push boundaries at Ryerson University. We should not be afraid to break down barriers when they need to be broken down. So if there is something that is legitimate and we should change it then we should go ahead and do it and have those discussions. What we had up there was Enterprising and what we heard from the community was that Enterprising reminded them too much of Entrepreneurial and they were uncomfortable with that word even if the definition didn't say that. We have settled on Boldness for now but we are open to hearing comments on it.

Q: Oftentimes, Freedom of Speech is used as an excuse for hate speech. I was wondering what preventative measures the university has to protect students when these conversations are being had to ensure that Freedom of speech is not being used as an excuse for that.

A: We have to be careful how we define hate speech. Hate speech in Canada is defined in a sense very narrowly. We talk about certain kinds of talk that incites violence. So we have to be careful around that. Academic Freedom is not an excuse for hate speech. However, there are times when faculty members and students may say things in classes that make people feel very uncomfortable, but this may fall under Academic Freedom. I think that there is a protection under Academic Freedom, which is a fundamental principle of the University. I think hate speech falls outside of all of those. Academic Freedom allows the faculty the rights to express the views that they want as long as they fall within Canadian law.

Q: Access – I know there are all kinds of barriers to education, but one of the main ones I hear from undergraduate and graduate students, is money. We have excellent graduate students and we probably turn away graduate students because they can't afford to be here. How do we prioritize our priorities to keep graduate students?

A: We have already done that in terms of Graduate Studies this year. We have added an additional 1.5 million into graduate studies to create 150 \$10,000 awards, plus YSGS put \$1m and will continue to do so for the next two years. The \$1.5 million is in base. What we heard from student experience, graduate studies and International is that unless we put money towards those to support our students coming here, graduate studies, and travel opportunities and exchanges, then we will be leaving out many students who cannot afford it. The reason Access appears in the values is that we kept hearing it over and over and we didn't want to become a university where we ruled out people who couldn't afford coming here. Yes, it will require that we have continued investments in those areas and we are looking at ways of increasing our investments in these areas so that we can become more competitive.

Q: What is the process? In the past there were all these levels of reports and we had to make comments and send the reports in. What is the process for the next five years?

A: We are working on making things simpler – the next five years will be more difficult than the last five years. We have to be more focused as an institution. The plan should become the focus of how we allocate our resources to work on the five priorities and to implement the values that we set out there. For example, Food Security is excellent. If we truly believe in the

wellbeing of our students then we do have a responsibility for the whole wellbeing. We heard right from the beginning that the reporting process was way too cumbersome for everyone. I think the responsibility is for the Provost's office to report back (on an annual basis) to say, here are the priorities; things we've invested in; allocation of resources.

Q: It would be nice to keep track and maybe publish statistics on students getting jobs.

A: That data is available and it will be published. It will be one of our metrics that the government is imposing on us. (Graduation rates, earnings data, employment in a related field).

C: Employment rates and graduate salaries by program are available on the University Planning Office website. One can see program by program how our students are doing two years after graduation.

Q: Regarding wellbeing supporting the whole person. Because it is so broad, does it overlook mental health and disabilities?

A: It includes a lot about mental health and access, which refers to making sure the university is accessible to persons with disabilities.

Q: Under Access, it states that "creating an environment where it removes barriers for participation". What kind of barriers? And what is being done around Ryerson to try to remove those barriers?

A: This is reflecting what we want to do in the next five years. We want to improve access.

There are many layers of access. For some people, it was making sure that those from under-represented groups had opportunities to get into Ryerson University. The barriers that they face, whether it's financial or academic barriers – that we work to help them overcome those. This commits us to try to raise scholarship money and other forms of financial aid.

The Chang School has a number of programs that help bridge people from under-represented communities or who have had difficulties at some point in their lives and don't have the grade points to get in.

Senators are encouraged to contact M. Benarroch or G. Craney, via email, or place comments on the Provost's website at:

<https://www.ryerson.ca/provost/strategic-plans/academic-plan/2020-2025/>

---

### **Senate Meeting:**

1. Call to Order/Establishment of Quorum

2. Land Acknowledgement

"Toronto is in the 'Dish With One Spoon Territory'. The Dish With One Spoon is a treaty between the Anishinaabe, Mississaugas and Haudenosaunee that bound them to share the territory and protect the land. Subsequent Indigenous Nations and peoples, Europeans and all newcomers have been invited into this treaty in the spirit of peace, friendship and respect."

3. Approval of the Agenda

**Motion:** *That Senate approve the agenda for the December 3, 2019 meeting*

L. Fang moved; A. McWilliams seconded

**Motion Approved.**

4. Announcements - None

5. Minutes of the Previous Meeting

**Motion:** *That Senate approve the minutes of the November 5, 2019 meeting*

A. McWilliams moved; L. Fang seconded

**Motion Approved.**

6. Matters Arising from the Minutes -

Two questions pending from the last Senate meeting:

**Q1)** Regarding the one-year follow-up, when would minors be available for Urban and Regional Planning students?

Answer: It is being worked on for the future but will not be available for the 2020-2021 Academic year

**Q2)** Regarding the GCM one year follow-up and concerns raised from a faculty senator: It was recommended that a meeting occur with the faculty senator and the Chair of the Program and Dean.

Update: The meeting has occurred and we are awaiting on any follow up from this meeting.

7. Correspondence – None

8. Reports

8.1 Report of the President

8.1.1 President's Update

**The President Reported:**

1) M. Benarroch has been appointed as President, University of Manitoba, starting July, 1, 2020. The Search process has started. The Search Committee deadline to vote for nominations is Friday, December 6, 2019 at 3:00pm.

Q: Should we wait until the next Provost is appointed to continue with the Academic Plan?

A: The work on the plan will not be put on hold.

2) Ryerson Alumni reception in New York City: The President attended as well as Mayor John Tory. The message was very clear that Ryerson is a city builder and the Toronto is a very vibrant city so we must keep the municipality and provincial governments engaged in what we are doing.

3) Ontario Economic Summit: The President attended a 3-day summit where leaders from government, academia and industry came together to discuss how to position Ontario as a leader in a new global economy.

4) On November 25, the Daphne Cockwell Health Sciences Complex was officially opened. The Minister of Colleges and Universities Ross Romano attended the ribbon-cutting event.

8.2 Communications Report – as presented in the agenda

8.3 Report of the Secretary

8.3.1 Annual Nominating Committee Constituted

Members are:

Lisa Barnoff

Richard Meldrum

Anne-Marie Brinsmead

Katey Park  
Julio Spagnuolo  
Donna Bell (non-voting)

#### 8.4 Committee Reports

8.4.1 Report #F2019-3 of the Academic Standards Committee (ASC): K. MacKay

8.4.1.1. Honours degree designation for the Sociology program

**Motion:** *That Senate approve the Honours degree designation for the Sociology program*

K. MacKay moved; Denise O'Neil Green seconded

**Motion Approved.**

8.4.2 Report #F2019-3 of the Academic Governance and Policy Committee (AGPC):

M. Benarroch

8.4.2.1. Provost's Update

Student Choice Initiative – regarding the court's decision, we have shut down the Student Choice Initiative. Monies will be returned to the groups if the government does not go forward with an appeal.

Q: When will we be sure that the government won't go ahead with this?

A: We will know by December 20, 2019.

8.4.2.2. Revised School Council Bylaws for the School of Professional Communication

**Motion:** *That Senate approve the revised School Council Bylaws for the School of Professional Communication*

M. Benarroch moved; A McWilliams seconded

**Motion Approved.**

8.4.3 Report #F2019-1 of the Awards and Ceremonials Committee (AWCC): M. Benarroch

8.4.3.1. Option for undergraduate and graduate degree recipients to be awarded gender-neutral degrees

**Motion:** *That Senate approve the option for undergraduate and graduate degree recipients to be awarded gender-neutral degrees*

C. Hack moved; S. Rattan seconded

C. Hack stated that students will receive communication as to whether they need to opt out and receive gender-neutral designations.

Comment: Wondered if there was a problem with the status quo. Reading from the Webster Dictionary, the definition of the word Master did not appear to identify as a gendered word.

C. Hack responded that this is only for the students who wish for this to be done.

**Motion Approved.**

8.4.4 Report #F2019-2 of the Scholarly, Research and Creative Activity Committee (SRCAC) – S. Liss presented this item.

8.4.4.1. 2020-2025 Strategic Research Plan

**Motion:** *That Senate approve the 2020-2025 Strategic Research Plan*

S. Liss moved; D. Taras seconded

**Motion Approved.**

8.4.5 Report #F2019-2 of the Yeates School of Graduate Studies Council (YSGS) – C. Searcy

8.4.5.1. For Information: One year follow up: Nutrition Communication (MHSc), Communication and Culture (MA/PhD) and Literatures of Modernity (MA)

C. Searcy was congratulated on his new role as Dean of YSGS.

9. Old Business - None

10. New Business as Circulated - None

11. Members' Business -

Ryerson Food Council presentation to Senators on food insecurity on campus and the university food system.

12. Consent Agenda -

[https://www.ryerson.ca/senate/senate-meetings/agenda/2019/Course\\_Change\\_Forms\\_December\\_2019.pdf](https://www.ryerson.ca/senate/senate-meetings/agenda/2019/Course_Change_Forms_December_2019.pdf)

12.1 Faculty of Arts:

Arts & Contemporary Studies; Criminology; English; History; Languages, Literatures and Cultures; Philosophy; Psychology; Politics & Governance; Politics & Public Administration; Sociology

Faculty of Community Services:

Child and Youth Care; Social Work; Urban & Regional Planning

Faculty of Engineering & Architectural Science:

Architectural Science; Civil Engineering; Electrical, Computer & Biomedical Engineering; Computer Science; Mechanical & Industrial Engineering

Faculty of Science:

Chemistry & Biology; Physics

Ted Rogers School of Management:

Business Management (Marketing); Entrepreneurship & Strategy; Finance; Health Services Management; Information Technology Management; Law & Business

M. Lachemi wished everyone Happy Holidays.

13. Adjournment

The meeting adjourned at 6:35 p.m.