



## SENATE MINUTES

December 1, 2022

Virtual Meeting

Present: D. MacLatchy (Chair), N. Amanullah, D. Antonowicz, A. Beek, M. Brolley, P. Bryden, R. Buehler, M.L. Byrne, M. Cantalini-Williams, L. Chu, A. Clarke, J. Coolman, M. Coulter, A. Diebold, A. Domurath, T. Dowling, M. Elayyan, A. Essaji, E. Fox Tree, A. Herman, C. Hoang, P. Ironstone, C. Johnston Turner, A. Jorgenson, I. Joseph, V. Kitaev, S. Lachapelle, D. Law, J. Leung, K. Lund, E. Maier, R. Makarov, S. McGill, R. McGowan, B. McKay, P. McLaren, J. Mueller, J. Newman, A. Noriega, L. Noronha, H. Northwood, A. Parker, S. Ramsay, K. Schnarr, T. Snoddon, D. Thomas, D. Treleaven, C. VanEvery-Albert, B. Walker, M. Walton-Roberts, K. Werbin, D. Wheatley, M. Wilson, B. Wolfe, D. Yerichuk, J. Zhan.

Regrets: A. Acharya, G. Ashoughian, E. Cameron, J. Casey, P. Elliott, M. Khan, L. Luccisano, A. Ngo

Absent: M. Abu-Rshaid, S. Cameron, S. Chamberlain, C. Dermott, N. Elmasri, L. Ling, K. Menon, J. Popham, J. Reid, K. Shankardass, G. Yun, K. Zhu.

### A. Introduction

1. **Call to Order & Approval of the Consent Agenda**, D. MacLatchy  
Amendments were made to the agenda to: add an in camera session; correct an error in the fall enrollment report to note student enrollment decreased by 6.7%; update the motion in C.1.i. to match the accompanying material.

**MOTION (J. Mueller/S. Ramsay) that Senate approve the Consent items listed for approval under item C.1. Carried.**

2. **Leadership Update**

- a. Report of the President, D. MacLatchy

The University and WLU ratified the collective bargaining agreement for Contract Teaching Faculty. The agreement would be in effect until August 31, 2025.

The Equity, Diversity and Inclusion strategic plan was approved unanimously by the Board in November and had been launched to the University and external community. A thank you went out to all of those involved in creating the plan.

The Auditor General released her final report on Laurentian University's financial sustainability in light of its creditor protection process. The report contained many recommendations applying to those throughout the sector.

The Auditor General also tabled her 2022 Annual Report, with the financial management of Ontario Universities as one of the 15 public spending areas scrutinized. Algoma University, Nipissing University, Ontario Tech University and the University of Windsor were selected for audit because they performed below the 2020/21 provincial average in four of seven financial health indicators established by the Ministry of Colleges and Universities. This audit assessed whether any of the operational, financial, or oversight issues that contributed to Laurentian University's financial decline were impacting comparable Ontario Universities. The Report included a financial health risk assessment rating. Laurier was assessed as medium risk for missing seven of the assigned benchmarks over the last five years.

The recommendations in the Auditor General's report had the potential for sector impact and the lessening of institutional autonomy. This included the suggestion to explore legislative authority to appoint a supervisor to take control of a University's operations when there are serious financial sustainability concerns.

The Council of Ontario Universities continued to advocate for sector autonomy and developed a *Financial Health and Transparency Framework Plan* to ensure additional mechanisms are in place to monitor the financial health of the sector. It was expected that the University would know more about the approach MCU would take in the coming months. Presentations will be brought back to the Board of Governors and Senate regarding next steps.

The Senate discussed: receiving a summary of the Auditor General report updates.

**MOTION (H. Northwood/D. Law): to move *in camera*. Carried.**

- b. Report of the Interim Provost & VP Academic, H. Northwood

The Vice-President Academic team had been focusing largely on budget preparations as well as academic planning in Milton. Work continued on the University's global strategy and international student recruitment with acknowledgement to student visa processing issues.

The Senate discussed: concerns surrounding dissonance between various international student recruitment initiatives and lack of renewal of faculty with tenure/on tenure track causing staffing challenges and potential long-term damage.

c. Report of the Board of Governors

The Board of Governors met on November 17, 2022 and approved the Equity, Diversity and Inclusion Strategic Plan, received a presentation from the Faculty of Education and discussed the University's first quarter and budget.

d. Question Period: Written or Verbal

No questions were brought forward at this time.

3. **Business Arising from Previous Minutes**, D. MacLatchy  
None.

## **B. Discussion**

1. **Indigenization Plan Update, D. Thompson**

The Senate was given an overview of the changing structure of the Office of Indigenous Initiatives, and future plans for this structure to accommodate the expanding portfolio, while ensuring a team can support Indigenization and support the success of Indigenous students. In the meantime, hiring was underway to support the current structure. It was noted that the hiring of a full team would allow for the reimplementation of outreach events.

The Office of Indigenous Initiatives had undergone a variety of initiatives and continued to examine sector practices, while utilizing lessons learned from operating under the pandemic. Recruitment practices for Indigenous students were being shifted to focus on Southern Ontario, where many current Indigenous students attending Laurier were from. Work was being done to reimagine Mami Aki Camp, noting that in previous years students were brought to Laurier campuses to participate. This year, staff would be traveling to the communities instead; three communities had been confirmed.

Grant funding had been obtained for a Student Learning Strategist, with a focus on helping improve Indigenous student success while also helping with transfer student support. Implementation and hiring for this position, as well as an Indigenous Community Engagement Coordinator were being strategized.

Work was being done to expand the SEEDs program, which offered students the opportunity to attend a mentoring and support program funded through the Ministry of Colleges and Universities, which provided students with work experience in the public sector. A partnership was also established with the Career and Co-op Centre to seek funding to expand this opportunity, and provide work experiences beyond the public sector.

Inclusive Excellence hiring continued with four Indigenous candidates being hired, bringing Laurier to a total of fourteen tenure track Indigenous faculty members. It was noted that hiring was taking place in a competitive environment as many Universities were looking to hire Indigenous Faculty members, and that larger institutions were offering greater compensation which presented a challenge for recruiting faculty members.

The Indigenous Educational Council was in the process of reviewing its Terms of Reference to allow them to play a larger advisory role in the programming and initiatives of the University. The council was meeting three times a year and was working to introduce advisory committees that would meet more frequently.

The Indigenous Faculty Council had been meeting monthly with the intent of providing a safe space for dialogue, mentorship and support for Indigenous Faculty members. The Committee also serves as the University's Commitment as per the Collective Agreement to establish a Committee on the Recruitment and Retention of Indigenous Faculty at Laurier.

Work continued with the municipalities Laurier is located within to provide advisory support. Work has been done with the University's Government Relations team to be inclusive of Indigenous Political/Territorial Organizations, noting the Six Nations land claim being due in court in 2023.

The research team had a chance to visit the Northwest Territories. While much of the existing research had focused on natural sciences, the government expressed the need for more social science research. The importance of faculty and graduates being prepared to work with Indigenous communities was stressed. Members of the Laurier community have also noted this is an area of concern and are wanting to develop training and mentorship programs to address this.

Through a partnership with Human Resources, Indigenous cultural safety training was made available to staff through the "Four Seasons of Reconciliation" online course. Work continues with the Vice-President Student Affairs Office to ensure high quality student experiences across campuses and online. Collaboration was also underway with the Vice-President Advancement and External Relations to recruit internal and external donors to fill various needs.

Numerous future opportunities were noted, one of which included the use of OneMarket given its contentious history, and returning the mutual benefit to the property as originally intended. This included a potential institutional agreement with Six Nations Polytechnic to offer joint degree offerings, the development of a Haudenosaunee think tank in the space to support the needs of Six Nations, the return to a public market for Haudenosaunee artisans, and other initiatives. The University continues to look at how to rectify the

wrongdoings while also costing these opportunities out. Another future opportunity included the creation of an Indigenous Governance degree which will prove as essential in a time where the Indian Act gets dissolved. There will also be continued commitment to Indigeneity as the Milton campus is developed, especially given the vision of planetary health and sustainability.

Laurier is proud to be the only University in Ontario to have developed an Indigenous identity verification process. Policy language will need to be amended to align with this.

The Senate discussed: excitement and support towards the evolving plan while emphasizing the importance of Indigenous educators.

## 2. **Innovation and Entrepreneurship Update, J. Newman**

The Innovation and Entrepreneurship strategy updated was launched in 2021 and the University has worked to map out various project stages. The University had entered stage four at the time of the presentation.

Phase two focused on consultation inside and outside of the University. The internal consultation uncovered five themes (1) Governance and Structure (2) Institutional Climate (3) Leadership (4) Institutional Differentiators (5) Indigeneity and Equity, Diversity and Inclusion. It was noted that the desired future state included a culture of innovation, innovation beyond STEM, Collaborative Innovation, and stronger support for innovation. Key barriers included lack of resources, the siloed nature of innovation and entrepreneurship programs, overall risk aversion at the University, and lack of communication and marketing in this area. Perceived enablers included taking on interdisciplinary collaboration, more resources and infrastructure, a leader/office/department focused on innovation strategy, clear positioning for Laurier as a differentiator, and the creation of social impact with an EDI component.

Key themes from the external consultations included (1) Laurier's strengths (2) collaborations (3) Connections with external partners (4) perceptions of gaps within Laurier's Innovation and Entrepreneurship ecosystem.

Phase three included the development of definitions, the mission, vision and aspirations for the plan. It was noted that much time was spent on this stage to provide very clear expectations.

Phase four included goal and metric development. The university utilized a mixed approach to establish goals. Analyses were being conducted surrounding the goals as well as financial sustainability planning.

Phase five would include goal consultation. Work was underway to consult the Executive Leadership Team, the Vice-President Academic Advisory Council and

the Laurier Community. It was noted that a goal was in place to have a draft in place by the new year.

Phase six included the final editing and publication of the plan utilizing a white or green paper strategy rather than traditional fully fledged strategy document.

The Senate discussed: consultation with women in regard to the social innovation lens discussed in the strategy.

### 3. **Reports and Recommendations from Standing Committees**

#### a. **Senate Academic Planning Committee**

##### i. **Faculty of Science, R. Monaghan**

###### a. **Major Modification, Physics and Computer Science**

The proposed change included offering the BA computer science in combination with another BA program at the Brantford campus. Computer science had already been offered as a minor, noting the existence of a computer lab on the campus. It was noted that this expansion would serve well in combination with the BA Game Design.

**MOTION (C. Hoang/A. Clarke) that on the recommendation of the Senate Academic Planning Committee, Senate approve the Honours BA Computer Science in Combination with another Honours BA program to be offered at the Brantford campus. Carried.**

##### ii. **Lazaridis School of Business & Economics, A. Essaji**

###### a. **Major Modification, Business / BBA**

The proposed changes brought forward had been reviewed for over a decade. The modifications to the course structure in the BBA program as presented would allow for students to have more space for electives as well as international exchange opportunities. This included the removal of a second-year economics course and the movement of a third-year marketing course into second year.

**MOTION (S. McGill/A. Domurath) that on the recommendation of the Senate Academic Planning Committee, Senate approve the restructuring of the BBA program layout for students entering Year 1 of the BBA program as of Fall 2023. The restructuring will apply to all BBA programs, single and double degree. Carried.**

4. **Matters from the Consent Section of the agenda**

5. **Other Business**

It was noted that the January 30<sup>th</sup> Senate meeting would be a three-hour meeting due to it being a heavy curriculum agenda.

6. **Adjournment**

**C. Consent Items**

*The following items were provided for approval or information. The items noted for approval were approved by consent unless otherwise highlighted during item A.1.*

1. **Items for Approval**

- a. Agenda
- b. Draft Minutes of the October 27, 2022 Senate Meeting
- c. **Substantive Minor Modification, Psychology**  
MOTION that on the recommendation of the Senate Academic Planning Committee Senate approve changes in the degree requirements for the Honours BA Psychology: Research Specialist Program.
- d. **Substantive Minor Modification, Psychology**  
MOTION that on the recommendation of the Senate Academic Planning Committee Senate approve changes to the program requirements of the Community Psychology and Social Change Minor.
- e. **Substantive Minor Modification, Psychology**  
MOTION that on the recommendation of the Senate Academic Planning Committee Senate approve changes in the degree requirements for the Honours BA Psychology: Forensic Specialization, and Honours BA Psychology: Forensic Specialization in Combination with another

Honours BA Program.

- f. **Substantive Minor Modification, Psychology**  
MOTION that on the recommendation of the Senate Academic Planning Committee Senate approve changes in the degree requirements for the Honours BA Psychology and Honours BA Psychology Combined with another Honours BA Program.
  
- g. **Substantive Minor Modification, Psychology**  
MOTION that on the recommendation of the Senate Academic Planning Committee Senate approve changes to first-year requirements of the BSc Psychology program and BSc Psychology & Neuroscience program.
  
- h. **Substantive Minor Changes, Sociology**  
MOTION that the Senate Academic Planning Committee recommends Senate approve the removal of EN 190 from the list of requirements for the Honours BA Sociology and the Honours BA Sociology in Combination with another Honours BA Program.

## 2. Items for Information

- a. Report of the Senior Executives
- b. 3 Month Fiscal Update
- c. Instructional Development Grant Application
- d. Fall 2022 Convocation Report
- e. Fall 2022 Enrolment Report
- f. Record of E-Vote: Senate Nominations Report, Due November 15, 2022

*Note: If you need assistance or have a question about these minutes or the Senate, please contact the University Secretariat office, by email to [skelly@wlu.ca](mailto:skelly@wlu.ca) or 519-884-0710 x 2981.*