



**ACADEMIC COUNCIL  
MINUTES  
MEETING OF TUESDAY, SEPTEMBER 20, 2016**

**Present:**

Tim McTiernan (Chair)  
Reem Ali  
Robert Bailey  
Pietro-Luciano Buono  
Carla Cesaroni  
Greg Crawford (*via teleconference*)  
Brian Cutler  
Becky Dinwoodie  
Craig Elliott  
Cheryl Foy  
Maurice DiGiuseppe  
Pamela Drayson (*via teleconference*)  
Mikael Eklund  
Hossam Gaber  
Brenda Gamble  
Mark Green  
Andrew Hogue  
Andrea Kirkwood

Sharon Lauricella  
Brad Maclsaac  
Atef Mohany  
Kimberly Nugent  
Andre Pinsonnault  
Pamela Ritchie (*via teleconference*)  
Hannah Scott  
Mahmoud Shaaban  
Kamal Smimou  
Victoria Smye

**Guests:**

Kristen Boujos  
Miles Bowman  
Krista Hester  
Ramiro Liscano  
Kimberley McCartney-Young  
Olivia Petrie

**Regrets:**

Hossam Kishawy  
Lori Livingston  
Susan McGovern  
Michael Owen  
Mayur Patel  
Langis Roy  
Tarlochan Sidhu  
Noreen Taylor

**1. Call to Order**

The Chair called the meeting to order at 2:33 p.m.

## **2. Agenda**

The Agenda was approved as presented.

## **3. Chair's Remarks**

The Chair thanked everyone for attending and welcomed the newest members of Council and those who were re-elected. He also welcomed Ramiro Liscano, attending as a guest as the new COU Academic Colleague.

He discussed the priority issues the University will be dealing with during the upcoming year, including the results of the funding formula review, differentiation and the negotiation of the Strategic Mandate Agreement. Accordingly, these issues will often influence the Academic Council agenda items this year.

Diversity and equity in employment have also been identified at the federal level as significant issue requiring attention, as well as the participation of Indigenous students, staff and faculty in institutions. He noted the tremendous work that has already been done by UOIT faculty colleagues on issues relating to Truth and Reconciliation.

## **4. Minutes of the Meeting of June 21, 2016**

D. Saucier noted a correction to the minutes – reference should be made to Student Life instead of the Registrar's Office under the Provost's remarks.

*The Minutes were approved, as amended.*

## **5. Business Arising from the Minutes**

None.

## **6. Inquiries and Communications**

None.

## **7. Provost's Remarks**

The Provost reported on the membership of the search committee for the Dean of the Faculty of Social Science and Humanities. She also advised that a search committee will be formed for the position of University Librarian, as P. Drayson will be retiring. There was a discussion regarding the qualifications needed for the University Librarian.

The Provost also provided Council with an overview of the format and topics for discussion during her Provost's Remarks for this year.

## 8. Committee Reports

### 8.1 Executive Committee

#### 8.1.1 Academic Council Governance

##### (a) Nominations to Academic Council Committees

The Chair presented the nominations for the AC Executive Committee. There was clarification regarding the process of how nominations to the Executive Committee are made, which include a review of faculty representation and gender balance on the Committee.

#### Executive Committee

*That pursuant to the recommendation of the Executive Committee, and in accordance with the Executive Committee's Terms of Reference, the Council hereby appoints the following faculty members of Academic Council to serve on the Executive Committee for a term of three years ending on June 30, 2019 and student member for a term of two years ending on August 30, 2018:*

1. Ramiro Liscano, COU Academic Colleague
2. Pietro-Luciano Buono, Associate Professor, Faculty of Science
3. Andrew Hogue, Associate Professor, Faculty of Business & Information Technology
4. Victoria Smye, Associate Professor, Faculty of Health
5. Andre Pinsonnault, undergraduate student (3<sup>rd</sup> year), Faculty of Engineering & Applied Science

M. Eklund, P. Buono, A. Hogue, V. Smye, A. Pinsonnault abstained.

#### Academic Appeals Committee

*That pursuant to the recommendation of the Executive Committee and in accordance with the Academic Appeals Committee's Terms of Reference, the Council hereby appoints the following faculty members to serve on the Academic Appeals Committee for a term of three years ending on June 30, 2019:*

1. Barbara Perry (Chair), Professor, Faculty of Social Science & Humanities
2. Mark Green, Professor, Faculty of Science

M. Green abstained.

#### Curriculum and Program Review Committee

R. Bailey raised the issue of the timing of the first meeting of CPRC this year, as the committee nominations had yet to be approved by Academic Council and there was almost an issue with quorum. It was suggested to bring forward nominations to fill upcoming vacant positions prior to the end of the academic year in order to prevent this situation from occurring again.

MOTION  
CARRIED

MOTION  
CARRIED

The nomination process for each of the Committees was discussed and R. Bailey confirmed that nominations are received from each Faculty Dean.

MOTION CARRIED *That pursuant to the nominations received from the Curriculum and Program Review Committee and the recommendation of the Executive Committee, and in accordance with the Curriculum and Program Review Committee's Terms of Reference, the Council hereby appoints the following faculty members to serve on the Curriculum and Program Review Committee for a term of three years ending on June 30, 2019:*

Brenda Gamble, Associate Professor, Faculty of Health Sciences  
 Matthew Kaye, Associate Professor, Faculty of Energy Systems and Nuclear Science  
 Hossam Kishawy, Professor, Faculty of Engineering and Applied Science  
 Liliana Trevani, Associate Professor, Faculty of Science

B. Gamble abstained.

**Graduate Studies Committee**

MOTION CARRIED *That pursuant to the nominations received from the Graduate Studies Committee and the recommendation of the Executive Committee, and in accordance with the Graduate Studies Committee's Terms of Reference, the Council hereby appoints the following faculty members to serve on the Graduate Studies Committee for a term of three years ending on June 30, 2019:*

Robin Kay, Associate Professor, Faculty of Education  
 Eleodor (Dorin) Nichita, Associate Professor, Faculty of Energy Systems and Nuclear Science  
 Hossam Kishawy, Professor, Faculty of Engineering and Applied Science  
 Bernadette Murphy, Professor, Faculty of Health Sciences

**Research Board**

MOTION CARRIED *That pursuant to the nominations received from the Research Board and the recommendation of the Executive Committee, and in accordance with the Research Board's Terms of Reference, the Council hereby appoints the following faculty members to serve on the Research Board for the following terms:*

Robin Kay, Associate Professor, Faculty of Education - until June 30, 2017  
 Igor Pioro, Professor, Faculty of Energy Systems and Nuclear Science – until June 30, 2017  
 Hossam Kishawy, Professor, Faculty of Engineering and Applied Science – until June 30, 2018  
 Bernadette Murphy, Professor, Faculty of Health Sciences – until June 30, 2018  
 Amy Leach, Faculty of Social Science and Humanities – Associate Professor – until June 30, 2018

R. Bailey confirmed that he is currently working on updates to the Standing Committees' Terms of Reference and will take the proportion of teaching faculty representation into account.

**(b) Academic Council Work Plan 2016-2017**

T. McTiernan presented the draft work plan. He noted that the University is currently dealing with the Ministry with respect to several issues, which will influence Academic Council agenda items as the issues progress.

There was an inquiry regarding whether the procedures supporting the Violence Policy should also be included on the work plan. C. Foy clarified that the work plan is intended as a guide and that items will be added to agendas as they are ready for discussion.

**9. University Governance**

**9.1 Policy Against Violence, Harassment and Discrimination**

M. Bowman was introduced to discuss the Policy. Resulting from consultations with various campus stakeholders, the University has developed an umbrella policy, which takes a strong stance against violence. The emphasis is on offering support and resources to individuals who come forward seeking help, as well as preventative programming. These are supported by strong statements included in the Policy. The Policy allows for formalized outcomes, in addition to informal support. The aim will be to help an individual determine the appropriate course of action.

A suggestion was made to include workplace bullying in the policy and to define it in the definition section. Support was expressed for this suggestion. There was a discussion regarding reprisal and how it will be prevented. C. Foy advised that there will be tools on the website advising on how to make complaints, as well as other procedures to deal with reprisal. M. Bowman asked Council to send him their specific feedback in writing, as well as for them to include potential solutions to identified issues.

There was a discussion regarding recommending the Policy prior to reviewing the underlying procedures. It was clarified that the procedures are more administrative in nature and will not require Board approval. T. McTiernan added that it is a consultation process and the Policy is amendable based on the Council's discussion.

There was also a discussion regarding the grounds for discrimination. C. Foy explained the rationale for using "such as" – the Ontario Code of Human Rights is subject to change and flexibility is preferred. There was also a suggestion to specifically include "sex" in addition to gender under section 12.2.

M. Bowman addressed questions regarding student and faculty involvement in the consultation process.

T. McTiernan contributed that a more textured consultation process should be developed, such as making a policy available online and having a rolling process for items that have a broad impact.

Council had a discussion regarding the reporting mechanisms and the resources available to implement the Policy. T. McTiernan noted that the resourcing aspect of the Policy and its underlying procedures must be considered in the context of budget.

There was also confirmation that the proposed Policy meets the requirements of the legislation.

It was clarified that Academic Council would be recommending the Policy in principle and that there will be further minor amendments to the document.

MOTION  
CARRIED

*The Council hereby recommends the approval in principle of the draft Policy Against Violence, Sexual Violence, Harassment and Discrimination, noting that there may be further changes in response to the ongoing consultation.*

The amended Policy will be presented to the Board's Governance, Nominations and Human Resources Committee to obtain the Committee's recommendation for the Policy's approval by the Board.

M. Eklund abstained.

## **10. Enrolment Update**

The Chair invited B. Maclsaac to deliver an enrolment update. B. Maclsaac reviewed the current Day 10 statistics, which were distributed to Council in advance. He emphasized the importance of getting our number of domestic and international students correct for the purpose of the SMA. B. Maclsaac delivered a presentation entitled UOIT Enrolment. He reviewed the applications and confirmations statistics across institutions. He provided a general overview of where our students come from. He clarified that the Masters numbers include diplomas, as well.

B. Maclsaac addressed questions from Council regarding whether UOIT has a target for confirmations. He confirmed that we have a target for registrations but not for confirmations. He also advised that the average GPA of students will be discussed at the January meeting during the retention presentation.

B. Maclsaac clarified that the vast majority of international students come from Toronto – they went to high school in Toronto and are still considered to be international students. There was a discussion regarding the University's international plan. There was also a request for the long-term trend in enrolment. Enrolment planning and trends will be presented at the next meeting.

There was also a discussion regarding how faculty can support the recruitment of graduate students. A suggestion was made that increasing graduate scholarships might assist with recruitment.

B. MacIsaac confirmed that this is a good news story as the University is currently at 100% of what we were expecting in terms of budget. D. Saucier clarified that even a small number of students can have a large impact on our budget.

Research funding is a topic that will be brought back to Council.

There was a discussion regarding how the opening of York's Markham campus will affect UOIT. B. MacIsaac confirmed that applications in Engineering continue to rise. Students choose us for our programs and our programs are viewed as strong.

The Chair offered his congratulations to the Council as a whole on the Day 10 numbers. It is a credit to their engagement with students as they enter the institution and retention is due to how faculty continue to engage with students.

### **11. Other Business**

The Ontario Universities' Fair is next weekend and will provide an excellent opportunity to promote our institution.

### **12. Colleagues' Exchange**

The meeting terminated at 4:22 p.m.

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Becky Dinwoodie, Secretary

\*Documents attached (A) Approval (C) Consultation (D) Discussion  
(I) Information (P) Presentation (R) Recommend for approval