

SENATE MINUTES OF MEETING

Tuesday, March 1, 2022

Via Zoom Video Conference

MEMBERS PRESENT:			
EX-OFFICIO:	FACULTY:		STUDENTS:
A. M. Brinsmead	S. Benvie	I. Sakinofsky	S. Alvi
D. Cramb	T. Burke	J. Schmidt	Z. Aurony
G. Craney	D. Checkland	D. Scofield	H. Brahmhatt
T. Duever	A. Clements-Cortes	L. Shuman	N. Chen
C. Falzon	M. Doxtator	J. Spaniol	O. Gubych
K. Gharabaghi	L. Escandon	C. Thompson	C. Idzik
G. Hepburn	S. Farshadfar	K. Umpathy	B. Jalayer
R. Iannacito-Provenzano	N. George	M. Vahabi	Z. Khansari
M. Lachemi	E. Ignagni	I. Young	J. Rodriguez
S. Liss	L. Jacklin		H. Salih Makawi
K. MacKay	A. Jamal		P. Sivasundaram
J. McMillen	L. Kolasa		A. Smith
I. Mishkel	A. Lee		A. Surty
R. Parr	A. M. Lee-Loy		
A. Saloojee (<i>interim</i>)	S. McCartney		
C. Searcy	A. McWilliams		STUDENTS' UNION
C. Shepstone	P. Moore		REPRESENTATIVES:
J. Simpson	D. Oguamanam		M. Fast
P. Sugiman	R. Ott		T. Kuar
D. Taras	S. Rakhmayil		C. Ferworn (non-voting)
D. Young	H. Ramzan		
S. Zolfaghari	R. Ravindran		
SENATE ASSOCIATES:		ALUMNI:	
J. Caribou		S. J. Ali	
J. Dallaire		M. Clarke Rodrigues	
S. McFadden			
L. Patterson			
K. Train			
REGRETS:		ABSENT:	
S. Sabatinos		A. S. Ali	
T. Schneider			
H. Zarrin			

5:00 p.m. Start of 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 March 1, 2022 meeting.*

A. McWilliams moved; R. Ravindran seconded
Motion Approved.
4. Announcements - None
5. Minutes of the Previous Meeting
Motion: *That Senate approve the minutes of the January 25, 2022 meeting.*

S. Zolfaghari moved; A. McWilliams seconded
Motion Approved.
6. Matters Arising from the Minutes - None
7. Correspondence - None

8. Reports

8.1 Report of the President

8.1.1 President's Update

The President Reported:

1. Return to campus

This is our first week fully back on campus. I want to take this opportunity to thank each of you for your work in planning for the return to campus. I know there has been a lot of planning and hard work from everyone to get us here.

There have been a lot of questions from students, faculty and staff, and this prolonged period of uncertainty has been challenging for all of us. Thank you for your continuous support of all our community members.

Throughout the entire planning process, we have been closely following the guidance and direction of our local public health authorities. In January, we made the decision to prepare for a gradual return to campus with a full return at the end of February. This was based on continued assurance from public health authorities that the spread of Omicron would begin to abate by the

end of January. In fact, at the time of our decision in mid-January, there were just over 4,000 people who were hospitalized and tested positive for COVID-19. Today, that number is down steeply with just 914 hospitalization of patients testing positive this week.

Last week, the Council of Ontario Universities issued a statement on behalf of all Ontario universities to confirm that all universities will maintain their COVID-19 vaccination policies until at least the end of the current term. This was shared with our community last Friday in Ryerson Today and I am pleased to see a consensus among all Ontario universities. In addition, we will continue to require a mask or face covering to be worn by every person at all times while indoors, and, we will maintain our mandatory daily health screening. As always, the health and safety of our entire community is our top priority. We will continue to monitor and update the community as necessary. I am excited to see our campus filled with energy and increasing activity and look forward to seeing all of you on campus.

We have been working closely with public health experts to ensure that we take the necessary steps to make our campus as safe as it can be, recognizing that no social space during a global pandemic can be perfectly safe. For most of our community, the return to campus presents very low risks; but, I am also aware that some members of our community face much higher risks due to personal and family circumstances. We are dealing with each on a case-by-case basis and offering as much support as possible. Some may have to make a difficult decision and delay their studies or take a leave of absence. I sympathize with everyone who is in this difficult position. However, we also have to think of other members of our community whose mental health and physical safety have been at risk throughout the pandemic.

We know that for many students, our campus is more than a place to learn. It is a place to build community, access support from peers, professors and services available. In some cases, it can even be a place of refuge where they are safe from family and/or partner violence. We know that a high percentage of university-aged women report being subjected to some kind of violence – mental, physical, or otherwise – by a partner. The rate is highest for women in marginalized communities - communities that include, among many others, trans, non-binary, racialized and women with disabilities. For many, coming to campus is one of very few opportunities to escape the violence. During the pandemic, they have not been able to leave their homes, being subjected to horrible and traumatic circumstances. In other cases, we are seeing students experience tremendous mental health challenges brought on by the social isolation that campus closures and other restrictions have caused.

There is no doubt that we are living in a challenging time in our history; but, as a university we must rely on our values to guide our actions. We must consider the risks and benefits to all vulnerable populations that make up our community.

2. Congratulations – Ryerson Awards

Ryerson Award winners were announced last week. The awards celebrate the achievements of faculty and staff in teaching, research, administration, service and leadership. This year, 381 recipients are being honoured. Congratulations to all nominees and recipients! We will celebrate the Ryerson Awards virtually on April 7.

3. Congratulations - Andrew Young and Sabrina Craig

I also want to share congratulations to our alumnus and current staff member in Computing and Communications Services - Andrew Young - and to our alumna Sabrina Craig. They were jointly named the #1 most influential Torontonians of 2021 by Toronto Life magazine for co-founding

and co-directing Vaccine Hunters Canada. In addition, Andrew recently received a Minister of Colleges and Universities' Award of Excellence in the category Everyday Heroes.

Andrew, Sabrina and the team of volunteers are truly heroes that have done incredible work to help get Canadians vaccinated. Vaccine Hunters Canada has helped some 1.2 million Canadians find vaccine doses.

4. Standing Strong Task Force Report – Action Plan and Renaming

As you know, a community update was shared on January 31 on the action plan for implementing the recommendations of the Standing Strong Task Force Report. The Provost will be providing an update on the work of the Renaming Advisory Committee today under her report. There is much work to be done on all recommendations, but I know that we are all committed to supporting the implementation of each of those 22 recommendations.

5. Ryerson International Strategy

As I'm sure you've read, we are beginning the work of refreshing our international strategy. This comes in light of the impact that the pandemic has had on post-secondary education and the mobility of international students worldwide. We will be launching a broad community consultation in the Spring with the aim of a public release of the revised plan by the end of the year. I encourage you all to participate in the consultations. I also want to thank colleagues from the office of International Enrolment for their dedicated and ongoing work in this area.

6. 2022-23 Budget

We are also starting our annual Budget process. We are again building the budget in a constrained environment, but, we will continue to be forward looking and support institutional priorities within a balanced budget framework – that's a requirement from our Board of Governors. The first town hall was this afternoon. There will be another one tomorrow and on Thursday. I encourage you to participate, if you weren't able to attend this afternoon's consultation.

Questions/Comments:

Q/C: I appreciate all your concerns about mental health as this is something that I am very passionate about. We look at the academics and we have continuously heard from students that the big issue that harms their mental health actually comes from the curriculum, the books that they have to read, and the way some professors treat the students. I understand that there is a regular academic review. My question is regarding what are the concrete actions that are being made to change the harmful curriculum when it presents issues of colonization, racism and sexism?

A: M. Lachemi – I would suggest that if you have some specific issues please let us know. It is very general when we talk about curriculum and I can tell you from my experience, should you need support from faculty – they've been working extremely hard to support the students. You don't have to do it here, but if you have examples let us know. It is something that we have to address if we have specific issues.

C: My point is to know what are the current academic revisions that are happening and how can students bring such concerns that can go up the chain so that finally the change can be made.

A: K. MacKay – We have institutional quality policies and, in particular, for existing programs, Policy 127 for curriculum modifications. There is a process for program reviews that occur in 8-year cycles. All programs must undergo review and as part of that review, they must solicit input from students and faculty and staff. They also must undergo an external peer review as part of that process and you will see that some of the reviews that are coming to

Senate tonight are on the agenda and they are the result of that process, where there are assessments related to the learning outcomes and whether or not programs are meeting them, whether there are gaps in the quality. In particular, as part of our framework, we ask departments to look at their programs critically with an EDI lens to look at how they can improve and enhance their curriculum with respect to this issue. The full process and procedures are part of our Senate policies as well as through the Quality Assurance Unit. There is a website that has a number of resources for Faculties to guide them through the process and elicit input for continuous improvement of their curriculum.

A: J. Simpson – I will just affirm the comments made by M. Lachemi and K. MacKay. We certainly want to be made aware of that. Students are welcome to communicate their questions, concerns to anyone that they are comfortable with in their Department or Program. I think that's one concrete avenue and the other is the program review process. Many of us are involved in that in some way. I meet with the review team at the very end. There is an opportunity for students in those processes to have a conversation with the review committee. What the students communicate is passed on in a report. I just want to affirm that those two avenues working together provide a range of ways for students to contribute to the conversations. I think it's very important for students to share their perspectives on these questions, so I appreciate your question.

Q: Thank you for bringing up program reviews as this is a very important part of keeping up with the market and making sure that students are getting the most updated curriculum. However, I do have some concerns regarding what happens if programs are delaying their program reviews. I am on the Academic Standards Committee and I understand that a lot of programs are delayed in submitting their Periodic Program Reviews. Is there a huge push in any kind of way to make them submit at the required time? What should we do to fix that issue?

A: K. MacKay - Some are delayed but they are in the minority. We do track them and we contact each program to let them know about their schedules. We are in touch with the deans' and associate deans' offices to alert them when programs have any delays. The pandemic has caused probably more delays than we would normally see across the sector as a whole as the departments have to deal with many things. We also offer support through our Curriculum Quality Assurance office, through our curriculum development consultants, as well as the Faculties and the deans' offices have some work programs as well. This process is part of a mandated process through the Ontario Quality Assurance Council. They also keep track of our progress on these things so there are checks and balances.

C. A previous Senator pointed to sensitivity to not only the pandemic but some current world events. I think sensitivity by faculty to that is an important factor. For example, I teach a course called Technology, Culture and Communication, and my first lecture back was weapons of war and that drew me to the Canadian context and I thought students had other things on their minds, so I shifted my lecture and I'm doing something else with them.

M. Lachemi - Some may ask about the power outage that happened last night in some of our buildings. We had major failure that happened to one of the feeders and the buildings that have been affected are being monitored closely. The FMD team and security team responded extremely well to the situation and we have been working with Toronto Hydro. We are expecting the power to be fixed in the Library, the POD, Jorgenson and the RAC between 6:30 p.m. and 7:30 p.m. The SLC will require more work and hopefully by tomorrow we will have the power restored in that location.

We are sorry about the technical and logistic issues, but we are glad about the excellent work being done by the FMD and security personnel.

8.2 Communications Report – Included in the agenda.

8.3 Report of the Secretary

8.3.1 Update on Senate Elections 2022-2023

Firstly, I just wanted to remind everyone that the Senate election will begin on Monday, March 7 at 8:00 a.m. and it will conclude on Thursday, March 10 at 4:30 p.m. It will only be student election this time around.

Secondly, I also want to let everyone know that we did have a discussion at the SPC meeting and due to room and technology restrictions, Senate meetings will remain virtual for the remainder of this academic year.

8.4 Committee Reports

8.4.1 Report #W2022-2 of the Academic Standards Committee (ASC): K. MacKay

8.4.1.1. Exception to Senate Policy #2 – Program Balance for the Faculty of Arts Double Major Programs – Faculty of Arts

Motion: *That Senate approve the exception to Senate Policy #2 – Program Balance for the Faculty of Arts Double Major Programs – Faculty of Arts.*

K. MacKay moved; H. Bramhbhatt seconded.

Motion Approved.

8.4.1.2. Periodic Program Review for Creative Industries – The Creative School

Motion: *That Senate approve the Periodic Program Review for Creative Industries – The Creative School.*

K. MacKay moved; R. Ott seconded.

Motion Approved.

8.4.1.3. Periodic Program Review for Professional Communications – The Creative School

Motion: *That Senate approve the Periodic Program Review for Professional Communications – The Creative School.*

K. MacKay moved; A. Clements-Cortes seconded.

Motion Approved.

8.4.1.4. Periodic Program Review for History – Faculty of Arts

Motion: *That Senate approve the Periodic Program Review for History – Faculty of Arts.*

K. MacKay moved; M. Vahabi seconded.

Motion Approved.

8.4.1.5. Discontinuing the certificate in Advanced Applied Digital Geography and GIS – Chang School

Motion: *That Senate approve discontinuing the certificate in Advanced Applied Digital Geography and GIS – Chang School.*

K. MacKay moved; G. Hepburn seconded.

Motion Approved.

8.4.1.6. Discontinuing the certificate in Advanced Architecture - Chang School

Motion: *That Senate approve discontinuing the certificate in Advanced Architecture – Chang School.*

K. MacKay moved; M. Vahabi seconded.

Motion Approved.

8.4.1.7. Discontinuing the certificate in Design Management - Chang School

Motion: *That Senate approve discontinuing the certificate in Design Management – Chang School.*

K. MacKay moved; G. Hepburn seconded.

Motion Approved.

8.4.1.8. Modifications to the Real Estate Management Minor – Ted Rogers School of Management

Motion: *That Senate approve the modifications to the Real Estate Management Minor – Ted Rogers School of Management.*

K. MacKay moved; M. Vahabi seconded.

Motion Approved.

8.4.2 Report #W2022-2 of the Academic Governance and Policy Committee (AGPC):

J. Simpson

8.4.2.1. Provost's Update

1. Introductory Remarks

After a gradual return to campus last month, I'm pleased that the community has now returned to in-person learning and teaching. It's really nice to see a more robust return of students, faculty and staff on campus. I also note that there are some of our colleagues who continue to struggle with COVID in significant ways, perhaps related to health reasons. I just want to thank everyone across the university, for their responsiveness, their work and their understanding. I and other leaders/administrators will continue to do the best we can with the information we have and will also be responsive to the needs as they arise. I ran into many staff, faculty and students that I hadn't met before today and it's just great to see folks returning to campus and enjoying the reality of that.

2. Report on the Renaming Process

I want to acknowledge the obvious – the work of the renaming committee, and the work on the initial recommendations builds on the commitments, process and contributions of the Standing Strong Task Force, and I would like to thank Joanne Dallaire and Catherine Ellis for their leadership of that task force. I'm always aware that the work that is following now builds on the work of that committee.

The entire committee is still meeting and we still have work to do, but it's been a great process so far. We started meeting in October 2021, and have been meeting weekly since then and it has been a very thoughtful and engaged process. I really appreciate the commitment of everyone involved on this committee. In particular, I want to thank the leadership of this committee: the Vice-Chair of the committee, Toni De Mello; Rachel DiSaia, Associate Director, Next Chapter Implementation and Coordination; Jennifer Grass, Assistant Vice President, University Relations; and Katherine Greflund, Senior Marketing Officer, University Relations, who have been central in facilitating this process with the committee. We really appreciate their response in this as well as their commitment over time.

Some of you will remember that at the Committee-of-the-Whole meeting in November, we informed Senate that the mandate of the committee was to produce a shortlist by the end of this term, and we are on track with this expectation. The community engagement that we facilitated ran from November 16 to December 7. We were joined in that process by an external research firm that helped us both develop the survey and also did most of the work in analyzing that data, so when we returned in January, they had a very careful and extensive report of the findings. At that point in January, we continued working with that research firm and then began working more extensively with the renaming firm who is continuing to help us think about naming categories and parameters that we will keep in mind in the process.

Once we establish the parameters, we'll be carefully reviewing name ideas, both that were submitted by the community and also professional namers at the renaming firm, with the goal of producing a shortlist at the end of the month. We are getting closer to the shortlist which will be submitted to President Lachemi at the end of the term.

Engagement Process

We heard extensively from community members. There was a formal 3-week engagement period at the end of 2021. We had extensive outreach and the survey addressed many questions about university values naming categories and name suggestions. We welcomed and received responses via regular mail, the Post, social media and also a survey. There was significant outreach throughout the process to particular internal and external stakeholder groups and we used existing communication channels and also more targeted strategies, e.g. social media assets.

It was such a robust process. Both the quality of the survey and the questions, and the information that really came to the surface and then the actual participation were superb. We had 21,000 surveys that were fully completed and just under 10,000 that were partially completed. We had 1,800 social posts, over 200 email responses, 3 responses via traditional mail, and part of the input contributed in the survey and other means of gathering input with about 2,200 unique names that were put on the table. Overall, we received 30,000 responses which was an excellent indicator of the seriousness and excitement with which the community is engaged in the renaming process.

I'll also note that the largest responding group was students in the process. We also heard from a significant number of faculty, staff, alumni and supporters. We also heard from a number of folks who do not have a current affiliation with the university, but wanted to contribute input.

A couple of high-level findings were that names that relate to place/location and values/vision and mission were preferred, and notable persons (which was a third category that is typical for renaming exercises) was the least support category. Some community members did note the value of commemorating individuals of diverse identities.

Now we are really engaged carefully in what are the things to consider in choosing a new name. We have a list of about 10 working criteria. There are so many things to think about. It's a complex process. There are many perspectives to consider. We are directly drawing on the community insights through the engagement process. There are also naming parameters that the renaming firm is assisting us with. Again, we are considering names submitted by community members and generated by professional namers, and all of the name possibilities that we are considering in a serious way have to go through a very significant process of checks – those are cultural checks and also legal checks. It's not a simple matter, as you might imagine, identifying a name for the university.

Next Steps

In the next few weeks, we will continue to consider names to reduce the list. It's an iterative process so it's been moved forward and the names that remain on our list and under consideration will receive more in-depth and listed cultural and legal screening, and, ultimately at the end of the term, we'll have a shortlist of viable name options plus rationale. So we want to submit not only a shortlist but also some explanation of why these names make sense and how they fit with the process and the input that we receive.

There are regular updates on the Next Chapter website and also via Ryerson Today and social media. You can also contact the committee at renaming@ryerson.ca

Questions/Comments:

C: J. Dallaire – I just wanted to say what a robust amount of work that the committee has done and convey congratulations to everyone on the committee on the very obvious commitment to doing this in a fashion that the Standing Strong Task Force was hoping for.

C: M. Lachemi – Thank you for your leadership to get us to what we have today. Very excellent work that you did with Catherine Ellis and the Standing Strong Task Force members.

As you can see the task of the Renaming Committee is really to reduce the suggestions from 2,200 students, so basically, it's a big task to move from over 2,200 suggested names to very few. It's a huge endeavor and they are doing excellent work. Thank you to Jennifer and Toni De Mello for chairing this committee.

C: T. De Mello – We have a lot to thank the Standing Strong Task Force for because I think we really used their model as a guide to focus on the process rather than the outcome. One of the things that has worked very effectively with this group is a group that contributes very openly. J. Simpson moderates in a way that the students speak up. There is equally shared voices and space. What we've really tried to focus on is even

though people can get tied to wanting to like the name, that the outcome is much less important than us feeling that the process went well. I think this is a crunch time when people are feeling that stress of having to produce a shortlist. We have done a lot of work to make sure that the committee feels comfortable, to be able to engage with each other and leave the process in a good way. The biggest thing that came from the Standing Strong Task Force for me is that everyone that I talked to mentioned how important it was and how proud they were to be a part of it. Jennifer and I spent a lot of time with Rachel Disaia trying to make sure that the process feels like one that everybody leaves saying that they are proud of the work that was done. So, I'm pretty happy about where we are.

C: M. Lachemi – Hearing from over 30,000 members of our community – that's very significant. And also, as Jennifer mentioned, huge participation from our students, faculty and staff, as well as an excellent number of alumni. When we talk about stakeholders, we really heard a lot from all our stakeholders.

9. Old Business - None

10. New Business as Circulated - None

11. Members' Business – None

12. Consent Agenda – None

C: M. Lachemi – I would like to recognize Anver Saloojee who started his new role as Interim Vice President Equity and Community Inclusion. At the last Senate meeting, I thanked Denise O'Neil Green for the excellent work she has done at Ryerson for the last 10 years, but also, I want to recognize Anver's leadership. Thank you very much for your help while we are starting the process of searching for our next Vice President, Equity and Community Inclusion (VPECI). For your information, you have seen that we have put together a search committee for the next VPECI, and we will keep the community informed of the process and hope that the outcome will come soon with some announcement for the next VPECI.

13. Adjournment
The meeting adjourned at 6:08 p.m.