



# OKANAGAN SENATE

MINUTES OF 23 JULY 2020

**DRAFT**

## Attendance

**Present:** S. Ono, L Cormack Vice-Chair), A. Mukherjee-Reed, H. Berringer, S. Bates, Simpson J. Jakobi, P. Barker, B Traister, B. Frank, G. Binsted, R. Sugden, P. Arthur, D. Carter, J. Eikenaar, M. Hoorfir, J. Hossain, R. Lalonde, R. Lawrence, , Y. Lucet, S. McNeil, S. O’Leary, F. Pena, K. Ragoonaden, C. Yan, S. Alam, D. Roberts, J. Cioe, B. Rutherford, M. Campbell, G. Wetterstrand, M. Reekie, T. Ebl, B. Marcolin, C. Comben, R. Herzeberg, D. Jarrouj, F. Lee, K. Morgan, J. Naqvi, V. Tamandong, R. Petillion, M. Pillin, R. Lalonde Cannon, R. Metcalfe, G. Singh, J. Gustar, R.Cambell, M Hoorfar, . Pena, M Campbell, A. Alnaar, V.Tamandong, S Lawrence, J Olson, S. Lawrence A. Alnaar, Ragoonaden, Cioe, Eikennar, Yan, Rutherford, Carter, Binsted, Sharia,

**Regrets:** S Point, P. Barker G. DiLabio, B Heerema, K. DesRoches,

**Clerk:** C. Eaton

## Call to Order

The Chair of Senate, Dr Santa Ono, called the first special meeting of the Okanagan Senate to order at 3:37 pm.

## Membership

The Registrar, Dr Kate Ross, noted the following change in membership:

### NEW MEMBER:

The Honourable Steven Lewis Point, Chancellor  
Dr Lesley Cormack, Deputy Vice-Chancellor & Principal

## Remarks from the President

The President and Chair of Senate, Dr Ono, acknowledged the newest members of Senate, Chancellor Steven Lewis Point and Deputy Vice-Chancellor & Principal Lesley Cormack.

With the start of the fall term only six weeks away, he updated Senate on UBC’s plans for resumption of programs and activities on UBC’s two main campuses: UBC will primarily offer larger classes online with selected smaller classes conducted in-person, adhering to physical distancing and other public health requirements. Dr Ono noted that it will be a very different September than we are used to. Traditional events such as Create, Homecoming and welcome



back events for faculty, staff and students will either be offered in different formats or not offered at all. The President advised that as we prepare for September, we have begun to implement a robust process for the resumption of academic, administrative and ancillary services, based on guiding principles focused on the health, safety and wellbeing of students, faculty, staff and the public. It is expected that many faculty and staff will continue to work from home. Faculty and staff who do need to come to campus for their work must complete mandatory COVID-19 training, and a student training module is also under development.

Dr Ono expressed that it was vital that we maintain health and safety standards for those returning to our campuses. This includes staying home if you are ill, getting tested if you have symptoms, continuing to practice good hygiene by frequent hand washing and maintaining physical distancing as much as possible.

In closing, the President noted that shortly the Okanagan Senate would be hearing from Sheryl Lightfoot, Margaret Moss, and Adrienne Vedan about the Indigenous Strategic Plan, which has been in development over the past few years, and is now nearing completion. He thanked them and everyone else who has worked so hard on the plan, which will guide the University's Indigenous engagement initiatives for years to come.

Senator Ragoonaden asked about international student support, and specifically access to the country given the border being closed to non-essential travel.

Dr Ono said he, we, Universities Canada, and the U15 were in constant communication with relevant ministries to best support our students who need to be given entry to Canada to support their studies. These discussions were ongoing.

The Provost, Dr Ananya Mukherjee-Reed, said that we were working towards both synchronous and asynchronous learning, curriculum support, and assessment challenges given the number of students outside of the country and outside of the Pacific time zone. The concern we are hearing from students and their parents isn't to do with remote learning but rather with student success through remote learning.

Senator Cioe asked when plans would be made and announced for the modes of instruction for term 2 as students didn't have certainty on what they should be preparing for. He encouraged a quick decision.

President Ono said that there is a tension between public health concerns and the desire to re-open our economy and activities such as higher education. This existed in every jurisdiction, including British Columbia. He noted that we have both a pandemic and an economic crisis to contend with as a society.

The Provost said that the university executive was discussing this but that we would take our direction from the ministries of Advanced Education, Skills, and Training, and of Health.



The President added that while they recognized time was of the essence, UBC needed public health guidance.

### **Remarks from the Deputy Vice-Chancellor**

The new Deputy Vice-Chancellor and Principal, Dr Lesley Cormack, said she was delighted to join UBC and its Okanagan campus. She noted that she strongly believed in collegial governance and hoped to work with the Senate for the years to come to have collegial governance work effectively in moving the University forward. She noted that she was joining UBC after 27 years at the University of Alberta. Referencing the indigenous strategic plan matter later on the agenda, she noted in the past four years her faculty at Alberta had doubled their indigenous enrolment and hired many indigenous faculty members. She also mentioned her experience with interdisciplinary and practicum experience growth. Dr Cormack thanked everyone for their extraordinary work during the past six months of this pandemic.

Senator Ragoonaden welcomed the Deputy Vice-Chancellor to the Okanagan. She encouraged senators to make spaces in debates and discussions for those new to Senate.

### **Provost's Remarks**

The Vice-President Academic and Provost noted that today was the 25<sup>th</sup> anniversary of her immigration to Canada. She focused her remarks on student support and addressing systemic racism at UBC.

Dr Mukherjee-Reed noted that on Monday we launched a technology bursary program for students, currently budgeted at \$250 000. We are also developing an online coaching program for all students, with particular attention to those outside of the country. Our faculties are also working on additional teaching assistant support and the central administration is working with the deans on additional support that may be needed. Many of our undergraduate and undergraduate support services have changed their modes of delivery to be available online. We have not cut any student support programs due to the transition. The Provost noted the COVID-19 emergency busary program that was strongly supported by the student union. An additional \$850 000 has been allocated support students and over \$700 000 has already been disbursed. A student town hall has recently been held and she would ensure that a video of that event was distributed via the student union and student senators.

The Provost noted that last month, Dr Ono charged herself and the Vancouver Provost to begin work on systemic racism at UBC. At the Okanagan, a series of meetings have been organized. Additionally, students and faculty have approached her to have conversations. Those talks have identified some concrete ways to address systemic racism and we hope to identify four to five priorities. Additionally, people have shared their experiences and stories both at UBC and with society at large. There are strong feelings being expressed, and in particular around feelings of being valued or not at our University and in our society. There is no technocratic solution to this



problem, we need to be honest about our structures; this will be a journey without a quick answer, but we can get there.

The President said he and the Board of Governors were impressed by these initiatives to date.

Senator Herzeberg raised the issue of accountability and reports of concerns with tenured faculty members under Policy SC7, as students were not seeing resolutions to concerns raised.

The Provost said that yes, and we need to look honestly into our structures and processes through doing so.

Senator Cioe said that psychology was full in years 2-3, but year 1 registration seemed to be lower. He asked if this was anomalous.

The Provost said that as of 2pm today we are just above 100% of expected registration for term 1; she said we didn't have confidence yet to report on term 2. Program specific registration was uneven though and students may have specific difficulties with the more structured programs.

Senator Ebl thanked the Provost and the administration for the genuine and student-centric view. She asked about implicit bias training could be expanded to help UBC move forward.

The Provost said that this training was happening regularly but there was still debate on if this truly addressed systemic issues or not. We are still seeing how best to address systemic issues in hiring.

## **Indigenous Strategic Plan**

The Senate welcomed Dr Sheryl Lightfoot, Dr Margaret Moss, and Ms Adrienne Vedan to present on the Indigenous Strategic Plan (ISP).

Dr Lightfoot thanked the Senate for its willingness to have this conversation over the summer months, and extended her own welcome to Dr Cormack to UBC. Dr Lightfoot expressed her thanks to the staff members of the ISP for their work over the past year, and she also expressed her thanks to Ian Cull who had recently retired. In background, she set out the 2009 framework Aboriginal plan, the national movement actions including the Truth and Reconciliation Commission's calls to action, the endorsement of the United Nations Declaration on the Rights of Indigenous Persons, the Murdered and Missing Indigenous Women and Girls' Calls to Justice, and the Okanagan campus declaration of Truth and Reconciliation commitments. The draft ISP builds on those actions.

Ms Vedan explained the Okanagan campus declaration and its importance in this work.



Dr Lightfoot noted that UBC is the first university in Canada to take a human rights-based approach to its indigenous framework. There is no template for this kind of work and it is very complex. Eight goals and 43 actions have been developed after extensive engagement with the UBC community, with specific emphasis made on including indigenous voices.

Ms Vedan went over the extensive community engagement undertaken in developing the plan.

Dr Lightfoot invited the Senate and campus to review the draft and provide their feedback and comments in detail.

Senator Eikenaar thanked them for the exhaustive and likely exhausting work. He described the ISP as a much-needed document and noted tension between prescriptive language for clear goals, and the broad enabling language in the draft plan. He also noted that finances and resources would be required for the plan to be successful.

The President assured the Senate that the Board would allocate needed resources, recognizing that these will take time and money.

Dr Lightfoot said that this tension would need to be navigated over time. Our assumption is that each unit will start from their own places and make progress where they can and where is appropriate for their faculty or department. Our hope is that as a collective make progress over each item over time. This plan does not have a specific end-date as we hope history will tell us when we need to re-assess. We do recognize that not everyone is happy with the balance found, and would welcome specific suggestions for wording.

Senator Ragoonaden said that she appreciated the actionable items, in particular, 34, and suggested that this would be important for all staff, not just new.

Senator Lalonde said that a tremendous amount of work and consultation was put into this work. He noted that if adopted, this document would commit the institution to matters under Senate's jurisdiction and asked if Senate would be asked to adopt it, as without Senate's approval it could not be implemented.

Dr Moss said that her expectation was that specific matters that require senate approval will be brought forward to senate as the individual faculties will decide if they want to take specific actions and thus make the necessary requests for approval through Senate.

Senator Ebl thanked the ISP team for this undertaking. She said she echoed the concerns raised by colleagues in the balance between aspirational vs prescriptive, and noted that she had already raised those concerns with the team. She said in particular the use of the word "ensure" through the document was too prescriptive without further conversations with academic units. This could create an expectation gap for those who read the document and take that language to be directives rather than aspirations. She also noted the lack of an end-date as this doesn't present a timeframe under which to try to achieve advancement in these areas.



Senator Metcalfe said she liked the word ensure as it established a commitment and a level of accountability in the document. With specific reference to action 34, she suggested that we should review the proposed training and have faculty and staff renew it on a regular basis as well.

Dr Lightfoot said that they had received a number of comments from senators on their online portal and are working to action those items. She noted that in this presentation they had not included the painful experiences and frustrations shared with lack of follow up on commitments for change.

Dr Moss said that another way of looking at the aspiration vs prescriptive is that the obligation is created by a faculty or unit deciding to accomplish an action. The expectation isn't that all attempt all, but rather that those who commit to a goal carry through with it.

Senator Cioe said that it was important to recognize what progress had been made in these areas. He noted that in his faculty, Arts & Sciences, two programs had been developed that went through the full approval process to deliver on aspirations. There are still challenges, especially in Science, where options still need to be developed.

Dr Lightfoot agreed that UBC has made progress over the past 15 years, but even with that, our consultation said that we still had a long way to go. With respect to approval and processes, she noted that UBC was inconsistent as to what approval was required based on passed plans.

### **Academic Policy Committee**

The Chair of the Senate Academic Policy Committee, Dr Jan Cioe, presented.

#### **NEW POLICY O-131 DIGITAL ASSESSMENT TOOLS**

Jan Cioe  
Yves Lucet

} *That Senate approve Policy O-131 Digital  
Assessment Tools, as set out in the attached*

Senator Morgan spoke in favour of the proposal, largely on the basis that assessment should be covered by tuition rather than by additional fees. With the conversation to online learning, she said it was important to regulate this now while a longer-term conversation occurs. \$65 was a compromise proposal that was in line with other institutions.

Senator Lucet asked for clarify on if the definition of tools included computers, webcams, etc.



Senator Cioe said that the Provost was mindful of this and the University was providing additional financial support for students who have technological cost impediments to their learning as the Provost indicated during her remarks.

Senator Metcalfe asked when and how the policy would be reviewed or evaluated.

Senator Cioe said that if this policy is passed, the Academic Policy Committee would then undertake its usual consultation and review process and bring forward an ongoing policy to Senate. The Committee recognized that this was currently being brought forward on an extraordinary basis given the shift in modes of instruction. The Policy as drafted expired on 31 December 2020.

Senator Traister asked if it was already the practice that students had to pay fees to be assessed and if so, why we haven't banned this practice.

Senator Morgan said that could be a long-term goal but we needed time to have those conversations.

Senator Cioe agreed but said that they were mindful that an absolute ban without notice would cause hardships for instructors, he agreed with the position expressed and hoped that the dean would bring it up next year.

Senator Herzeberg noted that the Engineering program made specific use for these tools, and that the Okanagan campus had greater food security than Vancouver.

Senator Lalonde agreed that we shouldn't be charging students for assessment but also noted that as written, the policy could be interpreted in such a way to oblige UBC to not expect students to own computers or have internet access.

*By general consent, the time to adjourn was extended by 30 minutes.*

Senator Ebl raised the issue of bundled textbooks and codes that came with such materials.

*By general consent, the exclusion statement in the policy was amended to include "Computer hardware and other technological costs (including iClicker remotes, subscriptions and internet network access costs);*

Approved as  
Amended

## **Curriculum Committee**

The Chair of the Senate Curriculum Committee, Dr Peter Arthur, presented.

**TRANSCRIPT NOTATION FOR COVID-19**

Peter Arthur	}	<i>That the Okanagan and Vancouver Senates approve the following transcript notation for inclusion on the transcripts of all students who were registered in the 2019 Winter Session: “As of 16 March 2020, the COVID-19 pandemic disrupted regular academic activities. Modes of instruction and assessment were shifted to on-line activities mid-term, including changes to exam practices and weighting in some cases. Deadlines to withdraw or change to Credit/D/Fail or Pass/Fail grading were extended by some programs.</i>
Kristen Morgan		

Senator Arthur explained that following concerns raised by the students on the Vancouver Senate, this matter was reconsidered by the senate curriculum committees of Okanagan and Vancouver. Recommended to you is revised language that takes those concerns into consideration.

Approved

**FUTURE STATE OF SUBJECT AND COURSE CODES IN WORKDAY**

Peter Arthur	}	<i>That Senate approve in principle the differentiation of course codes by a campus identifier following the subject code, and that such approach be applied to all course codes on both campuses at UBC.</i>
Jan Cioe		

Dr Arthur noted that with the transition to Workday Student, a technical challenge was found with the current practice of having duplicate or re-used course codes on each campus of UBC.

The Senate welcomed Dr Jenny Phelps, Director of Transformation with the Institutional Renewal Program, who provided background on the issue and the proposal brought forward.

Senator Ebl asked for as much notice as possible on when these changes would be brought forward for action so we could be pro-active around articulation and other resultant changes.

Approved



## Report from the Registrar

*By general consent, the time to adjourn was extended by 30 minutes.*

### Update on Institutional Renewal Program (IRP)

The Provost asked Senate to recognize Peter Smailes, Jennifer Burns, Chris Mercer, and Alex Bayne from the IRP.

Mr Mercer outlined the current state of the IRP implementation of Workday for Finance and Human Resources functions. He outlined key changes in grants management, expenses, procurement and invoices, and hiring; and then went over training plans.

Ms Burns went over the plans for November 2020 go-live for Workday Finance and Human Resources. She outlined the Integrated Service Centre planned to support faculty and staff in using the service in partnership with UBC finance, Human Resources, and Enrolment Services.

Dr Ross outlined the implementation plan for Workday Student. She noted that we are still continuing the Architect stage to design the academic foundation for workday. Based on what we have learned to date, 2023/24 seems the most likely implementation date for UBC. This will be a great effort given the amount of data, interconnections, and retrofitting. We expect UBC to be the largest early adopter of Workday Student and this will require flexibility and perseverance.

### 2020-2023 Triennial Election Results (Continued)

Dr Ross advised that Further to the elections for representatives from the Faculty of Applied Science and the Faculty of Creative and Critical Studies that closed on 4 June 2020 and 25 June 2020 respectively, the following faculty members were elected as representatives of the Faculties on the Okanagan Senate for terms beginning on 1 September 2020 and ending 31 August 2023 and thereafter until successors are elected:

- Dr Loïc Markley, Assistant Professor, Faculty of Applied Science
- Dr Jonathan Holzman, Professor, Faculty of Applied Science
- Dr Marianne Legault, Associate Professor, Faculty of Creative and Critical Studies
- Dr Margaret Reeves, Associate Professor, Faculty of Creative and Critical Studies

One (1) position remains open after three rounds of nominations. Another call will be made in September 2020. Elections are also now being called for the newly-established (as of 1 July 2020) faculties of Arts & Social Sciences and Science

### RESOLUTION REGARDING INTERNATIONAL BACCALAUREATE, ADVANCED PLACEMENT, AND GENERAL CERTIFICATE OF EDUCATION – ADVANCED LEVEL COURSES



The Registrar advised that as requested and proposed by the Senate Admission & Awards Committee, the Senate Agenda Committee approved the following resolution on behalf of the Senate on 19 June 2020:

*That UBC continue to offer advanced placement and credit for International Baccalaureate – Higher Level, Advanced Placement, and General Certificate of Education – Advanced Level students under the modified assessment modes used for those courses and examinations completed in the spring of 2020.*

### **Adjournment**

Seeing no other business, the meeting was adjourned at 6:28 p.m.