



**Senate Council**  
**Minutes of the Friday, May 23, 2025 Meeting**

**Present:** Carol Ann MacGregor (Vice Chair), Carol Acton, Veronica Austen, Steven Bednarski, Honor Brabazon, Roberta Cauchi-Santoro, Andrew Deman, Carm De Santis, Fred Desroches, Maureen Drysdale, Jesse Hutchison, Scott Kline, Carlie Leroux-Demir, Diana Lobb, Clayton McCourt, Carl Rodrigue, BJ Rye, David Seljak, Toni Serafini, Mark Spielmacher, Andrew Stumpf, Anastasia Tataryn, Sylvia Terzian, Bruno Tremblay, Cristina Vanin, Denise Whitehead, David Williams, Chad Wriglesworth

**Recording Secretary:** Christine Schwendinger

**Absent:** Susan Brophy\*, Chris Burris, Alishau Diebold, Stephanie Gregoire, Norm Klassen, Peter Meehan\*, Jane Nicholas, John Rempel, Yuri Sangalli\*, Students' Union, Siobhan Sutherland, Ryan Touhey, Nikolaj Zunic

*\*regrets*

**On Sabbatical/Leave:** Michelle Atkin, Kieran Bonner, Tristanne Connolly, Alysia Kolentsis

*Note: Eleven members joined the meeting via the online video conferencing platform, Zoom.*

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***Open Session***

**1. Territorial Acknowledgement and Prayer/Reflection**

C. Rodrigue opened the meeting with a territorial acknowledgement followed by reading a passage from the book *The Lord of the Rings: The Return of the King* about carrying and helping each other with our burdens.

**2. Chair's Remarks**

The Chair has sent regrets. The Vice Chair will chair this meeting.

**3. Agenda Review, Declare Conflicts, Additions, Changes**

No conflicts, additions, or changes to the agenda were declared.

**Motion:** To approve the agenda as presented.

**Moved:** B. Tremblay, **Seconded:** C. Rodrigue, **Carried.**

**Consent Agenda**

**4. Minutes of the April 25, 2025 Senate Council Meeting**

**5. Academic Committee Report**

- a. Course Retirements

**6. Vice President Academic and Dean Report**

- a. Appointments

**Motion:** To approve by consent item 4 and to receive for information items 5-6 above.

**Moved:** C.A. MacGregor, **Seconded:** V. Austen, **Carried.**

**Regular Agenda**

**7. Business Arising from the Minutes of the April 25, 2025 Meeting**

There was no business arising from the minutes.

## 8. Governance Committee Report

- a. *Senate Council Survey*: Senate Council members will be invited to fill out a brief survey as a year-end assessment to gauge any areas of improvement for Governance Committee to consider as we plan for Senate Council meetings next academic year. More details to follow.
- b. *Senate Council Terms of Reference*: The changes proposed to the Senate Council Terms of Reference (TOR) are due to changes in the renewal Collective Agreement (full-time unit) and to changes necessitated by roles listed in these TOR no longer existing. The Governance Committee discussed the Membership having generalized language instead of specific job titles, particularly when they are non-voting members of Senate Council. As the changes to the TOR could be considered housekeeping, the Governance Committee recommended one reading. Some discussion occurred on the changes proposed to the Membership.

**Motion 1:** To give the changes to the Senate Council TOR the one reading.

**Moved:** C. Rodrigue, **Seconded:** T. Serafini, **Carried.**

**Amendment:** *Membership*, section 1.a.vii, ~~“Non-voting ex-officio members at the discretion of the Chair. Any non-voting ex-officio members representing Finance, Student Affairs, Registrar’s Office, and Advancement will be appointed at the discretion of the Governance Committee.”~~

**Moved:** C. Wriglesworth, **Seconded:** V. Austen, **Carried.**

**Motion 2:** To approve the changes to the Senate Council TOR as amended and to recommend to the Board of Governors the changes to Membership in the Senate Council TOR.

**Moved:** C. Rodrigue, **Seconded:** V. Austen, **Carried.**

### c. *Academic Operations Manual*

- i. *Standards for Permanency and Promotion in Teaching Stream Appointments*: This policy is currently the *Standards for Continuing Appointments at the Rank of Lecturer*. It needs updating because of changes in the renewal Collective Agreement (full-time unit) removing the rank of lecturer and establishing the teaching stream, with the opportunity to progress through different ranks. The policy notes the change from granting continuing status to now permanency, and the most substantive change is creating the possibility of promotion to professor, teaching stream.

The Vice President Academic and Dean (VPAD) reported that the Renewal, Tenure, and Promotions Committee (RTPC) looked at other institutions that have the teaching stream, including the University of Waterloo (UWaterloo), and a revised policy was brought forward to Academic Committee. Most of the discussion at Academic Committee was about what promotion to professor, teaching stream looks like as it relates to the standards for teaching. Academic Committee felt the policy was not distinct enough from the standards for teaching in the tenure stream. The RTPC went back and looked at further peer institutions and put forward another draft to Academic Committee, which is now being brought to Senate Council.

Some discussion occurred about some cases of members in the teaching stream having high levels of research. The VPAD noted that the policy is the floor not the ceiling and does not preclude candidates from including research in their applications (even with continuing standards to lecturer, where appropriate, it was acknowledged when research was happening). A member of Senate Council noted that candidates could note their research benefitting their teaching in significant ways. The VPAD noted teaching stream members are not required to do research, their research is not vetted in the hiring process, and the non-inclusion of research in this policy is a recognition of the minimum standards to achieve permanency and/or promotion.

The VPAD acknowledged that the RTPC and Academic Committee discussed and wanted to keep educational leadership as an achievement (to remove this would mean we are not the same as UWaterloo, which has this language for their emerging teaching stream permanency and promotion process). The VPAD agreed that the policy is vague and noted that our tenure stream policy is also vague, and the RTPC talked about developing a secondary document including, but not limited to, examples of what constitutes educational leadership.

In response to one Senate Council member's question, it was noted that promotion in the teaching stream and promotion in the tenure stream are considered under different policies. At the time of hiring, a person is appointed into a certain rank and the Collective Agreement does not allow for movement between the teaching stream and tenure stream ranks; at the time of promotion, a person is assessed under the appropriate policy. Academic Committee discussed that the standards for teaching in the teaching stream policy should not be exactly the same as in the tenure stream policy. Promotion to full professor is a high level of distinction and for that reason, there needs to be a higher distinction of teaching level in the teaching stream. It is not expected that all will attain this rank.

The VPAD noted that any concerns or suggestions for language changes could be put forward for consideration by the RTPC and Academic Committee before the second reading of the policy and vote for approval.

**Motion 3:** To give the revisions to the *Standards for Permanency and Promotion in Teaching Stream Appointments* policy a first reading.

**Moved:** C. Rodrigue, **Seconded:** S. Terzian, **Carried.**

ii. *Cross Appointments:*

**Motion 4:** To give the revisions to the *Cross Appointments* policy a second reading and to approve the *Cross Appointments* policy for the SJU Academic Operations Manual.

**Moved:** C. Rodrigue, **Seconded:** V. Austen, **Carried.**

iii. *Faculty Research Release Pool (FRRP):* The Committee on Research and Scholarship (CRS) took Senate Council's feedback and made updates to this policy. The major changes are the removal of the point system and that applicants holding a FRRP can apply but applicants who have not received a FRRP will receive first consideration (if those applications meet the criteria, they would be approved first before assessing the others). Some discussion occurred on the policy not stating how to address a two-year application in relation to a one-year application.

**Amendment:** New paragraph added after section 4.2 (as a new 4.3), "In evaluating two-year FRRP applications, the CRS shall award the second-year portion in rarity."

**Moved:** D. Williams, **Seconded:** S. Bednarski, **Carried.**

In response to a question on whether this year's adjudication was without precedent and prejudice for the process *and* the decisions, the VPAD noted that for clarity she will go back to Joint Committee who had agreed on language about this.

Some discussion occurred on sections 4.5 and 4.6 and FRRP completion reports. It was felt that keeping these reports on file for 10 years to be used as evidence of an applicant's track record for future applications is significant. It may discourage people from applying. A member of the CRS noted that the CRS needs a track record if they are going to be assessing the viability of a research plan, and 10 years is how long records

are kept. There needs to be some accountability where people submit a report within 60 days of completing a FRRP term. A member of the CRS noted that the language around career progression should give leeway for the CRS to be looking at any extenuating circumstances that affect someone's track record.

**Amendment:** Strike sections 4.5 and 4.6.

**Moved:** H. Brabazon, **Seconded:** D. Williams, **Not Carried.** Two abstentions.

**Amendment:** Strike section 4.6.

**Moved:** S. Bednarski, **Seconded:** D. Williams, **Carried.** Two abstentions.

**Motion 5:** To give the new *Faculty Research Release Pool* policy a second reading as amended and to approve the *Faculty Research Release Pool* policy as amended for the SJU Academic Operations Manual.

**Moved:** S. Bednarski, **Seconded:** S. Terzian, **Carried.** Two abstentions.

The Research Officer thanked everyone for their feedback and noted this is what collegial governance is about—discussion on divergent opinions, receiving feedback, and incorporating important changes.

- iv. *Aid to Scholarly Publications Fund:* In response to a question about the CRS' discretion to adjust budgets or deny funding and whether this would allow for the CRS to not approve a full budget to give funding for another FRRP, a member of the CRS noted that there would only be certain reasons why the CRS would choose to lower someone's budget, and a reason would not be to reduce this fund to allow for funding down the line.

**Motion 6:** To give the revisions to the *Aid to Scholarly Publications Fund* policy a second reading and to approve the *Aid to Scholarly Publications Fund* policy for the SJU Academic Operations Manual.

**Moved:** S. Bednarski, **Seconded:** C. Acton, **Carried.** Two abstentions.

- v. *Additional Professional Development Fund and Appendix: Application Form:*

**Motion 7:** To give the revisions to the *Additional Professional Development Fund* policy and accompanying appendix a second reading and to approve the *Additional Professional Development Fund* policy and accompanying appendix for the SJU Academic Operations Manual.

**Moved:** S. Bednarski, **Seconded:** C. Wriglesworth, **Carried.**

- vi. *Faculty Research Grant (FRG), Appendix A: Guidelines, Appendix B: Application Form, Appendix C: Progress Report (to be cancelled), Appendix D: Application Form (to become Appendix C):* The Research Officer reported that the CRS considered the suggestion by some members of Senate Council at the last meeting to change the FRG application deadline, however, this cannot change given the CRS' deadline in the Collective Agreement to complete all adjudications. The second issue raised by some members of Senate Council was adjusting budgets to possibly allow for additional FRRP. The CRS agreed unanimously against this (what might be written now in the policy may increase over time) and felt that it is better to make decisions based on the strength of applications. Having remaining funds this year may not be the same in future years. This year there was only time for one round of applications, which was a problem. Also, many may not have been aware that the Collective Agreement raised the FRG cap to

\$10,000. Plus, the CRS wants to respect that the Collective Agreement notes in exceptional circumstances projects may be funded above this cap.

A comment was heard that the new language in section 4.3 noting when the CRS can authorize a reduced grant removes the CRS' discretion to adjust budgets (e.g., if an applicant has an inflated budget that is not justified or feasible). A suggestion was heard to remove this language. A member of the CRS noted that the intention of this language is so that decisions are not arbitrary; we are not wanting the CRS to scrutinize budgets line by line, which opens up the possibility for grievances. The Research Officer noted that the CRS should trust that people have submitted an honest budget, and they know what they need.

**Amendment:** To strike the new language in section 4.3 of the *Faculty Research Grant* policy, "The Committee may authorize a reduced grant budget if:..."

**Moved:** D. Williams, **Seconded:** A. Stumpf, **Not Carried.**

A member of Senate Council requested the count of the above vote be read out: 7 Yes, 9 No, 1 Abstention.

**Motion 8:** To give the revisions to the *Faculty Research Grant* policy and accompanying appendices a second reading and to approve the *Faculty Research Grant* policy and accompanying appendices for the SJU Academic Operations Manual.

**Moved:** S. Bednarski, **Seconded:** V. Austen, **Carried.** Two abstentions.

The VPAD thanked everyone on the CRS for their important work this year. The Research Officer added his thanks to the committee members.

#### 9. Vice President Academic and Dean Report

The VPAD referred to her written report. There were no questions on the report.

#### 10. Indigenization and Decolonization

Thank you to the Director, Student Affairs, Dr. A. Deman, and others for their work on the Red Dress Day display, which this year included signs lining the path to the chapel describing missing and murdered Indigenous women and children and also the Director, Student Affairs, giving a reflection.

The Research Officer noted that in the coming year the next policy the CRS needs to review is the *Indigenous-centred Research* policy.

#### 11. Announcements and Events

There were no announcements.

#### 12. New Business

There was no new business.

**Motion:** To adjourn the Open Session and move into Confidential Session.

**Moved:** C. Rodrigue, **Seconded:** A. Stumpf, **Carried.**

May 23, 2025  
/cs