



**Senate Council**  
**Minutes of the Friday, March 27, 2026 Meeting**

**Present:** Peter Meehan (Chair), Carol Ann MacGregor (Vice Chair), Carol Acton, Michelle Atkin, Veronica Austen, Kieran Bonner, Honor Brabazon, Susan Brophy, Roberta Cauchi-Santoro, Melissa Chaffe, Armaan Dattani, Carm De Santis, Fred Desroches, Stephanie Gregoire, Alysia Kolentsis, Carlie Leroux-Demir, Karen Radcliffe, Carl Rodrigue, BJ Rye, Yuri Sangalli, David Seljak, Toni Serafini, Mark Spielmacher, Andrew Stumpf, Sylvia Terzian, Nikolaj Zunic

**Guest:** Katie Damphouse

**Recording Secretary:** Christine Schwendinger

**Absent:** Steven Bednarski, Chris Burris, Tristanne Connolly, Norm Klassen, Scott Kline, Ariana Moreno Tanaka, Jane Nicholas, John Rempel, Siobhan Sutherland, Ryan Touhey, Bruno Tremblay\*, Alessia Ursella\*, David Williams\*, Chad Wriglesworth

*\*regrets*

**On Sabbatical/Leave:** Andrew Deman, Maureen Drysdale, Anastasia Tataryn, Cristina Vanin, Denise Whitehead

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

---

***Open Session***

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

M. Atkin opened the meeting with a territorial acknowledgement followed by giving a springtime reflection reading from Warton Willy's obituary, who passed away after giving his prediction for an early spring.

**2. AccessAbility Services Presentation**

K. Damphouse, Manager, Academic Accommodations, from the University of Waterloo (UWaterloo) AccessAbility Services (AAS) gave a presentation on the supports the AAS provides to students with disabilities at any point in their academics (e.g., undergraduate, graduate, full- or part-time, co-op). Accommodations maintain academic standards and integrity and enable students with disabilities to fulfill the essential requirements of their program. The management of accommodations is grounded by UWaterloo's [Student Academic Accommodations Guidelines](#) (roles, responsibilities, process) as well as legislation (Ontario Human Rights Code, Accessibility of Ontarians with Disabilities Act) and other university policies. The legal definition of disability is meant to be expansive and flexible and include conditions that are new or inconclusive, which can be challenging for the University to best accommodate.

Students can apply for accommodations at any point in the term. The AAS Clinical Records Evaluation Team reviews the application, any supporting documentation, and the student's self-assessment and determines eligibility. Timelines vary, depending on the time within the term. Once approved, the student has to register with AAS and activate their accommodation plan. To register, students either book a one-to-one meeting with an Accommodation Consultant to discuss their disability-related barriers and academic needs or, alternatively, they can attend an online group registration meeting (participants remain anonymous to one another). The group registration process is new and still in pilot mode but expedites the registration. After their registration appointments, students receive detailed email instructions that include instructional videos on

activating their academic accommodations, booking their exams, etc. Some students have a suspected or temporary disability and are given an Interim Accommodation Plan.

Damphouse emphasized how critical referrals are and spoke about when to refer and how to refer. We have a duty to accommodate, and we also have a duty to inquire/refer, while protecting the student's confidentiality and privacy. There is a lot of stigma about disabilities and it is important to normalize it for the person. Damphouse provided data on trends in registration (requests growing steadily, mental health remaining the most common) and accommodations (increase in the tests/exams facilitated by AAS as more faculty move away from take-home tests and back to traditional tests/exams). Academic accommodations do not exempt the student from engaging nor should they compromise the essential requirements of the course/program. Accommodations may entail modifications in how students participate; group work and presentation accommodations can be especially tricky to find appropriate modifications.

There are still processes that students with disabilities are required to follow around absences, accommodations that are available to all students (e.g., self-declared short-term absence, Verification of Condition [VOC] for illness-related absence). Instructors can reach out to the AAS consultants if they feel the student is not following their requirements. The AAS has a check and balance through their Missed Course Component process to see if students are consistently using these accommodations for extensions and will meet with them to talk about this (ensuring the accommodation is addressing the barrier experienced by the student, identifying other supports to help manage symptoms). It was raised that associate deans also have a tracking system to see if there is an abuse of the system but also to see if they need to intervene.

Damphouse wished faculty well as they finish up the term and noted she was grateful for the opportunity to speak. Senate Council thanked Damphouse for her presentation.

Damphouse left the meeting.

### 3. Chair's Remarks

The Chair had the meeting with the Assistant Deputy Minister at the Ministry of Colleges, Universities, Research Excellence and Security (MCURES) and the Ontario federated and affiliated university college heads. The Chair had a chance to meet the UWaterloo president-designate, B. Rosehart. The theme being explored at the Mission and Identity Forum, and before that through the Administrative Leadership Group over the last number of years, has been about an Ignatian identity and the Chair looks forward to continuing to explore this with SJU. The Chair will speak further to these items under his president's report.

### 4. Agenda Review, Declare Conflicts, Additions, Changes

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

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

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

### Consent Agenda

#### 5. Minutes of the February 27, 2026 Senate Council Meeting

#### 6. Committee on Research and Scholarship Report

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

**Moved:** A. Kolentzis, **Seconded:** C.A. MacGregor, **Carried.**

## Regular Agenda

### 7. Business Arising from the Minutes of the February 27, 2026 Meeting

There was no business arising from the minutes.

### 8. Governance Committee Report

#### a. *Academic Operations Manual:*

- i. *Standards for Renewal, Tenure, and Promotion:* The same version of the policy was brought back for a second reading with no further changes, even though a question had been raised at the last meeting. If approved, this policy and the new *Standards for Permanency and Promotion in Teaching Stream Appointments* policy will have the same language; if not, the previous/current policy will remain.

**Motion 1:** To give the changes to the *Standards for Renewal, Tenure, and Promotion* policy a second reading and to approve the policy for the Academic Operations Manual.

**Moved:** C. Rodrigue, **Seconded:** C.A. MacGregor, **Carried.** One abstention.

- ii. *Course Outline Requirements:* The proposed changes to the policy bring SJU in line with what is happening at UWaterloo (i.e., ensuring our policy is consistent with the undergraduate academic calendar and new language effective September 2026, reflecting UWaterloo Senate-approved required/recommended elements) and also that Outline is the mandatory tool for SJU course syllabi (as is now with all faculties at UWaterloo). The Associate Dean clarified that all course outlines need to be provided to students by the first day of the lecture period (passed by UWaterloo Senate, effective September 2026), which is a change to what is currently stated in our policy; it is about giving students a sense of what their courses look like as early as possible (costs, workload).

One of the benefits of the Outline system is that version histories are kept documenting any changes that may happen throughout the term. If there is a concern, associate deans are able to look at what version is being referred to. The ideal is no changes and no changes to assessment or weighting without the unanimous approval of the class, but there may be times when changes are needed (e.g., instructor decides to adjust the schedule due to snow days).

In response to a concern raised about the mandate of Outline and those with WatIAMs having access to the information in all course outlines (including class location and topics covered), the Associate Dean replied that the course outline is about the student experience and getting information to them so they can make a decision. It was noted that if an instructor has a safety concern, they could speak with the Vice President Academic and Dean (VPAD). According to UWaterloo Senate-approved information regarding course outlines, there is a distinction between elements that are required and elements that are recommended. If the element is recommended rather than required (e.g., "A general overview of the topics to be covered in the form of a Tentative Class Plan"), that information could be housed elsewhere (e.g., course site on LEARN).

**Motion 2:** To give the changes to the *Course Outline Requirements* policy a first reading.

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

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

The VPAD referred to her written report and added a few additional items.

Earlier today, the UWaterloo President sent out a broad request for input on the Vice-President, Academic and Provost search as part of gathering information to support the process. The university

community is asked to provide open-ended feedback plus any informal nominations. The VPAD encouraged people to fill out the survey.

The Psychology Search Committee is meeting this morning to deliberate on the search and the VPAD expects there to be a recommendation and then to be working on an offer. Thank you to all who participated in the process, especially to the Search Committee and the tremendous commitment of time. We will hopefully be welcoming a new tenure-track colleague in the fall.

Contract Academic Staff collective bargaining is at the stage where the two Chief Negotiating Officers are bringing a recommendation to each side for approval. It has been a collegial and productive process.

The VPAD is grateful to the Manager, Outreach and Recruitment for his work on March Open House happening tomorrow, to faculty across departments for being here on a Saturday, and to all of Student Affairs for giving prospective students and their supporters the message that this is a place that provides support for student success.

## **10. President Report**

The President highlighted some of the items in his written report.

On March 4, 2026, the President and the other heads of Ontario universities and their federated/affiliated university colleges met with the Assistant Deputy Minister at MCURES. The Assistant Deputy Minister asked questions to try to understand our relationships/roles with our partner universities, which offered a great opportunity to show what we all have in common but also our uniqueness in contributing to our home institutions. The Ministry is interested in understanding our respective priorities and interests in the higher educational sector. The meeting also provided an opportunity to receive some perspective on the province's announcement of opening up funding. It was a good meeting and opened a line of communication between us and the Ministry. Similarly, the President and the other Affiliated and Federated Institutions of Waterloo (AFIW) heads continue to meet with the UWaterloo Associate Vice President, Academic Operations on the framework agreement, our working relationship and what we each contribute.

B. Rosehart, UWaterloo president-designate, has some experience with the university colleges (he did his undergraduate while at St. Paul's University College [now United College] and his father was part of the first graduating class there). It is still up to us to build the relationship and give him expectations on what we can do as partners.

Our next speaker at the Mission and Identity Forum will be Fr. J. Meehan, SJ, speaking about his experiences as president of a Jesuit college. The President looks forward to exploring an Ignatian identity at SJU and hopes to bring more to Senate Council.

This year's Lectures in Catholic Experience (LCE) have been on an Ignatian theme. The most recent LCE was with M. True speaking about a Jesuit priest in Canada, touching on themes that enhance our understanding of the Jesuits but that were also related to health humanities. The next and last LCE for the year will be with Fr. M. Durham speaking about palliative care access for all, including those experiencing homelessness, poverty, and marginalization.

The President and VPAD have been talking about the Pope Francis Institute and continue to meet with the advisory board on where this could possibly go. The next meeting is today, March 27, 2026. We are coming up on the one-year death of Pope Francis, who was a Jesuit.

**11. Indigenization and Decolonization**

There are robust programs of reconciliation happening through Campus Ministry and other parts of the University. J. Lewis, UWaterloo Interim Associate Vice-President, Indigenous Relations (J. Becker's replacement) wishes to be more involved and play a direct role on SJU's Indigenous Advisory Circle (IAC). He wants to look at SJU's draft Indigenous Strategic Plan, which the IAC will probably complete in the fall (the IAC meets seasonally). The IAC membership includes people who are Indigenous plus others in the community who are all in support of SJU's mission and identity. The President is pleased with the IAC's work over the last three years.

**12. Announcements and Events**

March Open House is tomorrow, March 28, 2026.

The annual Sexualities, Relationships, and Families (SRF) Research Symposium will be held on April 7, 2026, in the SJ2 Atrium. The all-day program is filled with student presentations on a variety of topics related to SRF as well as a talk by a keynote presenter.

**13. New Business**

There was no new business.

**Motion:** To adjourn the meeting.

**Moved:** M. Atkin, **Seconded:** C. Rodrigue, **Carried.**

March 27, 2026

/cs