THE UNIVERSITY OF BRITISH COLUMBIA
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VANCOUVER SENATE

MINUTES OF 18 OCTOBER, 1995

Attendance

Present: President D. W. Strangway (Chair), Chancellor R. H. Lee, Vice-President D. R. Birch, Mr. S. Arnold, Dr. D. R. Atkins, Dr. A. P. Autor, Dr. S. Avramidis, Mr. J. A. Banfield, Dr. J. Barman, Dr. J. D. Berger, Dean C. S. Binkley, Dr. A. E. Boardman, Mr. J. Boritz, Dr. D. G. A. Carter, Ms. L. Chui, Dr. T. S. Cook, Dr. M. G. R. Coope, Ms. J. Dzerowicz, Mr. D. G. Geros, Dr. J. H. V. Gilbert, Mr. I. Gill, Mr. E. B. Goehring, Dr. J. Gosline, Dean J. R. Grace, Dr. S. E. Grace, Mr. H. D. Gray, Rev. J. Hanrahan, Dean M. J. Hollenberg, Dr. M. Isaacson, Mr. D. Khan, Dr. J. G. T. Kelsey, Mr. A. Lau, Mr. T. Lau, Dr. M. Levine, Mr. C. Lim, Professor P. T. K. Lin, Dr. S. C. Lindstrom, Mr. S. Lohachitranont, Mr. R. W. Lowe, Dr. D. M. Lyster, Dr. D. J. MacDougall, Dr. M. MacEntee, Dean B. C. McBride, Dean J. H. McNeill, Mr. W. B. McNulty, Dean A. Meisen, Dr. M. D. Morrison, Mr. R. L. de Pfyffer, Mr. T. Presley, Mrs. M. Price, Professor M. Quayle, Professor R. S. Reid, Professor J. A. Rice, Dean J. F. Richards, Dr. H. B. Richer, Dr. R. A. Shearer, Dean N. Sheehan, Mr. D. Shu, Dr. A. J. Sinclair, Dr. C. E. Slonecker, Ms. C. A. Soong, Ms. L. M. Sparrow, Dr. L. J. Stan, Dr. J. R. Thompson, Dr. S. Thorne, Dr. W. Uegama, Dr. J. Vanderstoep, Mr. D. R. Verma, Dr. E. W. Whittaker, Dr. R. M. Will, Dr. D. Ll. Williams, Mr. E. C. H. Woo.

Regrets: Mr. P. T. Brady, Dr. D. M. Brunette, Dr. D. H. Cohen, Dean M. A. Goldberg, Professor V. J. Kirkness, Dr. S. B. Knight, Ms. L. Lam, Dean M. P. Marchak, Dr. R. J. Patrick, Dr. W. J. Phillips, Dr. D. J. Randall, Dean C. L. Smith, Dr. W. C. Wright Jr., Dean E. H. K. Yen.

Senate membership

REPLACEMENTS

- David G. Geros, student representative of the Faculty of Agricultural Sciences, replacing A. Oberman
- Sompatana Lohachitranont, student representative of the Faculty of Dentistry, replacing Hugh Leung
- Ian Gill, student representative of the Faculty of Education, replacing Paul Chan
- Julie Dzerowicz, student senator at-large, replacing Willem Maas

Minutes of the previous meeting

Dr. Kelsey
Mr. Woo

That the minutes of the first regular meeting of Senate for the Session 1995-96, having been circulated, be taken as read and adopted.

Carried.

Business arising from the Minutes

SUSPENSION OF GRADUATE STUDENT ADMISSIONS TO POLITICAL SCIENCE

The following letter and attached agreement between the Department of Political Science from the Dean of Graduate Studies was distributed at the meeting:

> After consultation with the Dean's Equity Advisory Committee and the Acting Head of the Department of Political Science, the attached agreement has now been reached with the Department. In view of this agreement and progress made within the Department during the last weeks, I am pleased to inform Senate that the suspension of graduate admissions to the Department of Political Science is being lifted immediately.
>
> This has been a difficult time for all concerned. I am pleased that it has been possible to reach this agreement and look forward to working with the faculty and students of the Department in the days ahead.
>
> The Department agrees:
>
> 1) (a) to ensure that the Department's current process for effecting and implementing improvements in the climate for graduate study and in the administration of the graduate programs will operate in good faith, efficiently and effectively to ensure that there are satisfactory provisions in place for educational equity and a learning environment of mutual trust and respect.
>
> (b) to strengthen mechanisms whereby input is sought on a regular basis from graduate students in evaluating its graduate programs and in making further improvements.
>
> (c) to meet all the necessary elements of the final approved version of the matrix being developed by the Dean's Equity Advisory Committee for all graduate programs, and, where possible, to implement the desirable elements also.
>
> (d) to consider carefully other recommendations which will be made by the Dean's Equity Advisory Committee, and to respond in writing to these in the reports covered in #2 below.
>
> (e) to announce publicly its commitment to a goal of educational equity.
>
> (f) to commit itself to deal promptly with any allegations of harassment and discrimination in full accordance with University policy.
>
> 2) The Department will issue written reports in February, May and October, 1996, detailing what steps have been taken, any problems encountered, and plans for further actions. These reports will be made

> available to the Deans of Arts and Graduate Studies and all graduate students in the Department, as well as to the Associate Vice-President Equity. If at least two of the Dean of Arts, Dean of Graduate Studies and Associate Vice-President Equity deem it to be necessary, a further report could be required in 1997.

It is understood that the Dean of Graduate Studies could reimpose a suspension on graduate admissions if the Department fails to comply with the provisions of this agreement within a reasonable period of time.

Before commenting on the lifting of the suspension of Graduate admissions to the Political Science Department Dean Grace explained that the suspension had been imposed for several reasons, most of which had been detailed at the previous meeting. First, the suspension was imposed in order to encourage the department to undertake improvements in the graduate program, improvements which would provide an appropriate learning environment for graduate students in which there would be educational equity, respect and freedom from harassment and discrimination. The second reason was to protect new students so that they would not come into an environment where there was any chance that they would be in an inadequate environment.

Dean Grace stated that three elements were required in order for the suspension to be lifted. First, an appropriate process; second, substantial progress; and third, sustainability. The process was extremely difficult to achieve, and over a period of two months there were various attempts to find a process where there would be representation by students and faculty sitting on the same committees. However, a process was eventually developed. Until late last week, there had been virtually no

progress, but then the Department passed an "action plan" which details a number of things that the department has done. In particular the department took proposals that had been prepared by students during the summer period, and the working groups which had been established looked at these proposals and adopted those that could be adopted relatively easy and quickly. These proposals were subsequently approved by the department.

Commenting on the lifting of the suspension, Dean Grace informed Senate that the Dean's Equity Advisory Committee met on Wednesday morning and discussed the various items at some length. The committee was of the opinion that there had been significant progress in that the proposals met some of the problems that had been identified by students and that they responded to some of the concerns of the committee with respect to the matrix that it had been developing. Of the 29 items on the matrix, six had been responded to satisfactorily and nine had been responded to in part by the reforms adopted by the department. The committee was encouraged also by the fact that the department had shown a real commitment to meet other items on the matrix so two of the three elements had been achieved.

Referring to the third element, sustainability, Dean Grace stated that after considerable discussion, the committee advised him that if he could achieve an agreement with the department to make sure that there was a continuation of the process and adequate monitoring and reporting, not only to the committee but to the students, the Dean of Arts, and the Associate Vice-President Equity, there would then be a process where there was an adequate safeguard for sustainability, recognizing, of

course, that there could be a reimposition of a suspension at some future date if necessary.

Dean Grace stated that the agreement before Senate was the result of discussions with Dr. Elkins. He added that he was very pleased that Dr. Elkins was able to assure him that he had talked to enough of his colleagues that he was able to accept the agreement on the behalf of the Department of Political Science. On that basis, Dean Grace said he was very pleased to announce the lifting of the suspension on graduate admissions to Political Science.

Dean Grace recognized that the last four months had been extremely difficult ones for all concerned. He stated that there had been profound divisions within the graduate student body in the department and he appealed to them to try to work with the process, to give it a chance and to try and put aside their differences. He said that the Dean's Equity Advisory Committee would have some suggestions as to how that might be facilitated. He also noted that the faculty in Political Science recognized the need to resolve problems and that they had shown a willingness to accept a settlement which is not perfect for anyone but which is at least an honourable settlement.

Dean Grace said he realized that graduate students in other departments were deeply concerned over the issues raised in this matter. He said that the Faculty of Graduate Studies was committed to assuring that there is academic freedom not only for faculty but also for students and other members of the university community. He realized that this matter had created and atmosphere of division and polarization between faculty

members, and it was this atmosphere, among other things, which prompted him to reach for the kind of solution that had been achieved today.

In conclusion, Dean Grace said that he had appreciated greatly the strong and positive support of Graduate Council and the equity committee. He stated that there was a need for healing on all sides and appealed for the healing to proceed and also for civility. He hoped that the university would emerge much stronger as a result of this experience. He said that many people across the country had been watching the university, and that the eyes would continue to be turned on UBC in the days ahead. He therefore appealed to everybody to make this agreement work and to get on with the process.

With the agreement of Senate, President Strangway invited Dr. Elkins, Acting Head of the Department of Political Science, to comment. Dr. Elkins stated that this was an important event in the history of UBC as well as the department, and that it was therefore important to put a few points on record.

Dr. Elkins thanked senators for the interest expressed and the concern that they had shown at the previous meeting. He agreed with Dean Grace that this had been a very difficult period for faculty and students in the department and for many across campus. He was therefore very pleased and proud that an agreement had been reached.

Dr. Elkins stated that perhaps the most important lesson for everyone was that people who have wide differences of opinion, and quite different views of the situation in the department, had come to an agreement, an honourable compromise, to respect

opinions and to operate in an environment of mutual trust and respect. He said that this was what the academic enterprise was about and that was one of the things built into the agreement that Dean Grace and he had concluded that day. He hoped that as a result attention would be turned away from the controversy and that work could begin to help the department, faculty, students and staff to rebuild an intellectual community that was once an envy of people across the country, and would be again.

Dr. Elkins confirmed that he had consulted some faculty members and although he had not had an opportunity to call a department meeting, he believed that he could speak on behalf of the department in accepting the agreement. He stated that every effort would be made to see the matter concluded and to see that every condition is met. Dr. Elkins said that several of the conditions in the agreement were already in place or were in process. He said that some of the matters, which had grown out of student suggestions during the summer and early fall, were not in the action plan but were still being dealt with by the working groups and would take some time to conclude. He explained that the delay was not because there need be any fundamental disagreement between faculty and students about the desirability of doing things, such as a code of professional conduct, for example, but rather because they were matters that required very careful reflection and very thorough deliberation.

Dr. Elkins said that when those matters have been considered and implemented, he hoped that the department would be in a position to offer advice, help and encouragement to other units in the university who may wish to consider some of the methods the department has explored to create a learning and teaching environment of mutual trust and respect.

Dr. Durbach, Associate Dean of Arts, was invited to speak in the absence of Dean Marchak. Dr. Durbach thanked Senate for the opportunity to represent Dean Marchak. He stated that it was the Dean's wish that this debate could be resolved before it actually came to a vote in Senate. He said that it had seemed very unlikely at 9.30 a.m., at a meeting of the Deans, that this would happen. It was amazing, however, what could happen with the exercise of goodwill and with some magnanimity on both sides. Dr. Durbach said that the outcome of this rather acrimonious affair at UBC had now been resolved to the satisfaction of the Faculty of Arts. Dr. Durbach offered congratulations on behalf of Dean Marchak and added his personal congratulations to all those involved in the resolution of the matter.

President Strangway expressed his personal congratulations to Dean Grace, Dr. Elkins, the Faculty of Arts, and others who had worked so incredibly hard through difficult times to reach an agreement that has all the elements in it that were necessary to resolve the issue.

In light of the developments, Dr. Coope withdrew her motion to rescind the suspension of graduate admissions to Political Science, and congratulated all those involved in reaching an agreement.

Dr. Grace noted that there was nothing in the agreement that specifically says that Senate would be kept informed, and that she therefore wished to retain the latter part of the motion which had been circulated concerning the suspension of graduate admissions to Political Science.

Dr. Grace *Ms. Soong*	}	*That the Dean of Graduate Studies submit regular progress reports to Senate.*

Carried.

AD HOC COMMITTEE ON UNIVERSITY ORGANIZATION (P.11169)

Dr. Birch presented a list of reports that he proposes to submit to Senate within the current academic year. The material circulated also contained information on initiatives taken by the various Faculties in response to the recommendation of the Senate ad hoc Committee on University Organization that Deans be asked to consider the consolidation of units of fewer than fifteen faculty members for potential merger with other units.

POLICY ON DISCRIMINATION AND HARASSMENT (P.11204)

A report from the Equity Office on its activities with respect to the Policy on Discrimination and Harassment had been circulated for information.

Mr. Gray had given notice of the following motion at the previous meeting:

> *"That the Policy on Discrimination and Harassment be referred to a committee of the Senate for full review."*

Mr. Gray reminded Senate that when the Policy on Discrimination and Harassment was put before Senate in January, a motion to refer it to a Senate committee to talk about the larger issue was defeated. Mr. Gray said that while he was pleased and relieved that an agreement had been reached with the Political Science Department, he

thought that the opportunity to discuss some of these larger issues had been lost. He suggested that it would be appropriate for a committee of Senate, unencumbered by the passions that had been running through the university over the past month, to discuss the implications of the university's policies and how they affect the academic life of the community.

Dr. Kelsey noted that Associate Vice-President Kahn, in her report to Senate, referred to reviews of the policy and to things that might need to be incorporated. He asked if there was already an existing process for review, and, if so, how would it be incorporated into Mr. Gray's motion

Dr. Birch explained that when the existing policy was adopted by the Board there was an agreement that there would be a preliminary review six months after its implementation, which was reflected in the report circulated. It was further agreed that there would be consideration of potential revision of policy and procedures twelve months after its application. He stated that the primary consultative committee for that process would be the President's Advisory Committee on Equity, Harassment and Discrimination which deals in an ongoing way with these matters.

Dr. Birch thought that the committee would welcome the input of an appropriate Senate committee but suggested that it would be premature to refer it until the completion of the twelve month review. Dr. Birch also suggested that the matter be referred to the Senate Committee on Academic Policy rather than to an *ad hoc* committee.

Dr. Autor spoke in support of the motion and its referral to the Senate Academic Policy Committee. She said that the policy clearly has academic implications, and that Senate, as the body that is responsible for academic policy in this institution, should be part of this process.

Dr. Gray *Dr. Shearer*	}	*That the Policy on Discrimination and Harassment be referred to the Senate Committee on Academic Policy.*

In response to a query by Mr. Khan, President Strangway stated that seemed to be some perception that the recent events had something to do with policy whereas in fact the policy came into force much later.

The motion was put and carried.

Chair's remarks and related questions

President Strangway said that the issue just dealt with had been tumultuous and that there would be long term reflections. President Strangway referred to a major conference being organized by UBC on the questions of academic freedom and freedom from discrimination and harassment stating that these were these issues that needed to be debated in a very open manner. He hoped members of Senate would have a chance to participate in the conference which is scheduled to take place some time next year.

Reports of Committees of Senate

ADMISSIONS COMMITTEE

Pan-Canadian Protocol on the Transferability of University Credits

It was stated in the material circulated that the Senate Admissions Committee had

reviewed carefully the provisions of the Pan-Canadian Protocol on the Transferability of University Credits, as well as a letter to President Strangway from the Honourable Dan Miller asking for UBC's co-operation in the implementation of the protocol. The committee's advice is that the President should inform the Minister and AUCC that UBC's policy and practice with respect to the transfer of credit from other post-secondary institutions in Canada conform to both the goals and specifics of the protocol. UBC grants full credit for the first two years of university study, subject to the following provisions of the protocol:

1. the transfer student is deemed admissible and has been presented with an offer of admission;
2. the transfer student has achieved a passing grade in his/her course(s) and has obtained grade levels that would normally be required from continuing students; and
3. the credits earned are related to the program of study in which the transfer student will register, or, the credits can be counted as electives for the program of study.

Dr. Will, chair of the committee, explained that the initiative for this protocol came from Universities in Ontario where transferability between universities is less well defined than in B.C., and transfer between colleges universities in most academic programs is virtually non-existent. Dr. Will stated that the protocol more or less reflects what UBC has been doing for a decade and UBC would therefore have no problem associating with the program.

BUDGET COMMITTEE

Dr. Isaacson, chair of the committee, spoke briefly to the following report which had been circulated for information:

Preamble

An important component of the Senate Budget Committee's work relates to a consideration of the President's annual budget strategy. This activity takes place each year shortly after its report to Senate in May. Because of this timing, the committee has agreed that it would report on this particular matter to Senate early each Fall.

The President's 1995/96 Budget

A description of the President's 1995/96 Budget will be provided in the 1995/96 Budget and Planning Narrative, which will be available in early November, 1995. The overall budget reflects the following separate funds: General Purpose Operating Fund; Sponsored Research; Special Purpose; Ancillary; and Capital. This separation of funds is consistent with the designated purposes of the various categories of income. The General Purpose Operating Fund (GPOF) is now further subdivided into Core GPOF, Non-Core GPOF, and Continuing Studies. The principal income items of the Core GPOF are the provincial grant and tuition; and the principal expense items are salaries and benefits.

The provincial operating grant for 1994/95 provided no increase for salaries, except for pay equity. In order to achieve a balanced budget, salary increases have been funded through reallocations which correspond to recurring reductions in the 1995/96 budget of about $4.7 million. These entail substantial reductions in operations across the University.

Final Committee Motion of the President's 1995/96 Budget

Presentations to the Committee were made by the President and Vice-Presidents during a series of three meetings in June and July, 1995. Each presentation related to the relevant section of the draft 1995/96 Budget and Planning Narrative that had been distributed earlier to committee members. During the presentations, the committee discussed various aspects of the draft material and provided related comments and suggestions.

On July 4, 1995, after the completion of these presentations and the discussion, the committee unanimously passed the following motion which is to be published in the 1995/96 Budget and Planning Narrative:

The Senate Budget Committee endorses the President's 1995/96 budget strategy with the following observations:

1. The committee cautions against too optimistic a view of the University's financial situation, and it should be recognized that the 1995/96 budget will have a serious impact on many parts of the University. The accommodation of the Faculty salary agreement has been managed as well as possible under the circumstances.

2. In the light of long-term fiscal uncertainties, the committee is pleased that the President is initiating the development of alternative fiscal projections for the University. The development of such mid- and long-term scenarios, taking account of salary considerations, should precede next year's budget process.
3. The committee welcomes the progress made on distinguishing between various categories of income, and encourages the President to develop more fully the budgets and guidelines for funds outside the Core General Purpose Operating Fund.
4. The committee notes that the increased and planned expenditures relating to the Outstanding Student Initiative represent significant commitments. It would appreciate receiving reports on the Initiative during each of the next three years so that it may examine the effectiveness of the corresponding expenditures.

CONTINUING STUDIES

Review of Continuing Education at UBC April 1994-March 31, 1995

Dr. Vanderstoep, chair of the committee, spoke briefly to the report which had been submitted to Senate for information by Dr. Walter Uegama, Associate Vice President, Continuing Studies. Dr. Vanderstoep stated the report contained an excellent overview of continuing education activities in various parts of the university and of the services available to both Canadian and international communities. He hoped that the report would encourage members of the university community to explore further ideas with the Associate Vice President of Continuing Studies as to what might be done in their units. He felt sure that after reading the report members of Senate would have a greater appreciation of the kinds of activities that are carried out under the banner of continuing studies.

Dr. Vanderstoep
Dr. Uegama } *That the report be received.*

Carried.

COMMITTEE ON STUDENT AWARDS (SEE APPENDIX)

In presenting the report, Dr. Cook, on behalf of the committee, expressed thanks and appreciation to Mr. Gellatly, Vice President of Administration and Finance, and to the President's Office, for the inclusion of all endowed scholarships, awards, bursaries and fellowships in this year's budget report .

Dr. Cook noted that there was a change to the award terms for the B.C. Recreation and Parks Association Prize, and that there were 28 new awards. Dr. Cook drew attention to three of those awards. First, the William and Dorothy Gilbert Scholarship in Bio-Medical Sciences in the amount of $2,000, sponsored by a junior faculty member and his wife, who is a graduate student. Second, the Marilyn Hunnings Memorial Scholarship in Education in the amount of $9,400. Marilyn Hunnings was a UBC Arts graduate, did her teacher education in the Faculty of Education at UBC, and taught secondary mathematics in Victoria and Vancouver at a time when there were very few female senior secondary mathematics teachers. Marilyn Hunnings also was an athlete of note in British Columbia in Badminton, and she contributed nationally and internationally with the Canadian Volleyball Association as a senior Board member. Third, the M. Dorothy Mawdsley Bursary in the amount of $19,800. Dr. Cook stated that many UBC alumni, including herself, fondly remember Dorothy Mawdsley who was referred to by many women in the province, right to her death, as "the Dean".

President Strangway drew attention to the Namkoong Family Fellowship in Forest Sciences in the amount of $10,000, stating that Dr. Namkoong, a faculty member at UBC, and winner of the prestigious Wallenberg prize awarded by the King of Sweden, had donated the prize to UBC.

Dr. Cook
Professor Reid } *That the awards (listed in the Appendix) be accepted and forwarded to the Board of Governors for approval and that letters of thanks be sent to the donors.*

Carried.

Faculty of Graduate Studies

REPORT ON GRADUATE STUDENT EXPERIENCE AT UBC: AN ASSESSMENT

Dean Grace informed Senate that the report, which had been circulated for information, was the result of a survey conducted in the Spring of 1994 by Dr. Neil Guppy of the Department of Anthropology and Sociology. He said that a number of issues had emerged, some of them relating to matters that had been discussed recently. Campus security came out very strongly as a real concern, particulary with women but also with many men, and counselling was also identified as an area of concern to graduate students. He stated that there were relatively few differences by discipline, which in itself was interesting, except in the area of resources. Dean Grace stated that there were really profound differences in the area of resources, with the humanities and performing creative arts low on the list, social sciences next, biological sciences and medicine and then applied sciences receiving the most with respect to both financial support and non financial support such as access to fax machines, xeroxing, desk and office space. He stated that in some cases there were quite marked gender differences with women almost always being on the disadvantaged side which was certainly a cause for considerable concern, and there were some differences that come out with respect to visible minorities and persons with disabilities.

Dean Grace said that the data should be of concern to everyone and hoped that departments would debate the important issues identified in the report.

Ms. Dzerowicz referred to the issue of campus safety and asked what action was being taken.

Dean Grace responded that copies of the report had been sent to the Parking and Security Department on campus, and asked the Registrar to elaborate. Dr. Spencer stated, in his capacity as Director of Student Services, that the issue of campus safety and the concerns of students, particularly women students, are taken very seriously. He said that a number of different bodies were concerned about this matter, one being the Campus Advisory Board on Student Development, sponsored by Dr. Maria Klawe, Vice President of Student and Academic Affairs, others being the Women Students' Office and the Alma Mater Society. The University has appointed Ms. Meg Gaily as Personal Security Coordinator in the Health, Safety and Environment Department.

In response to the question about what action was being taken, Dr. Spencer stated that a significant improvement had been made to the lighting on campus over the past twelve months. He noted also that the Alma Mater Society has a "safewalk" program for escorting students who are concerned about their safety after dark, and that Parking and Security Services runs a campus security bus service which will pick people up at various points and transport them in the evening and can provide safe escort and transportation at other times. Dr. Spencer said that although the problem was relatively easy to see, it was difficult to define and very difficult to solve. He also noted that while safety and concerns about safety are issues that must be taken very seriously, statistics show that the UBC campus is a relatively safe place.

As President of the Academic Women's Association, Dr. Grace assured Ms. Dzerowicz that this issue would be raised at a joint meeting with the President's Office in the spring, as it had been over the past several years. She stated that this is an issue that members of the AWA take very seriously indeed and that it applies as much pressure and presents as many suggestions for solutions as it possibly can. Dr. Grace said that the AWA is one of the groups pushing hard for reform in this area and that it will keep pressing for safety on campus for all students, staff and faculty.

Vice President Birch stated that as the issue had been raised in Senate, it was important that a report be brought to Senate on the initiatives that have been taken and will be taken. He said that there had been an ongoing dialogue between a whole variety of groups on campus for the past four or five years and that a very large number of initiatives had been taken, including pilot programs, testing alternative approaches to lighting, the establishment of emergency telephones etc. However, rather than seeking to dredge these initiatives up from recall, or speaking about the concerns as if we were collectively pushing on some intransigent bodythat is not responding, Vice President Birch suggested that it would be useful to bring a report to Senate for information.

Ms. Shirley Chan, Vice Chair of the Board of Governors, informed Senate that a meeting on "Safety on Campus" was being held by the AMS between Maria Klawe and others on October 27th at 12.30 p.m. in the Student Union Building and suggested that it might be a useful meeting to attend in that there may be an opportunity to discuss ways in which people would feel more comfortable on campus at night.

A student senator informed Senate that the AMS was currently working on a project that would involve students walking round the campus at night to survey the different parts of campus, to note the problems, and to make suggestions with regard to action that can be taken.

Mr. Boritz noted that report confirmed that campus safety was an issue for men as well as women.

Dr. Thorne pointed out that while men and women both have concerns about safety on campus, women are consistently and persistently concerned about safety and she felt that it was a very important working environment issue which ought to be taken very seriously.

Mr. Lim concurred that the issue affects many women. However, he felt that there was almost reverse discrimination in that there had been complaints that some male students, when they complain to Parking and Security, for example, are not taken seriously. Mr. Lim requested that it be recorded that regardless of gender, race, or sexual orientation, this is an issue that effects everyone.

Faculty of Science

DEPARTMENT OF EARTH AND OCEAN SCIENCES

Dean McBride presented a proposal that the Departments of Geological Sciences and Oceanography, and the Geophysics section of Geophysics and Astronomy, be merged into a new single department named the Department of Earth and Ocean Sciences.

Dean McBride
Dr. Richer } *That the Departments of Geological Sciences and Oceanography, and the Geophysics section of Geophysics and Astronomy, be merged into a new single department named the Department of Earth and Ocean Sciences.*

Dean McBride explained that this was the culmination of many years of discussion and that the proposal received almost unanimous approval in the Faculty of Science. He thought that it was an exciting opportunity to bring together these disciplines which study the earth and the ocean in a way which would create some wonderful opportunities in teaching and curriculum, and would facilitate research interactions that might not occur otherwise.

The motion was put and carried.

GEOPHYSICS AND ASTRONOMY

Dean McBride presented a proposal that, at the time of dissolution of the Geophysics and Astronomy Department, the Astronomy group within that department merge with the Physics Department to form the Department of Physics and Astronomy.

Dean McBride
Mr. Khan } *That, at the time of dissolution of the Geophysics and Astronomy Department, the Astronomy group within that department merge with the Physics Department to form the Department of Physics and Astronomy.*

Dean McBride stated that the merger made good academic sense and that it brings together academically related sub-disciplines of optical astronomy, radio astronomy, astrophysics and cosmology.

Dean McBride stated that the proposal would result in bringing together very strong links that would become even stronger in these new relationships. The merger of the Astronomers with the Physicists does create a number of problems, the most important being how and where they are housed. Clearly they should be housed within the Physics Department but there simply is not any suitable space but there will be space available in the Hennings building in the very near future. However, the space was not really suitable for the astronomers so there is an urgent need for renovation of those facilities. Consequently, Dean McBride asked that the following statement be read into the minutes of Senate:

> "It is understood that the completion of this merger is subject to the resolution of the fiscal and administrative issues arising from the recommendations of the Report of the Committee to Study the Possible Unification of Astronomy and Physics chaired by Associate Dean David Measday."

The motion was put and carried.

Establishment of a Presidential Search Committee

Ms. Shirley Chan, Vice Chair of the Board of Governors, informed Senate that the Board of Governors, at its meeting of July 20, 1995, approved the following Principles of a Presidential Search Committee and Terms of Reference, which, under section 27 (e) of the *University Act*, require Senate approval.

Principles of Presidential Search Committee

For the selection of the President of the University, a Search Committee for the Selection of Presidential Candidates shall be established in accordance with the following principles:

MRCC Terms of Reference

The University of British Columbia's Board of Governors under the *University Act*, has the power to appoint the President. The Board has empowered the Management Resources Compensation Committee (MRCC) with the responsibility "to recommend criteria for selection of the President; recommend terms of reference and organizational structure of the Presidential Selection Committee; and to oversee Presidential Selection Committee through the process."

Search Committee Composition

Noting that the average size of a Search Committee is from 10-20 members (Western 10; Winnipeg 15; Alberta 16; Calgary 14; Saskatchewan 12; Manitoba 19; Queens 20), it is recommended the Search Committee will be 19 (including the Chair).

The Committee shall be composed of a Chair, appointed by the Board of Governors:

a) Three external members of the Board of Governors (includes at least one member of MRCC)*

b) Two members of the Senate, to be elected by Senate;

c) Three members of faculty, to be elected by the Joint Faculties;

d) Two deans, to be chosen by the Committee of Deans;

e) Three students, two undergraduate to be chosen by Students' Council; and one graduate student to be chosen by the Graduate Students' Association;

f) Two members of the Alumni Association to be appointed by the Board of Management of the Alumni Association;

g) President of the Faculty Association*

h) Two members of the non-academic Administration and Support staff, one appointed by the Union and one by M & P Group.

*If a member of the Search Committee ceases to be a member of the estate from which he or she was appointed, the MRCC shall determine whether he or she should continue on the Committee. If there is a vacancy on the Search Committee, it shall be filled by the MRCC Committee.

Time Lines

July 1995	MRCC Committee review and revise terms of reference of presidential search committee
August-October 1995	Consultant hired to conduct institutional profile
November 1995	Consultant's report to Board
November-January 1996	Initiate the creation of the Presidential Search Committee
January 31, 1996	Presidential Search Committee established
January-March 1996	Presidential Search Committee establishes criteria for selection of new president

March-November 1996	Search completed
January 1997	Presidential recommendation to Board from; Search Committee

Institutional Profile

The Search Committee will review the Institutional Profile submitted by the Consultant (to MRCC) to establish profile of new President.

Orientation

MRCC recommends a thorough orientation session for all members of Search Committee to establish expectation and responsibilities of the individual on the Committee and the Committee as a whole.

The Search

The Search Committee will have overall responsibility for the search and recruitment of candidates. The Management Resources and Compensation Committee (MRCC) concluded that the Search Committee would benefit from the assistance of a Search Consultant, the approach now used at virtually all universities. The MRCC will request proposals from Search Consultants and short list to three for consideration by Search Committee.

The Criteria

The Search Committee should be responsible for determining the criteria to be used in evaluating candidates. The MRCC recommends the Search Committee facilitate meetings with stakeholders and an open forum to assist in developing criteria to evaluate candidates. The Search Committee should present its criteria for the consideration and approval of the Board.

Procedures

The Search Committee should develop its own procedures on the understanding that proceedings and transactions shall be conducted in confidence. It will be important for the Board to be regularly informed on the progress which the Search Committee is making. The Chair of the Committee should, therefore, make a report to the Board at each Board meeting on the understanding that such reports will be made in general terms only, given the sensitivity and confidentiality of the Committee's work.

Recommendations

The Search Committee should be asked to identify, during its deliberations, no more than three candidates in order of preference and if, for some reason, the Board does not approve the Search Committee's recommendation, then the Committee would be asked to submit its next choice.

Terms

In consultation with Search Consultant, the MRCC will establish contract parameters and compensation of potential candidates. The Search Committee should not have the responsibility of discussing contract provisions with candidates. The Chair of the Search Committee would review these parameters with all individuals on the short list prior to interviews. If it seemed clear a candidate could not accept the general parameters, then there would be no reason to interview. The final negotiations for a contract would be the responsibility of the MRCC reporting fully to the Board.

Confidentiality of Proceedings

It is a condition of membership of the Committee that its deliberations and all matters pertaining to its proceedings will be treated as being confidential. Acceptance of membership constitutes an undertaking to adhere strictly to this condition.

Terms of Reference

That the following be the terms of reference of the 19 member Search Committee for the Selection of a President:

a) To review the institutional profile presented by the Management Resources Compensation Committee (MRCC).

b) The Secretary of the Board of Governors shall be the Secretary of the Search Committee.

c) To co-ordinate the search and recruitment of candidates, to receive nominations, to analyze the suitability of candidates, to interview candidates. The Search Consultant selected by the Committee, will assist the Committee with the above.

d) To develop, following consultation with the University community, the criteria to be used by the Committee to evaluate candidates, and to report the criteria to the Board for approval.

e) To set up its own procedures on the understanding that the search will be a confidential search.

f) To report, in general terms, to each Board Meeting (during selection process) on the progress of the Committee.

g) To develop a "short list" of no more than three candidates in order of preference and to submit the Committee's first preference to the Board for review and approval.

h) To submit its recommendation to the Board no later than November 1, 1996.

Ms. Chan outlined some of the changes to the principles approved by Senate in December 1981, namely that the Chair would be chosen by the Board of Governors and that the size of the committee had been reduced from 24 to 19. Also, an additional member of the non-academic Administration and Support staff had been included so that there would be both a union and an M & P representative on the committee. Ms. Chan explained that under the new terms of reference the search committee will report to the Management Resources Compensation Committee (MRCC) of the Board of Governors.

Ms. Lica Chui suggested that more students be involved in the process and requested that the number of student members on the search committee be increased. Ms. Chui drew attention to the elimination from the membership of a member of the executive of the Alma Mater Society and suggested that this category should be reinstated.

Ms. Chan responded that there was opportunity for students to be elected by Senate, and noted that two undergraduate students are to be chosen by the Students' Council and one graduate student to be chosen by the Graduate Students' Association.

Dr. Will stated that he was in favour of reducing the size of the committee for operational reasons.

Dr. Shearer
Mr. Banfield } *That Senate approve the recommendation of the Board of Governors that a Presidential Search Committee be established in accordance with the principles and terms of reference approved by the Board of Governors at its meeting of July 20, 1995.*

Dr. Gilbert drew attention to the statement that the MRCC will request proposals from Search Consultants and short list to three for consideration by the Search Committee. He

said that it appeared that most of the search was to be done by the consultants in conjunction with the MRCC and asked if the parameters or the search were to be set by the committee, or the MRCC, or the Search Consultants.

Ms. Chan responded that the Search Committee will be responsible for determining the criteria to be used in evaluating candidates. She explained that the MRCC and the Board was really concerned about not having the Search Consultants take on too much responsibility or take the lead and felt that it was important that that would remain with the Search Committee so there is certainly no intent to reduce the authority or the responsibility of the Search Committee. That is why we stated that the committee will be assisted by the Search Consultants. The MRCC will be short-listing the consultant group and then it will be up to the search committee to select the consultant but it doesn't change who is responsible for setting the criteria and who has responsibility for conducting the search and the approval.

In response to a query by Dr. Autor, Ms. Chan explained that the composition of the Management Resources Compensation Committee includes the Chair of the Board of Governors, Vice Chair of the Board Shirley Chan, Internal Vice Chair of the Board Dr. William R. Cullen, Mr. Michael T. Partridge, Alumni representative on the Board, and Mr. Thomas R. Berger.

Mrs. Margaret Price, Professional Librarian representative on Senate, pointed out that Professional Librarians were not represented on the Search Committee, and were not eligible to be selected under any of the categories listed.

Ms. Chan responded that the Board had chosen a similar composition to that used for the previous Presidential Search Committee.

Dean Hollenberg noted that the search for a President was to be conducted in confidence and that consequently there would not be an opportunity to meet with the candidates. He questioned this procedure since this was not the practice in searches for Vice Presidents.

Dr. Will stated that this had been the procedure in previous searches for Presidents because many candidates did not wish to have their candidacy known. While he appreciated that there was some merit in being able to obtain information about how applicants operate in their current positions, there was also the possibility that good candidates would withdraw if the proceedings were not conducted in confidence.

Dean Meisen stated that it was very difficult to maintain confidentiality and urged the committee to reconsider the issue of confidentiality early in the process so that prospective candidates can be advised if a change is made in this respect.

Vice President Birch spoke in favour of the proceedings being conducted in confidence, stating that often very good candidates withdraw their candidacy when the proceedings are open.

In amendment:

Ms. Chui
Dr. Richer } *That the number of student representatives on the Search Committee be increased to four.*

Following a brief discussion, the amendment was put and lost.

The motion was put and carried.

Report of the Tributes Committee (in camera)

EMERITUS STATUS

Dean McBride, chair of the committee, presented a report recommending that the following be offered emeritus status:

- Mr. Robert T. Franson - Associate Professor Emeritus of Law
- Dr. Z. A. Melzak - Professor Emeritus of Mathematics

Dean McBride
Mr. Banfield } *That the recommendations of the Tributes Committee concerning emeritus status be approved.*

Carried.

HONORARY LL.B DEGREE

Dean McBride informed Senate that Willa Enid Ross had been omitted from the list of those invited to accept honorary LL.B. degrees at the ceremonies to celebrate the 50th anniversary of the UBC Faculty of Law.

Dean McBride
Mr. Banfield } *That Willa Enid Ross be added to the list of Honorary LL.B. degree recipients.*

Carried.

Adjournment

The meeting adjourned at 9.15 p.m.

Next meeting

The next regular meeting of Senate will be held on Wednesday, November 15, 1995.

Appendix

AWARDS RECOMMENDED TO SENATE

William Donald Mills AGNEW Memorial Bursary - Bursaries to a total of $1,275 have been endowed through a bequest from Doris Kinloch Agnew in memory of her husband William Donald Mills Agnew. The award is offered to students who are paraplegic or quadriplegic. Applications are available from the Office of Awards and Financial Aid and the Disability Resource Centre. ($950 Available 1995/96 Winter Session.)

Catherine BERRIS Associates Inc. Bursary - A bursary of $500 is offered by Catherine Berris Associates Inc. to a student in the Landscape Architecture Program. (Available 1995/96 Winter Session.)

University of B. C. Pharmaceutical Sciences 1991/1992 Class Act Bursary - A bursary of $500 has been endowed by the Pharmaceutical Sciences Graduating Class of 1992, and is offered to an undergraduate student in the Faculty of Pharmaceutical Sciences. (Available 1995/96 Winter Session.)

Merv and Mardi BOUCHER Scholarship and Bursary - Scholarships and bursaries to a total of $22,000 have been endowed through a bequest from Mardi Boucher. ($18,800 Available 1995/96 Winter Session.)

Lawrence J. BOWLES Memorial Bursary - A bursary of $300 is offered by Dr. David M. Thompson, Inc. in memory of Dr. Lawrence J. Bowles. The award is offered to a fourth year student in Medicine with an interest in psychiatry. (Available 1995/96 Winter Session.)

Mairi Grant CAMPBELL Fellowship in English Literature - A fellowship of $18,000 has been endowed by Patrick David Campbell B.A.Sc. 1947 and Alastair Grant Campbell, B.A.Sc. 1945 in memory of their parents Mairi and Thomas Campbell. The award is offered to a graduate student in English Literature, and is made on the recommendation of the Department of English in consultation with the Faculty of Graduate Studies. ($13,500 Available 1995/96 Winter Session.)

CANADIAN Yugoslav Community Association Bursary - A bursary of $600 has been endowed by the Canadian Yugoslav Community Association and is offered to a undergraduate student in the Faculty of Education. ($450 Available 1995/96 Winter Session.)

Brian K. de P. CHANCE Memorial Scholarship in Animal Science - A scholarship of $1,250 has been endowed by family, friends and colleagues in memory of Brian Chance, former manager of the Douglas Lake Cattle Company. The award is offered to a third or fourth year undergraduate student in Animal Science, with preference given to students pursuing the study and breeding of beef cattle. The award is made on the recommendation of the Faculty of Agricultural Sciences. (Available 1995/96 Winter Session.)

CHIEN'S Cultural Foundation Bursary - A bursary of $660, endowed by the Chien's Cultural Foundation, is offered to a student in Political Science or Economics. ($495 Available 1995/96 Winter Session.)

Gilean DOUGLAS Scholarship in English - Scholarships to a total of $12,800 have been endowed through a bequest from Gilean Joan Coldham Douglas for students in English. The award is made on the recommendation of the Department of English, and in the case of graduate students, in consultation with the Faculty of Graduate Studies. ($10,900 Available 1995/96 Winter Session.)

Leonard St. M. DUMOULIN Q.C. Memorial Bursary in Law -A bursary of $450 has been endowed by family and friends in memory of Leonard St. M. DuMoulin, Q.C. The award is offered to an undergraduate student in the Faculty of Law. ($300 Available 1995/96 Winter Session.)

Joan FLYNN Memorial Bursary in Social Work - A bursary of $350 has been endowed in memory of Joan Flynn by her family and is offered to a student in the School of Social Work. Preference may be given to mature single parents. ($270 Available 1995/96 Winter Session.)

William and Dorothy GILBERT Scholarship in Bio-Medical Sciences -A scholarship of $2,000 has been established by Mary Gilbert and Dr. Terrance Snutch in honour of William and Dorothy Gilbert. The award is offered to a Ph.D. student in the Biotechnology Laboratory, and is made on the recommendation of the Biotechnology Laboratory Graduate Student Awards Committee in consultation with the Faculty of Graduate Studies. (Available 1995/96 Winter Session.)

GLENAYRE Scholarship in Electrical Engineering - Two scholarships of $1,500 each are offered to undergraduate students in the Department of Electrical Engineering in the area of telecommunication engineering. The awards are made on the recommendation of the Faculty of Applied Science. (Available 1995/96 Winter Session.)

GOEL Graduate Scholarship in Indian Studies - A $5,000 scholarship is offered by Dr. and Mrs. D. P. Goel to a graduate student pursuing the political, historical, economic, religious, social, or cultural study of India. The award is made on the recommendation of the Faculty of Graduate Studies. (Available 1995/96 Winter Session.)

Marilyn HUNNINGS Memorial Scholarship in Education - Scholarships to a total of $9,400 have been endowed in memory of Marilyn Hunnings. The award is offered to undergraduate students in Education and is made on the recommendation of the Faculty. ($5,175 Available 1995/96 Winter Session.)

Mary and David MACAREE Fellowship - A fellowship of $15,000 has been established by Mary and David Macaree for a graduate student in Agricultural Sciences or Forestry whose thesis research is relevant to the sustainability of agricultural or forest resource ecosystems. The award is made on the recommendation of the Faculty of Agricultural Sciences or the Faculty of Forestry in consultation with the Faculty of Graduate Studies. The award alternates between the Faculties of Agricultural Science and Forestry on a two year basis beginning in 1995 with the Faculty of Agricultural Sciences. (Available 1995/96 Winter Session.)

Thomas and Marguerite MACKAY Memorial Scholarship and Fellowship - Scholarships and fellowships to a total of $60,000 have been endowed through a bequest from Marguerite MacKay and are offered to students enrolled in programs in geology or geophysics. The awards are made on the recommendation of the Faculty of Science and, in the case of graduate students, in consultation with the Faculty of Graduate Studies. (Available 1995/96 Winter Session.)

P. Gerald MARRA Scholarship - Scholarships to a total of $10,000 have been endowed by P. Gerald Marra and the Friends of UBC, Inc. The award is offered to women in the Faculty of Medicine and is made on the recommendation of the Dean of Medicine. (Available 1995/96 Winter Session.)

M. Dorothy MAWDSLEY Bursary - Bursaries to a total of $19,800 have been endowed through a bequest from Dr. Mary Dorothy Mawdsley, second Dean of Women Studies (1941-1959) at UBC. The award is offered to female students in graduate programs. (Available 1995/96 Winter Session.)

NAMKOONG Family Fellowship in Forest Sciences - A fellowship of $10,000 has been endowed by Dr. Gene Namkoong and his family for a graduate student in the Department of Forest Sciences studying sustainability and conservations of forests. The award is made on the recommendation of the Faculty of Forestry in consultation with the Faculty of Graduate Studies. ($8000 Available 1995/96 Winter Session.)

William John SPLAN Scholarship in Forestry - Scholarships to a total of $17,500 have been endowed through a bequest from Ardath Frances Splan. The award is offered to third or fourth year undergraduate students in Forest Science or Forest Resources Management, and is made on the recommendation of the Faculty of Forestry. ($13,275 Available 1995/96 Winter Session.)

Paul Robert STEINER Memorial Scholarship in Wood Science - A $1,700 scholarship has been endowed by friends and faculty members in the Department of Wood Science in memory of Paul Robert Steiner. The award is offered to the top second or third year undergraduate student in the Wood Science program, and is made on the recommendation of the Faculty of Forestry. ($1,250 Available 1995/96 Winter Session.)

Ken STRAUSS Memorial Scholarship in Civil Engineering - A scholarship of $1,200 has been endowed by family, friends, and colleagues in memory of Ken Strauss. The award is offered to a student in Civil Engineering in the Faculty of Applied Science and is made on the recommendation of the Faculty and, in the case of graduate students, in consultation with the Faculty of Graduate Studies. ($990 Available 1995/96 Winter Session.)

Victoria Herman VAN DINE Scholarship in Medicine - Scholarships to a total of $6,600 have been endowed through a bequest from Victoria Herman Van Dine. The award is offered to medical students, and is made on the recommendation of the Faculty of Medicine. ($5,530 Available 1995/96 Winter Session.)

Dr. Christopher WESTERMAN Memorial Scholarship - A scholarship of $1,200 has been endowed by friends and colleagues in memory of Dr. Christopher Westerman. The award is offered to an undergraduate student in geology in the Faculty of Science, and is made on the recommendation of the Faculty. ($995 Available 1995/96 Winter Session.)

CHANGE OF AWARD TERMS

The proposed amendment to the award is as follows:

0117 B. C. Recreation and Parks Association Prize - A prize of $300, a gift of the BCRPA, is awarded to the top student in the graduating class. The prize alternates between the Leisure and Sports Management program, B.H.K. degree and the Landscape Architecture program, B.L.A. degree, beginning with the Landscape Architecture program in 1995. The award is made on recommendation of the program department. (Available 1995/96 Winter Session.)