

UNIVERSITY OF TORONTO
THE GOVERNING COUNCIL
REPORT NUMBER 135 OF THE ACADEMIC BOARD

May 5, 2005

To the Governing Council
University of Toronto

Your Board reports that it held a meeting on Thursday, May 5, 2005 at 4:10 p.m. in the Council Chamber, Simcoe Hall. In this report, item 4, is recommended to the Executive Committee for confirmation, and the remaining items are reported for information.

Present:

Professor W. Raymond
Cummins, Chair
Professor Brian Corman, Vice-
Chair
The Honourable Frank
Iacobucci, Interim President
Professor David Naylor,
President-designate
Professor Vivek Goel, Vice-
President and Provost
Professor John R.G. Challis,
Vice-President, Research and
Associate Provost
Professor Ronald Venter, Vice-
Provost, Space and Facilities
Planning
Professor S. Zaky, Vice-Provost,
Planning and Budget
Professor Rona Abramovitch
Mr. Syed W. Ahmed
Professor Stewart Aitchison
Professor Gage Averill
Professor James Barber
Professor Mary Beattie
Professor Clare Beghtol
Professor Donald Brean
Mr. Blake Chapman
Professor Mary L. Chipman
Ms Maple Chong
Professor David Clandfield
Professor David Cook

Absent:

Professor Derek Allen
Ms Holly Andrews-Taylor
Professor Sidney Aster
Professor George Baird
Dr. Mary Barrie
Ms Janice Bayani

Professor Frank Cunningham
Professor Raisa B. Deber
Professor Donald N. Dewees
Professor Diane Doran
Professor Robin Elliott
Dr. Inez. Elliston
Professor Guy Faulkner
Dr. Shari Graham Fell
Professor Faith E. Fich
Professor Steven T. Fong
Mr. Sean Forbes
Professor John J. Furedy
Professor Jane Gaskell
Ms Bonnie Goldberg
Professor Avrum Gotlieb
Professor Hugh Gunz
Professor Wayne Hindmarsh
Ms Bonnie Horne
Mr. Senai Iman
Professor Yuki Mayumi Johnson
Professor Ronald H. Kluger
Professor Christina Kramer
Ms Lesley Ann Lavack
Professor James Lepock
Professor John F. MacDonald
Professor Diane Massam
Professor M. Marrus
Ms Vera Melnyk
Professor Cheryl Misak
Professor David Mock
Professor Susan Pfeiffer

Professor Jenny Jenkins
Professor Bruce Kidd
Dr. Joel A. Kirsh
Professor Robert Lewis
Professor Lori Loeb
Mr. William R.J. Lumsden

Professor Cheryl Regehr
Professor James A. Reilly
Professor Robert Reisz
Professor Richard Reznick
Ms Marvi H. Ricker
Professor Pekka Sinervo
Professor John Scherk
Professor Gareth Seaward
Professor Anthony N. Sinclair
Professor J. J. Berry Smith
Miss Maureen J. Somerville
Professor Dennis Thiessen
Mr. Leo Trottier
Ms Oriel Varga
Professor Judy Watt-Watson
Professor Melissa S. Williams
Dr. Cindy Woodland

Non-voting Assessors:

Professor D. Farrar, Deputy
Provost and Vice-Provost,
Students

Secretariat:

Mr. Andrew Drummond
Ms Cristina Oke, Secretary

In Attendance:

Ms. Sheree Drummond, Assistant
Provost
Dr. Beata FitzPatrick, Assistant
Vice-President and Director,
Office of the President
Ms. Helen Lasthiotakis, Director,
Policy and Planning, Office of
the Vice-President and Provost
Mrs. Judy Snow, Deputy Chief
Librarian, University of Toronto
Libraries

Absent: (cont'd)

| | |
|---------------------------------|------------------------------------|
| Professor Terry Blake | Mr. Joseph Mapa |
| Mr. Mark S. Bonham | Professor Roger L. Martin |
| Ms Lisa E. Boyes | Ms Susan C. McDonald |
| Professor Rorke Bryan | Professor Mark McGowan |
| Professor Ragnar Buchweitz | Professor John R. Miron |
| Professor Philip H. Byer | Mr. Raza M. Mirza |
| Mr. Bruce G. Cameron | Ms Carole Moore |
| Mr. Shaun Chen | Professor Mariel O'Neill-Karch |
| Professor Sujit Choudhry | Professor Paul Perron |
| Professor George Elliott Clarke | Mr. Kedar Patil |
| Professor Luc F. De Nil | Mr. Andrew Pinto |
| Professor Miriam Diamond | Ms Salma Rawof |
| Professor James Donaldson | Dr. Jay Rosenfield |
| Mr. John Fraser | Professor Brian Cantwell Smith |
| Professor Eric Freeman | Professor Lisa Steele |
| Professor Anthony A. Haasz | Ms Arjuna Thaskaran |
| Ms Leigh Honeywell | Professor Tas Venetsanopoulos |
| Professor Michael Hutcheon | Professor Rinaldo Wayne Walcott |

Add to Agenda

With members' permission, the appointment of University Professors was added to the agenda as item 13.

1. Report of the Previous Meeting

The Chair reported that no corrections had been brought to the attention of the secretary. Report Number 134 of the meeting held on April 7, 2005, was approved.

Later in the meeting, a member who had arrived after consideration of the report of the previous meeting requested that the report be amended as follows:

Item 13 (d) 1 – Employment Equity Report 2004

He noted that equity and diversity were hard to define, but noted that merit might not reflect diversity exactly. He cited the example of the *Numerus Clausus* case in Hungary in the 1920s, which permitted discrimination against Jewish students in the name of maintaining appropriate diversity.

be replaced by

He noted that, as currently employed, terms like “equity” and “diversity” were hard to define, but that a central tenet of these “diversification” policies is the representational principle, namely that the proportions of so-called designated groups among the students and faculty need to be approximately the same as the proportions of those designated groups in the Canadian community. He cited, as an earlier example of the application of the representational principle, the *Numerus Clausus* law in Hungary in the 1920s, which mandated discrimination against Jewish students in the name of maintaining appropriate “diversity”.

The Chair referred the amendment to the Agenda Committee for consideration.

2. Business Arising Out of the Report

A member made the following notice of motion, arising from Item 13 (d) 1 – Employment Equity Report 2004 of Report Number 134:

Preamble:

Aboriginal and indigenous peoples have not been acknowledged for their own traditional Ecological Knowledges. Neither have Aboriginal/indigenous people's Knowledges been accredited within the Academy. In addition, the fact that the University of Toronto stands on Aboriginal land also has yet to be recognized.

Notice of Motion:

Given this inequity, BE IT RESOLVED

THAT the University of Toronto work towards ensuring the hiring of at least one Aboriginal and indigenous tenure stream position across all departments by the year 2010. Furthermore, that extensive support be provided for a campus wide network which encourages cross cultural issues as well as an Aboriginal/indigenous studies program at the graduate level.”

BE IT FURTHER RESOLVED

THAT the University of Toronto adopt Aboriginal and indigenous policies regarding the ethical conduct of research to ensure that the rights of Aboriginal or indigenous individuals and Aboriginal or indigenous communities as a whole are respected.

The member referred to Report Number 116 of the Agenda Committee (December 16, 2004) ¹ which included the responses she had received to her inquiry about ethics review procedures at the University. The Chair ruled a discussion of the ethics review out of order for this agenda item, and advised the member that she could raise this issue under Other Business later in the meeting.

3. Report Number 119 of the Agenda Committee (April 28, 2005)

The report was received for information. There were no questions.

4. School of Graduate Studies: Name Change of Centre for Industrial Relations

The Chair reminded members that the Academic Board approved name changes of academic units. The Executive Committee confirmed the Board's approval.

Professor Goel informed members that the Centre for Industrial Relations had requested to change its name to the Centre for Industrial Relations and Human Resources in order to better reflect the broad study of employment issues that characterized graduate teaching and research at the Centre.

A member asked whether the change in name reflected a change in emphasis in research. The Dean of Graduate Studies pointed out that point 7 of the documentation addressed

¹ <http://www.utoronto.ca/govcncl/bac/details/ac/2004-05/acr20041216.pdf>

4. School of Graduate Studies: Name Change of Centre for Industrial Relations (cont'd)

that question.² A member pointed out that the Centre was very highly rated and its work was regarded as being of great distinction.

Be it recommended for Executive Committee confirmation

THAT the name of the Centre for Industrial Relations become the Centre for Industrial Relations and Human Resources, effective July 2005.

Documentation is attached to this Report as Appendix "A".

5. Remarks by the President-designate

The Chair welcomed Professor David Naylor, President-designate of the University, to the meeting, and invited President Iacobucci to introduce Professor Naylor.

Introduction

President Iacobucci expressed his delight at the appointment of Professor Naylor as the fifteenth President of the University of Toronto. He noted Professor Naylor's excellent scholarly record and leadership accomplishments, and stated that Professor Naylor was well-positioned to lead the University to the next level of excellence. Professor Naylor embodied the values of the University, including intellectual integrity and academic independence. President Iacobucci pledged that he would do everything he could to ensure the success of Professor Naylor's presidency.

Members of the Board welcomed the President-designate with sustained applause.

Remarks from the President-designate

Professor Naylor thanked his colleagues for their support, and emphasized his gratitude at having the honour of serving the University. He reminded members of the diversity of talent within the University, the scope of its academic programs, and the comparative advantages enjoyed by the institution given its excellent students, dedicated staff and outstanding faculty members. He expressed his thanks to Professor Iacobucci for restoring stability and pride within the University community during his term as interim President.

Professor Naylor noted that the Academic Board exemplified collegial self-governance and indicated his respect for the historic role and ongoing essential function of the Board.

² Rationale: The reason for this request to change the name of the "Centre for Industrial Relations" to the "Centre for Industrial Relations and Human Resources" is to better reflect the broad study of employment issues in both union and non-union environments that has always characterized graduate teaching and research at the Centre for Industrial Relations. Although at the Centre we have always used a broad definition for the term Industrial Relations, to include both the study of labour relations in unionized environments and human resources in non-union environments, the problem is that many people now use the term industrial relations in the narrow sense of labour relations. This is the same reason that prompted the August 2004 change in the name of the Masters degree offered at the Centre from Master of Industrial Relations (MIR) to Master of Industrial Relations and Human Resources (MIRHR).

5. Remarks by the President-designate (cont'd)

He expressed his support for the academic planning process that was currently underway, and emphasized the importance of the five priorities of *Stepping UP*:

- (a) **Enhancing the Student Experience:** Meeting this key priority hinged in part on financial redress to improve faculty-to-student and staff-to-student ratios as well as enhanced physical facilities. His administration would be relentless in pursuing increased financing for postsecondary education.
- (b) **Interdisciplinary Activity:** The administration must facilitate interdisciplinary collaboration from a basis of strong disciplines.
- (c) **Linking Academic Programs to Research Experiences:** This was a core strength of the University, and most of its teaching programs could reasonably be expected to provide links to research.
- (d) **Outreach: local, national, global:** The University should engage with local, national and global communities and the pressing issues of the day. At the same time, individual faculty members must remain free to go where their curiosity led them and to pursue fundamental scholarship.
- (e) **Equity and diversity:** There remained a desperate need for better cross-cultural understanding in the world, and the University could be an exemplar by embracing equity and diversity in all that it did.

Professor Naylor concluded his remarks by expressing his appreciation for the support of his colleagues, and stated that he was looking forward to working with University governance in his new role.

6. Report from the Vice-President and Provost

Professor Goel reported on a number of items.

(a) Academic Planning

Professor Goel advised members that the second round of allocations from the Academic Initiatives Fund (AIF) would be considered by the Planning and Budget Committee on May 10, 2005.

i) Student Experience

Professor Goel described the *Measuring UP* workshop that had been held on May 2 and 3, 2005. Using results from the National Survey of Student Engagement (NSSE) as a starting point, faculty, staff and student representatives had discussed new ideas for engaging the undergraduate population. The keynote address of the workshop had been given by Professor George Kuh, Principal Investigator of NSSE.

A member commented that it was her understanding that few students had attended the conference. She also noted that the Survey did not include part-time or graduate students, and did not address issues such as funding, day care and accessibility. Professor Goel replied that there had been a broad representation of students at the workshop, which was the initial step in an ongoing process. Focus groups would be held with students to follow-up on issues raised. Professor Goel also noted that this Survey was one of a

6. Report from the Vice-President and Provost (cont'd)**(a) Academic Planning (cont'd)****i) Student Experience (cont'd)**

number of student surveys that were conducted by the University, and that there was a separate survey for graduate students.

ii) Task Force on Interdisciplinarity

Professor Goel informed members that he and Professor Challis, Vice-President, Research and Associate Provost, were co-chairing an Interdisciplinarity Committee. The Committee would be reviewing the structures that currently existed, identifying mechanisms for overcoming barriers to interdisciplinarity, such as budget models and considerations for promotion processes, and assembling information on best practice. The Committee planned to produce a discussion paper in the Fall 2005.

Professor Goel noted that recommendations concerning a number of centres would be coming through the next cycles of governance.

iii) Graduate Education Task Force

Professor Goel informed members that the Graduate Education Task Force was finalizing its report. Specific steps resulting from the Report's recommendations would come forward to governance in the next academic year.

(b) Capital Projects

Professor Goel described the capital projects that would be considered by the Planning and Budget Committee at its meeting on May 10, 2005.

i) Varsity Centre for Physical Activity and Health

The proposed plan met the needs of students and reflected the University's Stepping Up priorities.

ii) Multi-faith Centre for Study and Spiritual Practice

The proposed location of the Multi-faith Centre was the Koffler Institute for Pharmacy Management at 569 Spadina Avenue. A member asked whether the donors who had provided funding for the Koffler Institute had been consulted about the proposed use of the space. Professor Goel replied that the donors had been consulted and were supportive of the proposed Multi-faith Center.

iii) University of Toronto at Scarborough (UTSC) Science Building

The UTSC Science Building was needed to meet enrolment targets for UTSC.

iv) Medical Arts Building

Renovations of the Medical Arts Building to accommodate several humanities departments of the Faculty of Arts and Science would proceed on a staged basis in the next academic year. A member asked whether the name of the building would be changed. Professor Goel replied that no name change was anticipated at this time.

6. Report from the Vice-President and Provost (cont'd)**(b) Capital Projects (cont'd)****v) Lash/Miller/McClennan Courtyard**

The landscape enhancements to the open space between the Lash Miller Building and the McLennan Physics Laboratory would enhance the quality of campus life.

vi) Department of Mathematics Phase I

A change in scope was being proposed that would make the project more efficient.

vii) University of Toronto Art Centre

An interim project planning report was being brought forward for approval. The proposed project would serve the academic priorities of the University, enhance the student experience, support community outreach, and link research and teaching. However, the project would only proceed if the capital costs plus endowment to cover its operations was fully financed by external sources.

(c) Provincial Budget

Professor Goel reminded members that the provincial budget was being presented on May 11, 2005. The University's senior administrators were optimistic that the funding needs of post-secondary education would be recognized.

(d) Ongoing Issues

Professor Goel informed members of two events that had challenged the University's values of academic freedom.

i) Conference on Trauma and Global Health

Concerns had been raised about a conference on Trauma and Global Health that the University was co-hosting with the University of Manchester on May 27 and 28, 2005, after the Association of University Teachers in the United Kingdom had voted to boycott two universities in Israel.³ The University of Toronto had been asked to either cancel the conference, or to invite representatives from the two boycotted universities to participate in the conference. The position of the University of Toronto was that it did not support academic boycotts because such boycotts conflicted with values of academic freedom. The conference would proceed as planned, with registration being open to individuals from any institution in the world.

ii) Demonstration against research funded by the military

On May 2, 2005, there had been a demonstration in Simcoe Hall by a group of protestors who requested an end to all research at the University that was sponsored by the military. The protestors had demanded a meeting with the President to discuss the issue.

³ The decision to boycott the Israeli universities was being challenged by members of the Association and had been condemned by Vice-Chancellors in the United Kingdom.

6. Report from the Vice-President and Provost (cont'd)

(d) Ongoing Issues (cont'd)

ii) Demonstration against research funded by the military (cont'd)

Professor Goel emphasized that policies concerning research ethics applied to all research undertaken by the University, and that, within the constraints of such policies, faculty must be free to pursue their research interests. The Chair of the Academic Board expressed his support of Professor Goel's statement.

A member noted that, in the United States, conditions were being imposed upon research funding, and she expressed concern that funding agencies could impinge upon academic freedom. Professor Goel re-iterated that the University's policies on research and academic freedom required that research be conducted independently and that research results be published publicly. The member suggested that the provisions of the policies be included on all statements concerning research funding.

A member explained that the American defence community provided funding for medical research that by-passed the National Institutes for Health (NIH). The funding was peer-reviewed, and supported research in breast cancer, prostate cancer, and ovarian cancer.

A member commented that the protestors had circulated a list of research being funded by the military that included guided missiles and bioengineering for weapons. She asked if the President would be meeting with the group of protestors. President Iacobucci replied that, while he commended the questions that had been raised, he was not prepared to agree to meet with a group that demanded a meeting in a way that was not civil and courteous and thus did not reflect the values of the University. Members applauded the President for taking this position.

A member stated that, in his view, it was appropriate to direct concerns about research to the central administration, rather than to harass individuals and undermine their research. If a group wished to change policies, there was a process that could be followed.

7. Appointments and Status Changes

Members received for information a number of appointments and status changes.

8. Reports for Information

There were no reports for information for this meeting.

9. Date of Next Meeting

The Chair reminded members that the next meeting of the Board was scheduled for Thursday, June 2, 2005 at **9:30 am**.

10. Other Business

A member expressed his appreciation to the Provost for the strong support for academic freedom that he had articulated in recent months.

A member emphasized the need for the University to address the 'chilly climate' that, in her view, existed on campus. The member also noted her perception of the absence of University research policies that dealt directly with research conducted in aboriginal

12. Academic Administrative Appointments (cont'd)

FACULTY OF NURSING

Dr. Judith Watt-Watson Associate Dean of Academic Programs
May 6, 2005 to June 30, 2006

FACULTY OF PHYSICAL EDUCATION AND HEALTH

Professor Larry Leith Acting Dean
September 1, 2005 to March 31, 2006

UNIVERSITY OF TORONTO AT MISSISSAUGA

Department of Chemical and Physical Sciences

Professor Kent Moore Acting Chair
July 1, 2005 to June 30, 2006

UNIVERSITY OF TORONTO AT SCARBOROUGH

Professor Jonathan Freedman Acting Vice-Principal (Academic) and Dean
July 1, 2005 to June 30, 2006

SCHOOL OF CONTINUING STUDIES

Ms Marilynn Booth Director of the School of Continuing
Studies, effective January 1, 2006.

The Board also received notices of several tenure/promotions for information (copy attached).

13. University Professors: Appointment

On a motion duly moved and seconded,

YOUR BOARD APPROVED

THAT the following be appointed University Professors as of July 1, 2005:

Professor Mark Henkelman, Departments of Medical Biophysics and Medical Imaging, Faculty of Medicine;

Professor Stephen Waddams, Faculty of Law.

The meeting adjourned at 5:25 p.m.

Secretary

Chair

May 30, 2005

33931

6/16/05
11:24 AM