

UNIVERSITY OF TORONTO  
**THE GOVERNING COUNCIL**

**Thursday, September 14, 2000**

MINUTES OF THE GOVERNING COUNCIL meeting held on Thursday, September 14, 2000 at 4:30 p.m. in the Council Chamber, Simcoe Hall.

Present:

Ms Wendy M. Cecil-Cockwell (In the Chair)	Dr. John P. Nestor
Ms Mary Anne V. Chambers, Vice-Chair	Mr. Elan Ohayon
Dr. Robert J. Birgeneau, President	Ms Jacqueline C. Orange
Mr. Muhammad Basil Ahmad	Mr. Fayez A. Queresby
Professor Mary Beattie	Professor Emmet I. Robbins
Dr. Robert Bennett	Mrs. Susan M. Scace
Mr. Brian C. Burchell	Professor Adel S. Sedra
Professor Jack Carr	Professor Chandrakant P. Shah
Ms Jennifer Carson	Mr. Amir Shalaby
Professor Brian Corman	Ms Carol Stephenson
Professor W. Raymond Cummins	Ms Wendy Talfourd-Jones
Mr. Brian Davis	Mr. John H. Tory
Ms Susan Eng	Professor Ronald D. Venter
Dr. Shari Graham Fell	Professor Donna Wells
Mr. Ljupco Gjorgjinski	
Professor Vivek Goel	Mr. Louis R. Charpentier,
Ms Naana Afua Jumah	Secretary of the Governing Council
Mr. Josh Koziembrocki	
Professor Brian Langille	<u>Secretariat:</u>
Ms Karen Lewis	Mr. Neil Dobbs
Mr. Gerald A. Lokash	Ms Susan Girard
Professor Ian R. McDonald	Ms Margaret McKone
Professor Heather Munroe-Blum	

Absent:

The Honourable William G. Davis	The Honourable David R. Peterson
Ms Wanda M. Dorosz	The Honourable Robert K. Rae
Mr. Paul V. Godfrey	Dr. Joseph L. Rotman
Dr. Anne Golden	Professor Kenneth Sevcik
Mr. Terrence L. Stephen	Mr. Terrence L. Stephen
The Honourable Henry N. R. Jackman	Ms Nancy L. Watson
Ms Rose M. Patten	Mr. Robert S. Weiss

In Attendance:

Dr. Jon S. Dellandrea, Vice-President and Chief Development Officer  
Professor Michael G. Finlayson, Vice-President, Administration and Human Resources  
Dr. Sheldon Levy, Vice-President Designate, Government and Institutional Relations  
Professor Carolyn Tuohy, Deputy Provost  
Professor Robert G. White, Chief Financial Officer  
Professor Paul Gooch, Vice-Provost  
Professor Derek McCammond, Vice-Provost, Planning and Budget

In Attendance (cont'd):

Professor Ian Orchard, Vice-Provost, Students  
Professor Rona Abramovitch, Provost's Advisory on Pro-Active Faculty Recruitment  
Professor Carl G. Amrhein, Dean, Faculty of Arts and Science  
Ms Susan Bloch-Nevedt, Director, Public Affairs  
Mr. W. G. Tad Brown, Finance and Development Counsel  
Mr. Martin England, Assistant Vice-Provost, Strategic Planning  
Ms Rivi Frankle, Director of Alumni and Development  
Ms Manon LePaven, President, Association of Part-time Undergraduate Students  
Professor Judith Globerman, Status of Women Officer  
Professor Rhonda Love, President, University of Toronto Faculty Association  
Professor Michael R. Marrus, Dean, School of Graduate Studies  
Ms Cathy McCauley, Executive Assistant to the President, Director of Special Events and Associate Campaign Director  
Ms Gayle Murray, Executive Assistant to the Vice-President and Employee Relations Coordinator, Office of the Vice-President - Administration and Human Resources  
Ms Cristina Oke, Assistant Vice-Provost, Professional Faculties  
Mr. Kasi Rao, Director of the Office of the President and Director of Government Relations  
Ms Maureen Somerville, Chair, College of Electors  
Mr. Jorge Sousa, President, Graduate Students' Union

IN ACCORDANCE WITH A DETERMINATION BY THE EXECUTIVE COMMITTEE PURSUANT TO SECTION 38 OF *BY-LAW NUMBER 2*, THE GOVERNING COUNCIL CONSIDERED ITEM 5 *IN CAMERA*.

**1. Chairman's Remarks**

The Chairman welcomed members, and in particular President Birgeneau, to the first regular Governing Council meeting of the year and invited members to introduce themselves and to state their constituencies.

Following the introductions, the Chairman recalled that most new members had attended an orientation session and she urged them to keep in touch with the Governing Council Secretariat as they continued to familiarize themselves with the Council's proceedings. She reminded members of their role on the Council, noting that, as trustees of the University, members must work to ensure that future generations inherited a University of Toronto that continued to be a great centre of learning and scholarship. To that end, it was essential that all members, as individuals, considered how the Council's decisions would affect the whole University and not just members' constituencies. The most effective members took a broad and long-range view, informed - but not limited by - their own perspectives.

Finally, the Chairman noted that it was her intention to hold at least one of this year's meetings of the Council at one of the University's other campuses: the University of Toronto at Mississauga and the University of Toronto at Scarborough. This would provide members with an opportunity to expand their knowledge and understanding of the University well beyond the St. George Campus.

In conclusion, the Chairman extended her gratitude to Chancellor Jackman for hosting a reception later in the evening, to which members of the Council had been invited.

**2. Order in Council: Appointment of Lieutenant-Governor-in-Council Appointees**

The Chairman announced the appointment to the Governing Council of Ms Carol Stephenson and Mr. Robert Weiss, as well as the reappointment for a third term of Mr. John Tory.

### **3. Minutes of the Previous Meetings**

The Chairman noted that members had received copies of the minutes from the previous meetings held on June 29, 2000 and July 7, 2000.

Three corrections were reported concerning the attendance list for the July 7 meeting.

On motion duly moved and seconded,

It was RESOLVED

THAT the minutes of the meetings of June 29, 2000, and July 7, 2000, as amended, be approved.

### **4. Business Arising from the Minutes of the Previous Meetings**

#### ***Item 4 – Board and Committee Assignments, 2000-2001***

A member recalled that at the June 29, 2000 meeting, the Council had directed that the nomination process for the seat on the Executive Committee for a graduate / part-time undergraduate student be re-initiated. The member reiterated his previously stated concern that both these constituencies had not been represented on the Executive Committee in the intervening months. In response, Mr. Charpentier clarified that, with the exception of one special meeting of the Executive Committee, which had been called to place a senior recommendation on the agenda of the Governing Council, there had been no meetings of the Executive Committee during the summer months. He continued that those approvals which had occurred under Summer Executive Authority had been approved by the Chairman, the Vice-Chair and the President, acting under the authority delegated to them by the Council at its June 29 meeting.

### **5. Board and Committee Assignments – Appointment to the Executive Committee**

The Chairman noted that pursuant to section 38 of *By-Law Number 2*, the Executive Committee had determined that this item was to be considered by the Governing Council *in camera*.

A member objected that the matter would not be debated in public and he asked that a partial discussion, pertaining to process and not the individuals involved, take place in open session. The member cited section 37 of *By-Law Number 2* which required that the meetings of the Governing Council be open to the public and also required that any part of a meeting during which intimate financial or personal matters of any person may be disclosed shall be held *in camera* unless such person requested that such part of the meeting be open to the public. The Chairman clarified that the Executive Committee had made a determination that the matter in its entirety be considered *in camera*. The jurisdiction of the Committee to do so was outlined in section 38 of the Council's *By-Law Number 2*.

Prior to proceeding with the matter *in camera*, the Chairman recognized Mr. Jorge Sousa, President, Graduate Students' Union. Mr. Sousa noted that he understood from a recent article in the student press that the Executive Committee had made a confidential recommendation to the Council that the vacant seat on the Executive Committee be filled by a member of the Council from the part-time undergraduate constituency. If this were the case, he believed this to be in contravention of past practice wherein the seat alternated each year between a student elected from the part-time undergraduate student constituency and a student from the graduate student constituency. Mr. Sousa asserted that graduate students were effectively being

**5. Board and Committee Assignments – Appointment to the Executive Committee** (cont'd)

disenfranchised from the decision-making processes within governance and he therefore considered it a sad day for democracy at the University of Toronto.

The member who had requested that partial debate of the matter take place in open session asked for a formal ruling on his request. At the Chairman's request, Mr. Charpentier responded that the Executive Committee's determination on this matter was conclusive and could not be challenged.

The Governing Council considered the proposal *in camera*.

On motion duly moved and seconded,

It was RESOLVED

THAT Ms Nancy Watson be appointed to the part-time undergraduate / graduate student seat on the Executive Committee for the 2000-2001 academic year, effective immediately.

The Governing Council returned to open session.

The Chairman announced the appointment of Ms Watson to the Executive Committee.

**6. Notice of Motion: Senior Appointment to the Governing Council Secretariat**

Mr. Charpentier noted that section 8 of *By-Law Number 2* stipulated that "[t]he Governing Council shall appoint a Secretary of the Council and may from time to time appoint one or more Assistant Secretaries."

At its meeting held on June 19, 2000, the Executive Committee had received Mr. Charpentier's oral report on a proposed new organizational and financial plan for the Governing Council Secretariat and members had indicated their support for the plan. One element of that plan was the establishment of the position of Deputy Secretary of the Governing Council.

The Executive Committee had at its previous meeting approved Mr. Charpentier's request that it give notice of motion to amend *By-Law Number 2* to enable the establishment of the position of Deputy Secretary of the Governing Council. The following resolution would, therefore, appear as a matter of course on the agenda of the next regular meeting of the Council:

THAT: (a) section 8 of *By-Law Number 2* be amended to read that "The Governing Council shall appoint a Secretary of the Council and may from time to time appoint a Deputy Secretary and one or more Assistant Secretaries," and (b) other references be amended in *By-Law Number 2* to the position of "Assistant Secretary" to refer to "Deputy Secretary or Assistant Secretary."

At the next meeting of the Governing Council, Mr. Charpentier would bring forward his recommendation for an appointment to the position.

## 7. Performance Indicators

By means of a Power Point presentation, Professor Tuohy provided the highlights of the third annual report to the Governing Council on performance indicators. During the course of her presentation, a copy of which is attached hereto as Appendix "A", she noted the following.

- Each year the administration provided updated data regarding each of the indicators. Now, with three years of data available on most indicators, the administration was able to present a picture of trends over time.
- This year's report also included a number of **new indicators** which were anticipated in previous reports, notably with regard to times-to-completion of doctoral degrees, the Library, financial accessibility, and employment rates.
- Trends in **student demand** for the University's programs, as measured by generally increasing numbers of applications, continued to be strong. **Yield rates** in first-entry programs (that is, the proportion of students to whom the University offered admission and who accepted the offers and registered) continued to fluctuate as divisions adjusted to the new admissions cycle for Ontario high school graduates. Yield rates in second-entry programs, however, had held steady or improved even in those programs that had experienced sharp increases in tuition.
- **Entering averages** had held steady or improved in first-entry programs despite increases in intake. This was particularly noteworthy in science and engineering, disciplines in which intake into a number of programs had increased under the Access to Opportunities Program (ATOP).
- This year for the first time the administration had reported measures of **student demand separately for each of the University's three campuses**. Student demand was generally not as strong on the suburban campuses as on the St. George campus, as measured by yield rates and particularly by entering averages. This underscored the importance of strengthening the academic programs offered at Scarborough and Mississauga through a distinctive focus on each campus and through enrolment expansion as appropriate to the building of critical mass. These directions had been outlined in the University's Framework for Enrolment Expansion.
- **Retention rates** in first-entry undergraduate programs for the 1990, 1991 and 1992 entering cohorts had showed an improving trend. Nonetheless, the proportion of students graduating after six years needed to improve. Measures taken through two academic planning cycles beginning in 1994 to strengthen academic support, as well as greatly enhanced student financial aid, should yield improvements in retention rates. This was an area that required close monitoring and ongoing effort.
- **Time to completion of doctoral programs** continued to be an area of concern. This year the administration was able to provide comparative data for major research universities in the United States. Although the University of Toronto appeared in a generally favourable light in these comparisons, especially in the social sciences and humanities, lengthy times to completion, and attrition rates in doctoral programs, were a matter of concern across the University's peer institutions. Again, recent substantial improvements in financial support for graduate students should help to address this problem; but it required continuing attention.

## 7. Performance Indicators (cont'd)

- The **research performance** of the University of Toronto continued on a strong upward trajectory. The University's share of total federal granting council funding, the largest in Canada, had increased in each year from 1996-97 to 1998-99. The University's share of research funding was considerably greater than its share of eligible faculty in each granting council category. Scholarly and research accomplishments were reported in more detail in departmental and divisional reports.
- The University of Toronto **Library** continued to rank fourth among research libraries in North America on the composite index of the Association of Research Libraries. This year's Performance Indicators for Governance report also included measures indicating the increased usage of electronic resources offered by the Library, as well as illustrative reports from a users' survey conducted in 1999.
- **Class sizes** in general showed a migration upwards between 1996-97 and 1998-99, as a result of increases in enrolment without commensurate increases in faculty complement.
- The **FTE student: faculty ratio** at the University of Toronto was higher than at any of the University's Association of American Universities peers in 1998-99.
- With regard to **employment equity**, the proportion of women faculty hired in the three-year period from 1996-97 to 1998-99 had exceeded the estimated proportion in the available pool in two of five disciplinary groupings. These two groupings had been those in which women were most under-represented among recent Canadian Ph.D. graduates. Overall, the proportion of women among recently appointed faculty, at 30 percent, had been close to the estimate of the available pool (34 percent). Members of visible minorities as a proportion of new faculty appointments had increased in the two-year hiring cycle 1997-98/1998-99 over the 1995-96/1996-97 cycle. (Estimates of the available pool comparable to those available for women were not available for visible minorities.)
- The ratio of **private donations** to operating revenue had exceeded the University's goal of 10% percent in each year since 1995-96.
- The University's **endowment per FTE student** had increased by about 80 percent between 1995-96 and 1998-99. However, it remained well below that of a substantial number of peer institutions -- the University of Toronto ranked 22nd on this measure among North American public universities in 1999.
- The **proportion of students in first-entry programs whose parental income was less than \$50,000** was greater at the University of Toronto than at any of four other universities (Queen's University, Ryerson Polytechnic University, University of Western Ontario, and York University) participating in a 1998-99 survey. This proportion had increased in 1999-2000. Similarly, the proportion of students from lower-income families had also increased in second-entry professional programs which experienced large tuition increases. This was encouraging evidence that the University's student financial aid policies were maintaining the financial accessibility of its programs.
- More than one-half of students in the cohorts graduating from first-entry programs from 1997-2000 had graduated with no **student loan debt**. The proportion graduating with debts of more than \$15,000 had decreased over this period.

## 7. Performance Indicators (cont'd)

- Graduates of the University of Toronto had the fourth lowest **student loan default rate** (under 7 percent) among Ontario universities in 1999.
- The **proportion of students in undergraduate first-entry programs who were born outside Canada** was higher at the University of Toronto (at 42 percent) than the average for the five universities (including the University of Toronto) participating in a 1998-99 survey (30 percent).
- The **employment rate** of 1997 graduates of undergraduate programs at the University of Toronto was 96.4 percent two years later, according to a 1999 survey.

Discussion ensued during which Professor Tuohy responded to a number of questions. Among the substantive points that were raised were the following.

**Employment Equity.** Professor Tuohy agreed with a member that progress in this area had been somewhat slow. The University needed to be in the top range and to ensure that there were no barriers to appointment at the University. In so doing, however, excellence should continue to be the overarching criterion in hiring. This would lead to a more diversified faculty complement. She added that increased information about the available pool would be of assistance to identifying any appointment barriers.

**“Best in Class” Comparisons.** A member commended the efforts of everyone involved in the production of the indicators. The information was very useful to members of the Governing Council. She suggested that in future reports the University should strive to identify and compare itself to the best practices within the world’s top 10 universities.

**Decline in Part-time Studies.** A member noted that part-time enrolment had declined in the 1995-96 to 1997-98 period at the University and in most peer institutions. He asked if there was a reason for this decline. Professor Tuohy said that the University needed to investigate the reasons for this decline in order to determine how the University could respond to it. She speculated that the decline could in part be attributable to changing demographics. There were currently increased participation rates for full-time enrolment in higher education. There would, therefore, be fewer students returning to part-time studies later in their careers. The Principal of Woodsworth College, Professor Angela Hildyard, had undertaken a systematic examination of the issue.

A member cautioned that there were many factors which would further contribute to this trend, including the elimination of the 15-credit degree program at the University and changes to OSAP eligibility. The member also noted that the University should monitor carefully its retention rates to determine students’ reasons for withdrawing from their programs of study.

**Student Debt Load.** A member noted that in determining student debt loads upon graduation, the University relied solely on OSAP debt loads. The member wondered about students’ debt with respect to other sources, including financial institutions. In response, Professor Orchard noted that a recent survey of first-year students had sought information concerning non-OSAP debt loads. He recalled that the level of non-OSAP debts had been very low. A member countered that he believed there were data to the contrary on this issue.

Professor Sedra announced that in response to the Orchard Task Force on Graduate Student Financial Support, the University would, as of this year, be awarding \$2,500 to students registered in years five and six of their doctoral programs. These grants were intended to improve retention and assist students in completing their studies.

## **7. Performance Indicators** (cont'd)

**Measuring the Quality of the Student Experience.** A member noted that student retention rates were often used to determine the level of student satisfaction. He wondered if the administration had contemplated other measurements to determine the level of student satisfaction, particularly with academic programs. Professor Tuohy noted that there were no aggregate data in this area. A number of faculties currently surveyed students for individual courses. The administration would consider adding additional questions to its surveys to seek information regarding student satisfaction. A member added that there should be a measure of the type of programs offered and their relation to the community at large. The member also suggested that in its comparisons with peer institutions, the University also seek to compare itself with universities that did not charge tuition fees.

**Physical Accessibility.** A member noted that there were no performance indicators for physical accessibility initiatives.

## **8. Report of the President**

### **(a) Meetings with University Community**

Since the effective date of his appointment, the President had spent a great deal of time in meetings with members of the University community, including student groups, principals and deans, departmental chairs, representatives of the University's various bargaining units, campus chaplains, and members of the Governing Council.

### **(b) Student Orientations**

Following in the tradition set by President Emeritus Prichard, the President had attended 27 student orientations held this September, which included those at the Mississauga and Scarborough campuses. In his addresses to the student groups he had emphasized three themes: outreach, equity and excellence.

### **(c) Senior Administration**

With respect to his senior administration, the President reported on the following.

- The President had held two day-and-a-half retreats with members of his senior administration. These sessions had proven to be extremely productive.
- The President indicated his enthusiasm for the addition of Dr. Sheldon Levy as the University's first Vice-President, Government and Institutional Relations. Dr. Levy's start date had not yet been finalized; but, it would be no later than January 1, 2001.
- Mr. Robert White, Chief Financial Officer, would be retiring effective January 31, 2001. A search for his replacement would soon be initiated.
- Professors Sedra and Finlayson, Vice-President and Provost, and Vice-President, Administration and Human Resources, respectively, would be completing their terms on June 30, 2001.
- Search processes were currently underway for Deans in the following faculties: Applied Science and Engineering, Dentistry, Forestry, Law and Nursing. Other senior-level searches included those for a Director for the School of Continuing Studies and for a Chief Librarian.



**8. Report of the President** (cont'd)**(d) Meetings with Senior Government Officials**

The President had attended a dinner with the Honourable Dianne Cunningham, Minister of Training, Colleges and Universities (MTCU). He had also met with Mr. David Trick, Assistant Deputy Minister, MTCU; Mr. Bob Christie, former Deputy Minister, MTCU and now Deputy Minister of Finance; and Ms Andromache Karakatsanis, Secretary of Cabinet.

**(e) Meetings with Senior Federal Government Officials**

At the federal level, the President had met with Senior Federal Deputy Ministers, as well as officials from the Canada Foundation for Innovation. He had also met with the local MP, Mr. Tony Ianno.

**(f) Meetings with Campaign Executive**

The Campaign Executive was currently in the process of reassessing the University's campaign goals as they pertained to current academic needs and priorities, including the Canada Research Chairs program. Campaign Chair, Mr. Anthony Comper had done an extraordinary job on the campaign in partnership with Dr. Jon Dellandrea.

**(g) Construction**

The President reported that the Munk Centre for International Studies had officially opened in late August and was now fully functional. The newly constructed second-entry/graduate residence, Graduate House, was currently 95% occupied. An official opening ceremony was to be held in early November.

Other major construction projects included: the additions to the building housing the Department of Chemistry, the Bahen Centre for Information Technology, the Woodsworth College Residence, and the University of Toronto at Scarborough Residence.

Finally, the President noted that the University had hired a Philadelphia firm to provide details on the next phase of the Open Space Plan, which included King's College Circle. The President hoped that implementation of this phase would be possible as early as next spring.

**(h) Research Related Issues**

The President noted that it had been an incredibly active period for research at the University. Most notable had been of the announcement by the Federal Government of its Canada Research Chairs program. The program would provide valuable new resources for teaching staff and research initiatives and would greatly enhance the University's ability to retain and attract stellar faculty. In response to the program, the University's academic divisions had been requested to identify areas in which the University could further build to play national and international leadership roles. The University's Strategic Research Plan, submitted in response to the CRC requirements, had arisen from extensive consultation within the divisions. In addition to the plan, the University had also submitted the first list of nominees for chairs. One-third of this year's chairs were to be allocated internally, with the remaining two thirds being used to attract international leaders external to the University.

**8. Report of the President (cont'd)**

An important next step would be to work with the government to ensure the full costs of research, including direct and indirect costs, were paid to the University. The administration would actively continue its efforts on this file.

The work of the Canadian Institutes of Health Research (CIHR) was proceeding smoothly. The University of Toronto had two representatives on the Governing Council of the CIHR.

The University had also realized significant funding from the Ontario Research and Development Challenge Fund and the Canada Foundation for Innovation.

**(i) Enrolment Growth Issues**

The University's leadership had been spending a great deal of time and energy in determining the University's strategy for enrolment growth. The elimination of Grade 13 by the year 2003 and other factors were expected to lead to a 40 percent surge in demand for university admission. This could translate into as many as 90,000 more students seeking entry to Ontario universities over the next few years.

The President commended the efforts of Professor Sedra and his colleagues for their efforts in developing a framework for enrolment expansion, which had provided strategies for the implementation of enrolment growth.

The University's position continued to be that it would admit more students only in those areas in which it allowed for an improvement of the educational experience. As well, the pattern of expansion must not yield unintended distortions in the overall balance across levels and areas of study. Enrolment growth was considered a significant opportunity for the University's Scarborough and Mississauga campuses to further enhance academic programs and differentiation. Plans for enrolment increases of both 60 and 100 per cent for these campuses had been considered. The President emphasized that the University could not proceed with its plans for enrolment growth in the absence of necessary capital and operating resources (e.g. new classrooms and offices). The University would refuse to compromise the quality of education and would require a significant investment of funds to support growth. The University continued in its dialogue with the provincial government on this issue and the President was hopeful that the University would receive the necessary funding.

**(j) University of Toronto Asset Management Corporation**

The President reported that Mr. Donald Lindsey had recently assumed office as the first President and Chief Executive Officer of the University of Toronto Asset Management Corporation. The President was optimistic that the University's decision last year to create the Corporation would yield positive results.

**(k) University of Toronto Settlement with Dr. Kin-Yip Chun**

As his last item of business, the President noted that he was very pleased to report on the recent settlement between the University of Toronto and former research associate Dr. Kin-Yip Chun. Reached the previous week, the agreement provided that Dr. Chun would be able to resume his career as a research scientist and adjunct professor in the University's Department of Physics. A press release outlining the highlights of the settlement had been distributed to members of the Governing Council on September 8, 2000.

**8. Report of the President** (cont'd)

The President noted that Dr. Chun's appointment as a research scientist was for a five-year term and had been made pursuant to the University's *Policy, Procedures & Terms and Conditions of Appointment for Research Associates (Limited Term) and Senior Research Associates*. It was not a tenure-stream appointment. The President continued that the appointment would be reviewed after four years to determine whether Dr. Chun had successfully re-established his research and was publishing at a rate comparable to that earlier in his career. These arrangements were not new. They resulted from the recommendations of the Yip Report, commissioned by the University in 1994 following Dr. Chun's initial allegations against the University. The Report had correctly concluded that Dr. Chun was not the victim of racism by the University of Toronto. Rather, the investigation had found evidence that Dr. Chun had been exploited in his work at the University and, therefore, a resolution had been sought. The conclusions of the University's investigation had been confirmed in July 2000 by the Ontario Human Rights Commission, which had decided not to refer Dr. Chun's complaint against the University to a board of inquiry because there was no evidence of racism.

The President explained that, for the past six years, the University had been attempting to find a resolution to the long-standing dispute. The agreement reached was consistent with the principles of previous offers made to Dr. Chun, which had been declined. Following the Ontario Human Rights Commission's decision, the University had made relatively modest changes to its previous offers, principally with respect to ensuring a reasonable time period for the establishment of Dr. Chun's research program. A condition of the settlement was that Dr. Chun drop his appeal against the Ontario Human Rights Commission as well as his \$1-million lawsuit against the University. The President emphasized that in so doing, Dr. Chun had withdrawn his allegations of racism against the University. These allegations had been completely unacceptable.

In conclusion, the President stated that this lengthy dispute had been extraordinarily difficult for all the parties involved, particularly for members of the Department of Physics. He cited a very moving letter that he had received earlier in the day from the spouse of a faculty member who had noted what a painful situation it was for the family. The adverse impact on the individual's family members had been significantly hurtful. The President said that the matter had now been resolved and that there remained no accusations against the University or individual faculty members. The University's job now was to assist members of the Department of Physics and Dr. Chun in the healing process and in the implementation of the agreement. The President reiterated that he and the senior members of the administration would do everything possible to help the Department.

At the invitation of the Chairman and the President, Dean Amhrein commented on the matter. He stressed that the decision of the Ontario Human Rights Commission had laid to rest any possibility of racism by the hiring committees of the Department of Physics. He was grateful for this decision and looked forward to all parties' resuming their work.

The President expressed his personal gratitude to: Professor Adel Sedra, Vice-President and Provost; Professor Carl Amhrein, Dean, Faculty of Arts and Science; Professors David Cook and Paul Gooch, Vice-Provosts; Professor Pekka Sinervo, former Chair, Department of Physics and current Vice-Dean, Faculty of Arts and Science; and Mr. John Murray, the University's counsel in this matter, for their considerable efforts in working toward this resolution.

During discussion, the President reiterated that the details of the settlement were consistent with principles contained in earlier offers to Dr. Chun. He agreed with a member that a conciliation process would be helpful to eliminate any animosity between the parties, and the President stressed that the process must be a symmetrical one.

## **8. Report of the President** (cont'd)

### **(l) Student Activity Space and Multi-Faith Facility**

In response to a member's inquiry, the President invited Professor Orchard to provide an update on the University's initiatives with regard to increased student activity space and the creation of a multi-faith facility.

Professor Orchard reported that a users' committee had been established to make recommendations, including a proposed location, for a multi-faith facility and potential sources of funding. The Committee had met throughout the summer and he anticipated that a final report would be ready for consideration by governance early in the new year. He noted that the building located at 21 Sussex Avenue had recently been designated as a site for student activity space and many organizations had now taken ownership. In addition, users' committees for new residences were being asked to include the provision of student activity space within the scope of their projects.

## **9. Reports for Information**

The Chairman noted that members had received the following reports for information.

Report Number 106 of the Business Board - June 22, 2000

Report Number 326 of the Executive Committee – June 29, 2000

Report Number 327 of the Executive Committee – July 7, 2000

Report Number 328 of the Executive Committee – September 5, 2000

### **(a) Report Number 328 of the Executive Committee (September 5, 2000) – Item 14 (a) Request to Address the Governing Council**

A member noted his concern that the Executive Committee had turned down a speaking request from a member of the University community who wished to address the Council at today's meeting. The Chairman clarified that the Committee had invited the individual to provide additional information in support of his request. The Executive Committee would consider any additional information in support of the speaking request at its next meeting.

## **10. Date of the Next Meeting**

The Chairman reminded members of the Council's next meeting, scheduled for Thursday, October 19, 2000. She asked that members make every effort to be on time for the meeting, as today's meeting had begun late owing to a lack of quorum.

## **11. Question Period**

### **(a) *In camera* session of the Governing Council meeting**

A member asked that the minutes of the meeting held *in camera* be made publicly available. Mr. Charpentier responded that only the resolutions adopted during *in camera* discussions were reported in the regular minutes. Minutes of the part of the meeting which had been held *in camera* did not form part of the regular minutes and were kept separately.

**11. Question Period** (cont'd)

**(b) Employment Equity Report**

Professor Sedra advised members that the annual report on employment equity would be reviewed by the Academic Board at its meeting scheduled for September 28, 2000.

The meeting adjourned at 7:00 p.m.

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Secretary

October 10, 2000

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Chairman