

UNIVERSITY OF TORONTO  
THE GOVERNING COUNCIL

**REPORT NUMBER 204 OF  
THE UNIVERSITY AFFAIRS BOARD**

**January 30, 2018**

To the Governing Council,  
University of Toronto

Your Board reports that it met on Tuesday, January 30, 2018, at 4:30 p.m. in the Council Chamber, Simcoe Hall, with the following members present:

Andrew Szende, Chair  
Catherine Riddell, Vice-Chair  
Cheryl Regehr, Vice President and Provost  
Sandy Welsh, Vice-Provost, Students  
Steven R. Bailey  
Vikram Chadawalada  
Jiayi Chen  
Aidan Fishman  
Avrum Gotlieb  
Amanda Harvey-Sanchez  
Ira Jacobs  
Normand Labrie  
Zhenglin Liu  
John F. Monahan  
David Newman  
Julian Oliveira  
Cristina Peter  
Eric Schwenger

Larry Whatmore  
Robert Zhi Cheng Xu

**Non-Voting Assessors:**

Mark Overton, Dean of Student Affairs,  
University of Toronto Mississauga (UTM)  
Desmond Pouyat, Dean of Student Affairs,  
University of Toronto Scarborough (UTSC)  
Meredith Strong, Director, Office of the Vice-  
Provost, Students

Sheree Drummond, Secretary of the Governing  
Council

Mr Anwar Kazimi, Deputy Secretary of the  
Governing Council

**Regrets:**

Mark Lautens  
Pingki Mazumder  
Mama Adobea Nii Owoo  
Mark Henry Rowsell  
Samra Zafar

**Secretariat:**

David Walders, Secretary  
Ms Joan Griffin

**In Attendance:**

Ms Susan Froom, Governor  
Archana Sridhar, Assistant Provost

Cheryl Gibbs, Assistant Director, Office of the Vice-Provost Students  
Michael Kurts, Executive Director, Communications Partnerships  
Mike Lesage, Coordinator, Student Policy Initiatives  
Steve Moate, Senior Legal Counsel  
Basit Tayyab, Office of the Vice-Provost, Students

Chimwemwe Alao, University of Toronto Student's Union  
Nathan Chan, former UAB Co-Opted member  
Adrian Huntelar, Vice-President, University Operations, University of Toronto Students' Union  
Nadia Kanani, Students for Barrier Free Access  
Mala Kashyap, Association of Part Time Undergraduate Students  
Elaina Lysack, Student  
Mathias Memmel, President, University of Toronto Students' Union  
Richie Payne, Association of Part Time Undergraduate Students  
Rebecca Weekes, Students for Barrier Free Access  
Kristen Ward, Student

#### ITEMS 3 IS REPORTED FOR APPROVAL AND ALL OTHER ITEMS FOR INFORMATION

The Chair welcomed members and guests to the meeting. He reported that he had been advised by the Vice-President and Provost that item 1 on the agenda, the *University-Mandated Leave of Absence Policy*, was being withdrawn. He also advised that, notwithstanding the item being withdrawn, those who had been granted speaking privileges for that item would nevertheless be given the opportunity to speak. He then invited Professor Welsh to comment.

#### **1. *University-Mandated Leave of Absence Policy***

Professor Welsh advised the Board that the University had received a communication from the Chief Commissioner of the Ontario Human Rights Commissioner expressing concerns about the proposed *Policy* in the context of the duty to accommodate and had asked the University to delay its approval of the *Policy*. She noted that the University continued to be confident that the proposed *Policy* and its implementation was compliant with the Ontario Human Rights Code. She also advised that a number of points that had been raised by the Commissioner, as well as feedback from students, faculty and staff, had been incorporated in the present iteration of the *Policy*. While the University stood by the *Policy*, out of respect for the Commissioner, and to ensure that the best interests of our students continued to be addressed, the University would take additional time to consider the comments and to provide a thorough and thoughtful response.

The Chair then invited Ms Susan Froom to offer comments on the *Policy*. Ms Froom noted that while a voluntary, or even a mandated, leave of absence may be preferable to punitive measures, concerns over the *Policy* remained. These concerns related to a lack of clarity in the wording of the *Policy*, as well as concerns that the *Policy* did not strike an appropriate balance between protecting students from potential harm and the duty to respect individual autonomy particularly with regards to Scenario 2. She urged the Board to consider carefully its duty to ensure the *Policy* appropriately respected the individual autonomy of students.

The Chair then invited the University of Toronto Students' Union (UTSU) to address the Board. Mr. Mathias Memmel, UTSU President, expressed opposition to the *Policy*, noting concerns with the broad language as well as the lack of involvement of medical professionals. Mr. Adrian Huntelar, UTSU Vice-President, University Affairs, encouraged continued and broader consultation on the *Policy*, as well as larger discussions concerning health and wellness at the University.

Mr. Nathan Chan was then invited to address the Board. He noted the need for a more evidence-based approach to the *Policy*, and suggested that a special committee be struck to examine the *Policy* and suggest further refinements.

The Chair then invited Ms Kirsten Ward to comment on the *Policy*. She stressed the importance of increased university support for mental health support which focussed on individualized care.

The Chair thanked the speakers for their contributions.

## **2. Annual Report: Compulsory Non-Academic Incidental Fees**

Professor Welsh noted that the report was prepared for the information of Board members in advance of the consideration of increases to compulsory non-academic incidental fees at the next two meetings. The report contained an inventory of all compulsory non-academic incidental fees, and designated portions thereof, approved by the University Affairs Board and collected by the University. The report provided the fee data for the 2016-2017 and 2017-18 academic years.

For the St. George campus, the 2018-19 student services fees would be considered at the next Board meeting on March 6. St. George student society fee changes would be considered at the subsequent meeting of the Board, on April 30.

The 2018-19 UTM and UTSC student services fees and the student society fees would be considered at the respective Campus Affairs Committee meetings and the changes in fees would be reported to the Board for information. The Campus Affairs Committees had also received a copy of this Annual Report for information.

Ms Strong, Director of the Office of the Vice-Provost, Students and Student Policy Advisor, offered a presentation, appended here, that provided a brief overview of the annual report. She noted that the *Policy for Compulsory Non-Academic Incidental Fees* specified the requirements and conditions associated with the fees and the manner in which they were charged. The Report highlighted the range of fees across the University, which was reflective of the local needs of the various divisions and any special programs within those divisions. She highlighted the following fees from the Report:

- Decreases in the fees for both the Faculty of Music Undergraduate Association and the Engineering Society.
- The fee of the Toronto Pan Am Sports Centre that was included in the Scarborough Campus Students' Union.

- The Mississauga Transit U-Pass that were included in the fees for the University of Toronto Mississauga Students' Union and the Shuttle Service that were included in the UTM Student Service fee.

In reply to a member's questions regarding the fees for the Faculty of Music Undergraduate Association, Ms Strong replied that there are two special levies – an Endowment Fund and a Special Project Fund, which were established by student referenda. In response to a member's questions regarding the fees associated with the Faculty of Kinesiology and Physical Education (Sports and Rec), Ms Strong confirmed that these fees were compulsory for all students as the services were available to all students, and the compulsory nature ensured a reduced per-student fee.

The Chair thanked Ms Strong for her presentation.

### **3. Report of the Previous Meeting: Report Number 203, November 20, 2017**

Report number 203, from the meeting of November 20, 2017 was approved.

### **4. Business Arising from the Report of the Previous Meeting**

There was no business arising from the report of the previous meeting.

### **5. Date of Next Meeting: Tuesday, March 6, 2018 at 4:30 p.m.**

The Chair informed members that the next meeting was scheduled for March 6, 2018 at 4:30 p.m.

### **6. Report of the Senior Assessors**

Professor Regehr provided an update on negotiations with CUPE 3902 Unit 1, the union for part-time employees working as teaching assistants, teaching laboratory assistants, markers, graders and instructors. The University and Union bargaining teams had been meeting since September and, beginning January, a Ministry of Labour-appointed conciliation officer had joined the negotiations at the joint request of the University and Union. She confirmed that the goal was to reach a collective agreement, and also that business and academic continuity plans had been established to minimize the risk of disruption for students and the broader University community. Finally, in order to keep the University community informed, a Collective Bargaining Information page had been created, which could be accessed from the University's homepage.

Professor Welsh then provided an update on two matters:

- **Sexual Violence Education and Prevention Training:** The University had released its sexual violence education and prevention training module for all students, staff, faculty and members of Governing Council. The online resource was part of the University's commitment that all of its community members should be able to study, work and live in a campus environment that is free from sexual violence. She encouraged members of the Board to participate in the module.

- **Democratic Engagement Initiative:** The Office of the Vice-Provost, Students would be working with colleagues at UTM and UTSC on how to increase engagement in the democratic process in a broad manner – not only to support student organizations - but to increase student engagement in municipal, provincial and federal elections. Part of this would build on a student organizations and student services initiative in 2015 pertaining to the Federal elections. Additionally, there had been preliminary discussions with student societies regarding minimum quorum. Those discussions would continue.

## 7. Other Business

There were no matters of other business

The meeting adjourned at 5:12 p.m.

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Secretary

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Chair

January 31, 2018