

## THE GOVERNING COUNCIL

### REPORT NUMBER 156 OF THE ACADEMIC BOARD

April 24, 2008

To the Governing Council,  
University of Toronto

Your Board reports that it held a meeting on Thursday, April 24, 2008 at 4:15 p.m. in the Council Chamber, Simcoe Hall at which the following were present:

Professor Michael R. Marrus (Chair)	Professor Katherine Berg Ms Marilyn Booth	Miss Jemy Mary Joseph Professor Bruce Kidd
Professor Brian Corman (Vice- Chair)	Professor John W. Browne Professor Ragnar Buchweitz	Dr. Chris Koenig-Woodyard Professor Robert Levit
Professor David Naylor, President	Mr. Ryan Matthew Campbell Mr. Mitchell Chan	Professor Rhonda Love Professor John R. Miron
Professor Vivek Goel, Vice- President and Provost	Ms Tiffany Chow Dr. Christena Chruszez	Ms Michelle Mitrovich Professor David Mock
Professor Cheryl Misak, Deputy Provost	Professor David Cook Mr. Joe Cox	Professor Sioban Nelson Professor Linda Northrup
Professor S. Zaky, Vice-Provost, Planning and Budget	Mr. Ken Davy Professor Meric Gertler	Ms Judith Poe Professor Jolie Ringash
Professor Varouj Aivazian Professor Derek Allen	Professor Robert Gibbs Ms Bonnie Goldberg	Mr. Paul Ruppert Miss Pamela Santora
Mr. Taufik Al-Sarraj Professor George Baird	Professor Avrum Gotlieb Ms Emily Gregor	Professor J.J. Berry Smith Professor Tattersall Smith
Professor Clare Beghtol	Professor Hugh Gunz Miss Milka Ignjatovic	Professor Suzanne Stevenson Dr. Robert S. Turnbull

#### Regrets:

Professor Stewart Aitchison Professor Cristina Amon Professor Christy Anderson Professor Jan Angus Professor Gage Averill Professor Sylvia Bashevkin Dr. Terry Blake Professor Brian Cantwell Smith Mr. Aaron Christoff Professor John Coleman Professor Elizabeth Cowper Professor Alistair Cumming Professor Luc F. De Nil Professor Charles Deber Professor Miriam Diamond Professor Dickson Eyoh Professor Guy Faulkner Mr. John A. Fraser Professor Jane Gaskell Dr. Shari Graham Fell Ms Pamela Gravestock Professor Rick Halpern Professor Russell Hartenberger Professor Wayne K. Hindmarsh	Professor Ellen Hodnett Mrs. Bonnie Horne Professor Brad Inwood Mr. James Janeiro Professor Yuki Mayumi Johnson Professor Gregory Jump Dr. Allan S. Kaplan Mr. Alex Kenjeev Professor Ronald H. Kluger Professor Hon C. Kwan Professor Audrey Laporte Dr. Lesley Ann Lavack Professor Hy Van Luong Dr. Gillian MacKay Professor Roger L. Martin Professor Jill Matus Professor Brenda Y. McCabe Professor Douglas McDougall Professor Faye Mishna Professor Michael Molloy Professor Lori Loeb Ms Carole Moore Professor Mayo Moran	Mr. Kaspar Ng Professor Donna Orwin Mr. Roger P. Parkinson Professor Janet Paterson Professor Susan Pfeiffer Professor Doug W. Reeve Professor Cheryl Regehr Professor Yves Roberge Dr. Wendy Rotenberg Mr. Joshua Rubin Professor Andrea Sass-Kortsak Professor Anthony N. Sinclair Professor Pekka Sinervo Miss Lorenza Sisca Professor Ron Smyth Miss Maureen J. Somerville Professor Lorne Sossin Professor Kim Strong Professor Njoki Wane Dr. Donald A. Wasylenki Mr. Yang Weng Professor Catharine Whiteside Dr. Cindy Woodland Mr. Ahmed Yousif
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<b>Non-voting Assessors:</b>	<b>In Attendance:</b>	<b>In Attendance (cont'd)</b>
Professor Angela Hildyard, Vice-President, Human Resources and Equity	Mr. Garvin E. De Four, Office of the Ombudsperson	Professor Peter Martin, Chair, Department of Astronomy and Astrophysics
Professor Edith M. Hillan, Vice-Provost, Academic	Ms Sheree Drummond, Assistant Provost	Mr. Henry Mulhall, Assistant Secretary of the Governing Council
	Professor Emeritus Joan E. Foley, University Ombudsperson	Ms Nancy Smart, Judicial Affairs Officer
	Professor David Klausner, Vice-Dean, Interdisciplinary Affairs, Faculty of Arts and Science	Professor Janice Stein, Director, Munk Centre for International Studies at Trinity College
	Mr. Matthew Lafond, Committee Secretary, Office of the Governing Council	Ms Linda Vranic, Director, Operations, Office of the Vice-President, Research and Associate Provost
	Ms Helen Lasthiotakis, Director, Policy and Planning, Office of the Vice-President and Provost	
		<b>Secretariat:</b> Ms Mae-Yu Tan

In this report, items 5 and 6 are recommended to the Governing Council for approval. The remaining items are reported for information.

#### **1. Approval of Report Number 155 of the Meeting held on March 6, 2008**

Report Number 155 of the meeting held on March 6, 2008 was approved.

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

There was no business arising from the Report.

#### **3. Report Number 144 of the Agenda Committee (April 9, 2008)**

Report Number 144 of the Agenda Committee was received for information.

The Chair commented that the Agenda Committee had had a brief discussion of the need to balance a full discussion of the Board's agenda items with concerns to meet the time constraints of the meeting. At the Board's last meeting, some significant items, notably the 2008-2009 Budget, had been considered against a deadline of 6:00 p.m for the ending of the meeting. It was the Chair's desire to allow all members the opportunity to express their views but also to meet the obligation of ending meetings on time. He would continue to monitor this matter.

The Chair reminded members that while the reports of the Board's standing Committees were provided for information, members were welcome and encouraged to attend Committee meetings if they wished to hear a more detailed discussion of agenda items of particular interest and importance to them. Members could contact the Secretary for information about the meeting schedules.

The Chair added that the broader issue of opportunities to engage larger issues at Boards and Committees was under review in the *Towards 2030* planning exercise.

#### **4. Report from the Vice-President and Provost**

Professor Goel reported on a number of matters.

#### **4. Report from the Vice-President and Provost (cont'd)**

##### **(a) Provincial Budget**

Professor Goel stated that the provincial budget that had been released on March 25, 2008 had contained some welcome announcements of year-end funding as well as a significant amount of unexpected, one-time-only investments that would benefit the University. He highlighted some items from the budget:

- Approximately \$3 million to the University to cover a gap in undergraduate student funding for the fiscal year which had ended March 31, 2008.
- \$55 million remained in the graduate student funding envelope which had been allocated on a one-time-only basis. The University of Toronto's share totaled approximately \$10 million.
- Further allocations of clinical education funding from the *Reaching Higher* envelopes, including additional commitments for the Faculties of Nursing and Pharmacy.
- \$25 million for work in the area of International Relations.
- \$15 million towards the renovation of the Robarts Library, reflecting an earlier provincial government announcement.
- \$2 million for the Faculty of Physical Education and Health, for the area of health promotion.
- \$200 million for university campus renewal. The University of Toronto's share totaled approximately \$38 million. This was in addition to the \$200 million that had been allocated in January, 2008 for university and college campus renewal. The University's share of that amount had been about \$27 million.

Unfortunately, there had been no investments in ongoing operating funding or enhancements of per-student funding for improvement of quality. Those would remain ongoing advocacy items for the University.

##### **(b) Towards 2030**

Professor Goel informed members that the *Towards 2030* Task Forces had submitted their reports to the President. Over the coming weeks, the President would prepare a summary document to outline the next process of consultation leading up to the final Governing Council meeting in June 2008. At its next meeting, the Academic Board would have a preview of the critical directions for the University that had been identified through the *2030* exercise. The Office of the Vice-President and Provost would develop the framework for the next academic planning cycle, which would be followed by institution-wide academic planning. Having identified the long-term direction for the University through the *2030* consultations, the University objectives for the next five- to six-year period could then be developed and departments could work towards achieving those goals.

##### **(c) Events of March 20, 2008**

Professor Goel commented on the recent occupation of Simcoe Hall on March 20 and the subsequent serious disruption of the Governing Council meeting on April 10, 2008. He emphasized that the University has among its central tenets freedom of expression, freedom of speech, and free assembly. In protecting those rights, the University had also consistently taken the position that there had to be some constraints so as to ensure that the rights of all were protected. The University believed that such constraints should normally be those defined by law. Over the years, many peaceful assemblies had occurred on campus but had occurred in a manner that was respectful of the rights of others.

**4. Report from the Vice-President and Provost (cont'd)****(c) Events of March 20, 2008 (cont'd)**

Professor Goel said that during the occupation on March 20th, demonstrators had seriously infringed the rights of workers in Simcoe Hall, to the point of holding some individuals against their will. When the protestors refused to allow safe passage by obstructing a door, campus police, after repeatedly and politely asking them to clear the passage, then moved to lift the protesters away from the door they were obstructing. Following that incident, in accordance with the Governing Council's *Code of Student Conduct*, the University referred the matter to Toronto Police Services in order for them to assess whether charges might be warranted. As well, complaints against individual protestors were referred to the division heads of the units in which the students in question were registered. Those division heads had begun an investigation into the complaints, consistent with the Code of Student Conduct.

On April 10th, a serious disruption occurred at the Governing Council meeting, preventing governors from hearing each other and proceeding with their work. The Chair called a recess and, following the procedures outlined in By-law Number 2, the meeting was resumed at an alternate location. Professor Goel reiterated that the University's *Policy on the Disruption of Meetings* specified that the rights of some to express themselves should not inhibit the rights of others. At the meeting, external speakers had been provided with ample opportunity to address the Council, and the Chair had acted appropriately in ensuring that governors were not prevented from conducting their work.

Noting that there were a number of ongoing serious issues involving student organizations, Professor Goel informed the Board that the senior administration and the Student Affairs staff would continue to work closely with campus student groups in order to address the matters.

A member expressed his appreciation for Professor Goel's comments and President Naylor's statement to the University community that had been issued on March 24, 2008, noting that, in general, students at the Faculty of Applied Science and Engineering were supportive of the administration's stance on the incidents. In his experience, members of the administration were helpful to students, and he had been distressed to learn of student attacks on those who were so supportive. The member commented that the University of Toronto Engineering Society was exploring the possibility of distancing itself from the Students' Administrative Council, which had been involved in the recent events described by Professor Goel. It was important for umbrella organizations such as SAC to be mindful of their accountability to the student groups which they represented.

Professor Goel responded to the member's remarks, agreeing that recognized student groups and societies were accountable to their members. It was expected that such groups would follow their constitutions and act in a democratic, transparent manner. While the University did collect fees on behalf of student bodies, it was not the administration's role to intervene in internal affairs of student governments. However, the Student Life staff would be pleased to meet with student groups and provide information on the relevant policies and procedures.

The Chair acknowledged the significant efforts of the Governing Council Secretariat, the University of Toronto Campus Community Police, and the Student Affairs staff in ensuring that the University's business was conducted with minimal disruption.

## **5. Faculty of Arts and Science: Dunlap Institute for Astronomy and Astrophysics Extra-Departmental Unit B (EDU:B)**

The Chair explained that the proposal for the Dunlap Institute for Astronomy and Astrophysics had been considered by the Planning and Budget Committee (P&B) on April 2, 2008. The proposal would be considered for approval by the Governing Council on May 21, 2008, on the recommendation of the Academic Board.

Professor Gotlieb reported that the Dunlap lands had been declared surplus to University requirements by the Governing Council on October 30, 2007. At that time, it had been noted that all of the net proceeds from the sale of the lands would be allocated to an endowment to support the Dunlap Institute of Astronomy and Astrophysics. The mission of the proposed Institute (to achieve a prominent leadership position in research, teaching, and advanced training and in public outreach in the field of astronomy and astrophysics) was consistent with the original objectives of the gift to the University and with an agreement reached with the Dunlap family. As an Extra-Departmental Unit B (EDU:B), the Institute would have a critical mass of interdisciplinary activities to allow it to engage in the admission of students to a program of study and to have cross-appointed faculty.

Professor Gotlieb explained that there would be no immediate resource implications beyond those committed from the Faculty of Arts and Science, and when the sale of the Dunlap lands was completed, the proceeds would be deposited in an endowment to support the Institute. At the Planning and Budget Committee, a member had asked how the endowment would be managed. Ms Riggall had indicated that the funds would be managed in accordance with the *Policy for the Preservation of Capital of Endowment Funds*. The first objective would be to preserve capital and cover inflation.

Invited by the Chair to comment, Professor Peter Martin, Chair of the Department of Astronomy and Astrophysics, stated that the Dunlap Institute and the Department of Astronomy and Astrophysics would work together to achieve their common goals. He explained that the discipline of astronomy drew heavily on cognate disciplines such as chemistry, computer science, geology, mathematics, physics, engineering, etc. Professor Martin stated that both faculty and students in the Department of Astronomy and Astrophysics were looking forward to the establishment of the Dunlap Institute.

On motion duly moved and seconded

YOUR BOARD RECOMMENDS

THAT the Dunlap Institute for Astronomy and Astrophysics be established as an Extra-Departmental Unit B (EDU:B) within the Faculty of Arts and Science, effective immediately.

[Documentation is attached hereto as Appendix "A".](#)

## **6. Faculty of Arts and Science: School of International Studies Extra-Departmental Unit B (EDU:B)**

The Chair explained that the proposal for the School of International Studies had also been considered by the Planning and Budget Committee (P&B) on April 2, 2008 and would be considered for approval by the Governing Council on May 21, 2008, on the recommendation of the Academic Board.

## **6. Faculty of Arts and Science: School of International Studies Extra-Departmental Unit B (EDU:B) (cont'd)**

Professor Godlieb stated that the proposal would create a School of International Studies within the Faculty of Arts and Science, cutting across departments, faculties, and campuses, while maintaining the traditional strengths exemplified by the current Munk Centre. The School would increase the profile of this type of work at the University by presenting a cohesive structure to the outside world and eliminating some confusion about the current status of the Munk Centre. As an EDU:B, the School would admit students to programs of study, and faculty would be cross-appointed.

Funding for the School would be based on existing financial commitments to the Centre; revenues and costs would be part of the budget of the Faculty of Arts and Science. Additionally, external sources of funding were being sought, and Professor Goel announced that the University had been successful in obtaining \$25 million of funding from the Province of Ontario.

At the Committee meeting, in response to a member's question regarding the status of faculty at the School, Professor Goel had explained that cross-appointed faculty would have primary appointments in other departments or faculties, such as Political Science, Economics, Ontario Institute for Studies in Education (OISE), or Law, however, the School would be "pan-divisional" and would engage scholars from a number of units.

The Chair welcomed Professor Janice Stein, Director of the Munk Centre for International Studies at Trinity College, to the meeting of the Board.

In response to a question, Professor Stein assured the Board that although some of the collaborative masters programs currently housed in the Munk Centre would likely undergo future organizational change, an extensive consultative process with all partner faculties would occur once the School was approved by the Governing Council. Current program requirements would continue to be followed for existing programs.

Professor Goel clarified that the Munk Centre was not an academic unit at the University, although the building housed many academic programs. Those programs would continue to exist, but over time there would be a goal to house them within the proposed School. Such an evolution would involve extensive consultation throughout the University. In response to a question, Professor Goel explained that, if approved, the proposed School would present a naming opportunity, as had the Munk Centre, which had been named for Mr. Peter Munk.

On motion duly moved and seconded

YOUR BOARD RECOMMENDS

THAT the School of International Studies be established as an Extra-Departmental Unit B (EDU:B) within the Faculty of Arts and Science, effective July 1, 2008.

[Documentation is attached hereto as Appendix "B".](#)

## **7. Items for Information**

### **(a) Semi-Annual Report: Academic Appeals Committee, Individual Cases, Spring 2008**

The Chair explained that the Board had oversight of the Academic Appeals Committee (AAC) and its processes, but that the semi-annual reports were presented for information only. He emphasized that members of the AAC worked diligently to judge individual cases in a fair manner in keeping with University precedent.

## 7. Items for Information (cont'd)

### (a) Semi-Annual Report: Academic Appeals Committee, Individual Cases, Spring 2008 (cont'd)

Ms Bonnie Goldberg, a member of the Board and one of the AAC Chairs, provided some information on the AAC. She explained that the AAC attended to the application of academic regulations as against a student, which was distinct from the application by the University Tribunal of the *Code of Behaviour on Academic Matters*. The University Tribunal examined allegations under the *Code* for such matters as alleged plagiarism, forgery of University documents, etc., whereas the AAC considered matters typically brought forward through student petitions.

A member asked about the stages of appeal that would result in a case being considered by the AAC. Professor Hillan referred to the University's *Policy on Academic Appeals Within Divisions*, which provided guiding principles and guidelines for academic appeals processes at the divisional level. She noted that most cases were resolved at the divisional level, and very few cases were brought before the AAC. A workshop for staff who dealt with divisional appeals had been held last week.

The Chair commented that he served on the AAC and had observed that the process was well coordinated by Ms Nancy Smart, the Judicial Affairs Officer. In his opinion, students received a full and fair hearing.

A member stated that in his view, not many students exercised their right to request an AAC hearing. He suggested that perhaps students were not well informed of the process. Professor Goel replied that students were provided with a wealth of information on the appeal process through multiple sources, including material distributed upon entry to the University, at registration, through online information, and through their Registrar's Offices.

In response to a question of the possibility of appealing an AAC decision, Ms Goldberg stated that while the decisions were open to judicial review by the Ontario courts, such a review happened very infrequently.

### (b) Semi-Annual Report: University Tribunal, Individual Cases, Spring 2008

During the discussion of the University Tribunal semi-annual report, members commented on the importance of publishing detailed information about individual cases and the accompanying sanctions in campus newspapers in order to serve as a greater deterrent for students. It was suggested that it would be worthwhile to provide sufficient narrative so that the community could gain sufficient understanding of the cases, without exposing all of the details.

Professor Hillan stated that recent steps had been taken to devise a template for use in reporting Tribunal cases to the University community. Ms Smart had proposed that the reports be provided on a biannual basis, so that a number of cases could be presented at once, along with the sanctions. The annual report on academic discipline, which contained detailed statistics by division, would be presented at the next meeting of the Board.

Members suggested that other media, such as online resources, be considered as a means of informing the University community of the Tribunal reports, in addition to campus newspapers. A member suggested that Faculty of Law students could perhaps offer assistance to Ms Smart in developing an advocacy project that would help to provide greater information on discipline to the community.

## 7. Items for Information (cont'd)

### (c) Annual Report: Employment Equity, 2007

The Chair congratulated Professor Angela Hildyard on her re-appointment as Vice-President, Human Resources and Equity for a three-year term.

Professor Hildyard presented the highlights of the *2007 Employment Equity Report*:

#### Academic Staff

Over 50% of all faculty hires were women. This demonstrated the active outreach that had been occurring within every division at the University. Women in tenured and non-tenured faculty positions now comprised 35% of faculty, a figure that was almost identical to external data. Members of visible minority groups were 13.3% of the academic staff, matching external availability data. Persons with disabilities and Aboriginal people were under-represented when compared with external levels; the University's ongoing efforts to increase representation would continue. There were plans to move to an online application system for faculty hiring that would allow applicants to self-identify if they belonged to one of the designated groups or if they belonged to a sexual minority group. That tool would allow the University to determine whether there was suitable diversity of applicants which was perhaps not apparent in faculty search short-lists.

#### Employee Experience Survey

The University-wide employee experience survey, Speaking UP, had been conducted in Fall 2006. Some of the issues that had been identified involved workload concerns. Some female faculty and administrative staff had reported experiencing greater stress and occasionally having the quality of their work affected by the quantity of work. Four working groups had been established to address areas for improvement, including perceptions of a small percentage of employees who reported sometimes feeling left out or treated unfairly due to gender, ethnic or cultural origin, religious affiliation, disability or sexual orientation. Professor Hildyard expected to be able to inform the Board of progress made in these areas in her report next year.

#### Discussion

A member congratulated Professor Hildyard on the Report and on her work on the *Towards 2030* Task Force. He asked whether the working groups would be expected to provide recommendations for next September with respect to the goal of increasing the number of Aboriginal people and persons with disabilities on staff. Professor Hildyard indicated that was the goal. Currently a Human Resources staff member was designated to work with First Nations people. As well, an Aboriginal mentoring program for staff had been implemented.

Professor Hildyard noted that she was the Council of Ontario Universities (COU) representative on the Government Committee for employment standards under the *Accessibility for Ontarians with Disabilities Act*. Through that role, she had confirmed that the University of Toronto conducted extensive levels of outreach and support that surpassed that of the majority of other employers, many of whom did not collect any data on such issues. Professor Hildyard reported that her office was also working to address mental health issues at the University. She had been most impressed to learn of the range of tools that had been created by University faculty and staff when listening to presentations on workplace and mental health issues at a Conference held at the University yesterday. The University's *Ontarians with Disabilities* working group planned to work closely with University experts to find new ways to support individuals when they returned to work.



**7. Items for Information (cont'd)****(c) Annual Report: Employment Equity, 2007 (cont'd)**

Professor Goel emphasized that this was the first year that greater than half of the University faculty hires were women. This was the result of the work of many people over a long period of time. He also emphasized that the University's employment equity approach had been based on pro-active recruitment, developing a wide and deep pool of candidates and then hiring the best person for the position, rather than alternatives such as the use of quotas to fill positions.

**(d) Annual Report of the Council of Ontario Universities (COU) Academic Colleague**

The Chair stated that the 2007-08 Academic Colleague to the COU, Professor Dan Lang, was currently on sabbatical and had been unable to attend the Board meeting. However, he had submitted a written report which had been included in the agenda package. Members were welcome to provide comments on the report directly to Professor Lang or through the Secretary.

Members received the following reports for information:

- (e) Report 134 of the Committee on Academic Policy and Programs (February 26, 2008)**
- (f) Report 135 of the Committee on Academic Policy and Programs (April 1, 2008)**
- (g) Report Number 123 of the Planning and Budget Committee (February 27, 2008)**
- (h) Report Number 124 of the Planning and Budget Committee (April 2, 2008)**
- (i) Appointments and Status Changes**

There were no questions arising from the reports.

**8. Date of Next Meeting**

The Chair reminded members that the date of the next meeting was Tuesday, June 3, 2008, at 10:00 a.m. Because the Chair would be out of town and unable to attend the meeting, the Vice-Chair, Professor Brian Corman, would chair it in his absence.

**9. Other Business**

The Chair reported on the 2008 Academic Board elections. Six members had been acclaimed for another three-year term (July 1, 2008 – June 30, 2011), ten new members had been acclaimed for a three-year term, and one new member had been acclaimed for a one-year term beginning July 1, 2008.

The Chair asked that continuing Board members who had not yet completed the online Committee Preferences Form do so as soon as possible or contact the Secretary.

The Board moved *in camera*.

## **10. President's Teaching Award Recipients**

The Chair brought to members' attention a correction to the President's Teaching Award Recipients documentation. Professor Clare Hasenkampf was a member of the Department of Biological Sciences, at the University of Toronto at Scarborough, not the Department of Life Sciences, as had been indicated.

On motion duly moved and seconded

YOUR BOARD APPROVED

THAT Professor Zubin Austin, Professor Helen P. Batty, Professor Yu-Ling Cheng, and Professor Clare Hasenkampf receive the President's Teaching Award for 2007-2008.

## **11. Report of the Striking Committee**

On motion duly moved and seconded

YOUR BOARD APPROVED

THAT Professor Meric Gertler be appointed to the Planning and Budget Committee for 2007-2008, effective immediately.

On motion duly moved and seconded

YOUR BOARD APPROVED

THAT the President's Academic Colleague on the Council of Ontario Universities for 2008-2010 be:

Professor Daniel W. Lang, OISE

The meeting adjourned at 5:20 p.m.

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Secretary

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Chair

May 1, 2008