To the Governing Council,
University of Toronto

Your Board reports that it met on Thursday, May 24, 2018, at 4:30 p.m. in the Council Chamber, Simcoe Hall, with the following members present:

Andrew Szende, Chair
Catherine Riddell, Vice-Chair
Sandy Welsh, Vice-Provost, Students
Claire Kennedy, Chair, Governing Council
Steven R. Bailey
Vikram Chadalawada
Avrum Gotlieb
Amanda Harvey-Sanchez
Ira Jacobs
Normand Labrie
John F. Monahan
David Newman
Mark Lautens
Zhenglin Liu
Joseph Leydon
Julian Oliveira
Mark Henry Rowswell
Eric Schwenger
Larry Whatmore
Robert Zhi Cheng Xu

Non-Voting Assessors:
Kelly Hannah-Moffat, Vice President, Human Resources and Equity
Anne MacDonald, Director, Ancillary Services
Mark Overton, Dean of Student Affairs, University of Toronto Mississauga (UTM)
Desmond Pouyat, Dean of Student Affairs, University of Toronto Scarborough (UTSC)
Cheryl Regehr, Provost
Meredith Strong, Director, Office of the Vice-Provost, Student and Student Policy Advisor

Regrets:
Jiayi Chen
Aidan Fishman
Pingki Mazumder
Mama Adobea Nii Owoo
Cristina Peter
Samra Zafar

Secretariat:
Sheree Drummond, Secretary
Anwar Kazimi, Deputy Secretary
Joan Griffin, Assistant Secretary

In Attendance:

Susan Froom, Governor
Mala Kashyap, Governor
ITEMS 1-3 ARE REPORTED FOR APPROVAL AND ALL OTHER ITEMS FOR INFORMATION

The Board moved in camera

1. Annual Report: Striking Committee – University Affairs Board

On motion duly made, seconded and carried

IT WAS RESOLVED

THAT the recommendations of the University Affairs Board Striking Committee, outlined in the memorandum from Mr. Andrew Szende, Chair of the University Affairs Board, dated May 16, 2018, be approved.

The Board returned to open session.

The Chair welcomed members and guests to the meeting.
2. Revision: *Policy on Crisis and Routine Emergency Preparedness and Response*

The Provost offered a presentation, appended here, which outlined the purpose for the revisions to the *Policy* and highlighted those revisions. These included updates to terminology contained in the *Policy* and emphasized the tri-campus nature of the *Policy*. These revisions were part of a long-term project concerning response to crisis and routine emergencies on campus.

In the ensuing discussion, the Provost explained that the *Policy* contained various protocols to ensure clear lines of communication existed both internally as well as with local first-responders.

On motion duly made, seconded and carried

It was recommended

THAT the revised *Policy on Crisis and Routine Emergency Preparedness and Response* (dated April 9, 2018) be approved effective immediately.

3. *University-Mandated Leave of Absence Policy*

The Provost provided a comprehensive introduction to, and overview of, the proposed *Policy*. She began by noting that the *Policy* was a response to two reports of the previous Ombudsperson which expressed concern about the University’s ability to address student behaviours during periods of extreme mental health distress. She noted that consultation on the *Policy* had been robust over an 18-month period, and that a number of changes had been made to the *Policy* as a direct result of consultation with students. These changes amplified and clarified key points in the *Policy*, including the supports that would be available to students in need. A university-mandated leave of absence would only be considered once all other supports for the student has been explored, including support within the student’s division, the creation of a Student Support Team, and a voluntary leave of absence.

The Provost stressed the need for the *Policy*. She noted that, at present, the measures available to deal with students engaging in concerning behaviour that may be due to mental health or other health issues were limited and punitive, including action under the *Code of Student Conduct* and the academic penalties of probation, or suspension for one or more terms. The *Policy*, on the other hand, was focussed on providing the necessary assistance to allow students to get well and continue their studies. The Provost also outlined the built-in accountability in the *Policy*, including ongoing dialogue with the University Ombudsperson, yearly reports to UAB, and a three-year review of the *Policy*.

The Chair then invited individuals who had been granted speaking privileges to address the Board:

- Ms Susan Froom noted that there were procedural and substantive reasons to oppose the *Policy*. These included concerns over the consultation process.

- Mr. Joshua Grondin expressed concerns with the timelines contained in the *Policy* as well as with the consultation process.
• Ms Leena Arbaji raised concerns about possible discrimination and stigma that the Policy may engender.

• Ms Samantha Stead raised concerns over possible discrimination, the consultation process and the way the Policy may be used by future University administrations.

• Ms Hana Syed and Ayaan Abdulle expressed concern over further marginalization as a result of the Policy and a lack of consultation.

• Ms Mala Kashyap raised concerns over potential discrimination in the application of the Policy.

• Professor Ellen Hodnett, the UofT Ombudsperson, expressed her strong support for the Policy as a critical step forward in helping students who engage in concerning behaviour due to extreme mental health concerns and in promoting a safe learning environment for all students. She noted that consultations had been robust and inclusive.

In the lengthy discussion that followed, questions were raised by some members about the nature of the consultation process, the scope of the Policy, and the effects on international students. Ms Claire Kennedy, Chair of the Governing Council, along with several other members, spoke in favour of the Policy, noting the robust consultation process and the absolute need for the Policy to protect and assist extremely vulnerable students.

A motion was made and seconded to refer back the Policy.

THE MOTION FAILED

On motion duly made, seconded and carried

IT WAS RECOMMENDED

THAT the proposed University-Mandated Leave of Absence Policy be approved, effective immediately.


Ms Anne MacDonald offered a presentation, appended here, which provided a profile of the Trademark Licensing Office, the Code of Conduct for Licensees and the impact of the Code on apparel manufacturing. She also outlined future plans for the Office, including plans to review and reinvigorate merchandise designs, plans for growth and collaboration with University Archives for heritage merchandising.

5. Annual Report: Recognized Campus Groups

Professor Welsh provided an overview of the recognized campus groups on all three campuses, noting that the campus groups listed in the three reports had sought recognition based on the Policy on the Recognition of Campus Groups. The lists were a reflection of the wide diversity of many of
the ways that students chose to become involved in campus life. Not included in the list were also hundreds of additional clubs, many athletics and recreation activities, as well as Hart House clubs and committees, which added significantly to the educational, intellectual, recreational, social and cultural life of the U of T community. Across the three campuses, there were 1,166 recognized campus groups.

a) University of Toronto Mississauga

There were no questions or comments about the recognized campus groups at the University of Toronto Mississauga.

b) University of Toronto Scarborough

There were no questions or comments about the recognized campus groups at the University of Toronto Scarborough.

c) University of Toronto, St. George

There were no questions or comments about the recognized campus groups at the University of Toronto, St. George.

6. Annual Report: Police Services

Mr. Mike Munroe offered an overview of police services, including staffing complement, incident statistics and officer training. He highlighted the involvement of Campus Police Services in the University community and outlined plans for future initiatives. This could include providing a synopsis of complaints received on the Campus Police website.

In reply to a member’s question about training and hiring, Mr. Munroe noted that training in unconscious bias was a mandatory part of training for all officers. Professor Welsh also noted that there would be an initiative to connect more directly with international students. Turning to hiring, Mr. Munroe reported that there had been a shift in hiring practices towards hiring officers that would be representative of student groups as well as those with post-secondary degrees.

a) University of Toronto Mississauga

There were no questions or comments about Police Services at the University of Toronto Mississauga.

b) University of Toronto Scarborough

There were no questions or comments about Police Services at the University of Toronto Scarborough.
c) University of Toronto, St. George

There were no questions or comments about Police Services at the University of Toronto St. George.

7. Report of the Previous Meeting: Report Number 206, April; 30, 2018

The Report of the Previous Meeting was approved.

8. Business Arising from the Report of the Previous Meeting

There was no business arising from the Report of the Previous Meeting.

9. Date of Next Meeting: Monday, October 1, 2018 at 4:30 p.m.

The date of the next meeting was confirmed to be October 1, 2018.

10. Report of the Senior Assessor

Professor Welsh offered thanks to members for their service and diligence. She also thanked the Secretary and the Chair.

11. Other Business

The Chair thanked the Vice Chair for her support and, Professor Welsh, the other Assessors and their team members for their contributions, which had enabled the Board to meet its mandate. He thanked the Secretariat for their support. He also thanked all the members of the Board for their commitment and contribution. He acknowledged members whose terms would end on June 30th.

The meeting adjourned at 6:50 p.m.

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Secretary                                    Chair

May 25th, 2018