

UNIVERSITY OF TORONTO  
THE GOVERNING COUNCIL

**REPORT NUMBER 207 OF  
THE UNIVERSITY AFFAIRS BOARD**

**May 24, 2018**

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

**Regrets:**

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

**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

**Secretary**

David Walders

**Secretariat:**

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

**In Attendance:**

Susan Froom, Governor  
Mala Kashyap, Governor

Ayaan Abdulle, VP Academic and University Affairs, Scarborough Campus Students Union (SCSU)  
Lynne Alexandrova, Internal Commissioner, UTGSU  
Leena Arbaji, VP Equity, University of Toronto Mississauga Students Union (UTMSU)  
Ilya Banares, *The Varsity*  
Joshua Bowman, Arts and Science Student Union (ASSU)  
Caitlin Campisi, Association of Part-Time Students (APUS)  
Nathan Chan, former UAB member  
Paul Fraumeni, Executive Director, Digital Creative Services  
Debbie Fritz, Campus Police Services  
Jennifer Galley, Coordinator, Campus Organization Services  
Joshua Grondin, VP-University Affairs, University of Toronto Students Union (UTSU)  
Ellen Hodnett, University Ombudsperson  
Jamie Kearns, VP External, APUS  
Jayde Jones, President, Victoria University Students Administrative Council (VUSAC)  
Adam Kuhn, Director, Student and Campus Community Development  
Sila Le Blanc, *The Varsity*  
Mike Lesage, Coordinator, Student Policy Initiatives  
Steve Moate, Senior Legal Counsel  
Mike Munroe, Associate Director, Campus Police Services  
Andrea Russell, Director, Academic Affairs  
Thomas Siddall, Victoria University Senate  
Samantha Stead, University Governance Commissioner, University of Toronto Graduate Students Union (UTGSU)  
Hana Syed, VP External, SCSU

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.

#### **4. Annual Report on the *Code of Conduct for Trademark Licensees***

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 30<sup>th</sup>.

The meeting adjourned at 6:50 p.m.

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Secretary

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Chair

May 25<sup>th</sup>, 2018