SGC251022M

SENATE GOVERNANCE COMMITTEE (SGC)
Minutes of Meeting

Date: Wednesday, October 22, 2025
Time: 2:00pm-4:00pm
Room: Assumption Hall Room 209 & MS Teams

PRESENT: Reem Bahdi, Aiden Carr, Cheryl Collier, Adriana Duquette, Phil Dutton, Dennis Jackson, Joanna Luft, JJ McMurtry (chair), Ken Montgomery, Husam Morra, Dora Strelkova, Patti Weir.

ABSENT Nick Baker (regrets), Debbie Sheppard-Lemoine (regrets), Josianne Marsan (regrets), Sahil Benipal, Selinda Berg, Bruce Minaker, Stephen Weir.

IN ATTENDANCE: Tiffany Brown (Associate University Secretary), Renée Wintermute (University Secretary).

1 Approval of the agenda

MOTION: That the agenda be approved.

Collier/Dutton
CARRIED

2 Minutes of the Meeting of May 14, 2025
(see documents SGC250514M)

A minor correction was noted.

MOTION: That the minutes of the Senate Governance Committee meeting of May 14, 2025 be approved, as amended.

Montgomery/Luft
CARRIED

The e-votes of May 26, 2025, July 30, 2025, September 3, 2025, September 24, 2025, and September 30, 2025 were received.

3 Business arising from the minutes
NOTED:

- Following up on the May 2025 discussion, Dr. Gregg French has been appointed Special Advisor to the Provost on Domestic Recruitment, collaborating with the Office of the Registrar and the AVP, Enrolment Management to develop strategies and initiatives focussing on domestic recruitment.

4 Outstanding Business
Nothing to report.

5 Reports/New Business

5.1 Senate Governance Committee Mandate
(See document SGC251022-5.1 for more details.)

The document was received for information.

5.2 Senate Meeting Scorecard – Results from Winter/Spring 2025
(See document SGC251022-5.2 for more details.)

AGREED:

- Overall, results are positive with comments reflecting feedback from earlier surveys, though there continues to be concern expressed around the focus on operational matters and appropriate, collegial participation.
- Suggestions for improvements included:
  - Accessibility: explore supports for hearing difficulties such as use of handheld mics or reminding Senators to repeat comments.
  - Engagement: provide 5 minutes at final meeting of the academic year to complete the 2025-2026 scorecard to try to enhance response rates; consider adding a forum for open dialogue (before, during, or after the meeting).
  - Consultation: clarify Senate's role as a governing body vs consultative (e.g. in IT decisions) and include in orientation; presenters to clarify when using acronyms and provide context for reports.

5.3 Senate and Standing Committees Diversity Report
(See document SGC251022-5.3 for more details.)

NOTED:

- A robust discussion took place regarding the necessity of the survey in light of the Employee Self-Identification Survey run through Human Resources.
- While supporting the 50/30 challenge initiative in principle, members also expressed concern about potential burnout among individuals who self-identify and serve on multiple committees.

AGREED:

- Human Resources will be approached to determine whether the Employee Self-Identification Survey data can be shared with the Secretariat for the purposes of responding to the 50/30 Challenge, with the goal of enhancing the Senate survey results and mitigating duplication and survey fatigue.

6 Question Period/Other Business

AGREED:

- The Equity Assessor role was established to help ensure fairness and equity within hiring and RTP committees. With limited numbers of EAs, the model does not work in practice.
- Members agreed that the EA model should be eliminated and replaced with a requirement that all committee members receive equity and inclusion training so that everyone is equipped to assess equity considerations consistently. Any issues that cannot be resolved within a meeting may be referred, for example to PCEE or the OVPPEI, for further attention.
- In addition to the UWindsor's EDI training, online resources such as Polaris or the Tri-Council Policy Statement on Ethics were recommended as potential training tools to be introduced at a committee's first meeting to help establish shared EDI parameters.
- The VPPEI will report back with a proposal for changes to the EA model in due course.
- Members agreed, by general consent, to disband the SGC EDID Subcommittee. The Subcommittee chair noted that matters addressed typically do not fall under the purview of Senate and therefore generally does not have any items to bring forward to Senate. While the subcommittee, or a variation thereof, may remain in place, it will no longer report directly to SGC. Any items that should be brought to Senate's attention will come forward under the VPPEI's report.

7 Adjournment

MOTION: That the meeting be adjourned.

Collier/Duquette
CARRIED