

Present: J. Morrison (Chair); M. Spence-Ariemma (Vice Chair); P. Hommersen (Speaker); C. Lawrence (Deputy Speaker); T. Smith (Secretary) M. Allcott; C. Altilia; S. Aziz; M. Bartlett; A. Boshnakova; D. Braggins; F Chaze; L. Cipparrone; J. Condie; K. Cummins; D. Fraser; J. Ginter; D. Greenwood; S. Hana; J. Hardisty; A. Hastir; A Hollenberg; S. Hood; J. Irwin; Y. Katz; K. Kurichh; H. Lee; M. Lemon; D. Liao; K. Lints; E. MacNeil; J. Mactaggart; E. Mahmoud; K. Mahmud; M. Marsella; S. McGinness; S. McKean; S. McNabney; D. McQuarrie; Craig Milestone; P. Ogg; B. Osborne; P. Palermo; L Phyllis; V. Picicci; S. Pirie; M. Qureshi; R. Rosenberg; J. Saunders; S. Saunders; S. Steele; C. Tuck-Rigs; J. Urowitz; A. Venkatapathy; D. Wackerlin; P. Wheeler

Guests: E. Connell; M. Dennis; M. Frazer; J. Hinchliffe; J. MacKinnon; A. Pepenella; S. Rumsey; C. Szustaczek;

Absent with Regrets: A. England; R. Giberson; K. Hayward; M. Khan; F. Koch; M. Lucido Bezely; S. Pirie; M. Stewart; J. Sweeney Marsh; C. terSteege;

Absent: N. Al Shirawi; R. Dube; D. Elizondo; R. Geddes; D. Joron; J.Kim; M. Komza; H. Lee; M. O'Leary; A. Pike; R. Piper; P. Sarkissian; N. Sheppard; T. Tarantini; E. Williams; N. Zia

1.0 Call to Order

Quorum was confirmed and the Speaker called the meeting to order. The Speaker acknowledged the Traditional Territory of the Mississaugas of the Credit First Nations, Anishinaabe Nation, Huron-Wendat and the Haudenosaunee Confederacy.

2.0 Approvals

No revisions or corrections were identified to the Secretary before the meeting.

2.1 Senate Agenda – April 25, 2019

Moved by B. Osborne; seconded by J. Hardisty:
THAT Sheridan Senate approve the April 25, 2019 meeting agenda as presented.
Carried.

Speaker noted that there were two in-camera items at the end of the agenda

- All non-voting senate members and guests will be asked to leave the room after item 6.0 Question Period

2.2 Senate Minutes – March 28, 2019

Moved by S. Hana; seconded by D. McQuarrie:
THAT Sheridan Senate approve the March 28, 2019 meeting minutes as written.

Comments:

Minutes to be reviewed regarding the wording in section 5.1 Academic Freedom Policy, specifically language referencing “textbooks”

Amendment to motion:

Moved by S. Saunders; seconded by S. Hana:

THAT the minutes be approved with the exception of section 5.1 Academic Freedom Policy be reviewed

Carried.

Speaker noted that the following documents 2.3 and 2.4 were posted on the Senate SharePoint site on April 18, 2019

2.3 2020-2021 Academic Calendar

Document has been shared with stakeholders and a report back is required to the Registrar by May 13, 2019

Final Senate approval will be sought at the May 23, 2019 Senate meeting

2.4 Stakeholder Feedback: Grading Policy & Academic Standing Policy

Stakeholder discussions will be taking place at the LAC’s between April 26 – June 28, 2019

3.0 Speakers Remarks

Senate elections closed on April 12, 2019. The results were shared via the Insider. Copy was displayed.

The Senate spring 2019 Officer and Senate Executive Committee Election is coming up. The election timelines were displayed.

4.0 President’s Report

The Speaker introduced the President, Dr. Janet Morrison (Chair of the Senate) who provided the President’s Report.

President Morrison informed Senate that Tracy Smith will support Senate as Secretary of Senate and will work in conjunction with Jessica Hinchliffe, Assistant Secretary to the Board to support all governance activities.

College Day was April 1, 2019 at Queen’s Park

Government Funding Announcements:

- In final year of SMA2, Ministry has announced that they will be negotiating a five-year SMA3
- SMA3 will move towards quantitative metrics
- A greater portion of each institutions funding will be based on performance. Currently 1.2% of our funding is performance based. This will increase to 60% by 2024/25
- Less than 25% of our current revenues come from the Ministry

Employee Engagement Survey:

- Results have been shared. Areas of strength:

- Our employees are passionate about their work and feel that they can make a positive impact;
- Fundamentally, they enjoy their day-to-day work tasks;
- Feel that Sheridan has an excellent reputation
- Opportunities for improvement:
 - Need to do better at developing people through career opportunities, rewards and recognition, and identifying their strengths and improvement areas
 - Need to be more agile in decision making and provide a clear direction for the future
- Focus Group sessions:
 - 10 employee focus groups were held across all three campuses to validate the findings and seek deeper insight into areas requiring improvement. In total, we heard from over 200 employees at the focus group sessions (60 faculty members, 67 support staff and 93 administrative employees)
- Institution-wide action Plan
 - An institution-wide action plan will be developed to identify priorities
- Local Level Action Plans:
 - Local leaders will be charged with developing local plans
 - Employees should expect to learn of their unit area's survey results shortly and will be asked to participate in action planning sessions with their leader in the weeks ahead, if this process has not already begun
 - CPOD is providing co-facilitation support to leaders as required
 - To enable a high degree of participation while balancing 7A and 7B leaves, there has been a shift to the completion date for the action plans from the originally stated deadline of June to October

Activity Based Budgeting:

- ABB task force nearing completion of their work
 - Have worked for the last 7 months (Sept. 2018 – Mar. 2019) to develop ABB principles.
 - ABB principles have been developed by the Task Force and agreed by the Oversight Committee.
 - Next steps:
 - Final task force report forthcoming
 - Modelling of 20/21 budget using ABB principles
 - New budget software implementation

Strategic Plan:

- Town halls were conducted on April 8 (HMC), April 9 (Davis), April 11 (TRC); The Potential Group facilitated a large meeting on April 23 with leaders focused on next steps. You can expect to be invited to local discussions about the plan and how it may / should / will impact your work soon.

Convocation:

- A dialogue was initiated on current Convocation practices to determine what was working and what could be changed. The initiative was predicated on five principles:
 - Students will be the focus of convocation events
 - Ceremonies will embrace diversity, equity and inclusivity
 - Balance universal traditions with Sheridan traditions
 - Will be the culmination of student experience and the beginning of the graduate's lifelong relationship with Sheridan as an alumni
 - Balance ceremonial efficiency with celebration
- To garner input and make informed decisions, consultations and surveys of recent grads and faculty took place. Highlights:
 - Faculty want to have a meaningful role in ceremonies
 - Post-event reception does not afford opportunities to connect with students

- Partial load faculty were unaware they were welcome to attend
- Faculty would prefer a more streamlined approach for ordering academic regalia
- Students should remain the focus
- Photos taken on stage with President are time consuming
- Based on the work to date, communication will be forthcoming focusing on changes. Highlights:
 - All faculty will be invited and are welcome to sit on stage for the relevant ceremony
 - Featured speakers will be our valedictorians
 - There will be enhanced opportunities for students to connect with faculty by arranging well signed, distinct areas in the Living Arts Centre
 - Specific roles for Deans, Associate Deans and Program Coordinators will be communicated via role sheets

Earth Day:

- April 22, 2019 – recognized the efforts of our colleagues in Skilled Trades and the Office of Sustainability

Discussion ensued

5.0 New Business

5.1 LAC and Standing Committee Presentations

Academic Policy Standing Committee

Sean Saunders presented. The presentation is available on the Senate website.

LAC Report – FHASS

Morgan Dennis presented. The presentation is available on the Senate website.

LAC Report – PSB

Lorraine Cipparone presented. Presentation link below.

https://prezi.com/zwhwy-j_xtwh/?token=a50ee1b50a1b79d05ca4a780db070014161ffc4144d9788ade8423e66e776b06&utm_campaign=share&utm_medium=copy&rc=ex0share

6.0 Question Period

Questions were raised and responded to on the following topics:

- Transportation (U-pass and shuttle)
- Fee structure
- Government funding metrics
- Convocation
- Food Services
- LAC membership/TOR for LAC's

7.0 Decision

Moved by J. Saunders; seconded by L. Cipparone:
 THAT Senate move the meeting in-camera (5:30pm)

8.0 Adjournment

Moved by D. Greenwood

THAT the April 25, 2019 meeting of the Sheridan Senate adjourn at 5:53pm.

Carried.