

**PRESIDENT'S REPORT TO
McMASTER UNIVERSITY'S BOARD OF GOVERNORS
OCTOBER 18, 2018**

Advancing Inclusive Excellence: Equity, Diversity and Inclusion

As Board members know, the University has been engaged for some time in a dedicated institutional focus on the promotion of equity, diversity and inclusion on our campus. Our *Statement on Building an Inclusive Community* provides the cornerstone for this work and subsequent efforts have been focused on meeting the needs of our diverse student body, ensuring that all members of our community can find a place and a welcome here; understanding the current composition of our faculty and staff and taking steps to promote and ensure greater diversity within those groups; and identifying and beginning to address systemic barriers within our policies and practices.

A great deal of work is currently underway to put in place the structures and processes, and initiate the training and support, that is needed to advance employment equity at McMaster. This includes the development of staff hiring guidelines and associated advice for hiring managers, the launch of a dedicated employment equity website, and an updated employment equity statement, but there is always more work to do. It is also important to recognize that advancing equity is about much more than establishing strategic plans, and requires more than administrative policies to be successful. To become the inclusive organization that we aspire to be we need to recognize and draw on the perspectives, skills, talents and experiences of all members of our community - people from different cultures, disciplines, backgrounds and faiths – and embrace the fact that diversity is essential to creativity, and ultimately to research excellence, as a shared understanding and responsibility.

McMaster's Strategic Plan for Research, *Research for a Brighter World*, adopted in the spring of 2018, acknowledges the importance of diversity to research excellence and highlights the power of research to bring diverse groups of individuals together behind a common, focused goal. This perspective has also been taken up by the federal government, which is focused on finding ways to promote and ensure diversity within the granting framework, and in particular with regard to the appointment of Canada Research Chairs. Universities have been required to establish dedicated action plans to support equity, diversity and inclusion within the Canada Research Chairs program. In addition to establishing targets for the recruitment of individuals within four designated groups: persons from racialized communities, women, Indigenous peoples, and individuals with disabilities, universities are required to put in place a detailed action plan outlining recruitment processes and practices, institutional policies relating to the promotion of equity, and retention strategies. McMaster's plan is complete and available on the Canada Research Chairs section of the Vice-President (Research) website. Universities have until December 31, 2019, to ensure full compliance and report publicly on this, but as noted in our action plan, our goal is to surpass the stated targets and maintain a diverse complement of Chairholders whose perspectives and leadership will only strengthen our research enterprise.

While not the driving imperative, such governmental requirements and initiatives are helpful in providing a further impetus to allow us to advance our equity-focused work. Given the

compelling body of research highlighting the success of diverse teams, the promotion and support of diversity and inclusion is also an important factor in ensuring our ongoing research and pedagogical excellence.

With work on employment equity well underway, the next step is to establish an overarching framework for Equity, Diversity and Inclusion. This initiative is being led by Dr. Arig al Shaibah, our newly-appointed Associate Vice-President (Equity and Inclusion), in collaboration with a number of key offices across campus. I am delighted to welcome Arig as the guest speaker at our meeting and look forward to hearing her speak in more detail about this critically important work, and outline the next steps for advancing inclusive excellence at McMaster.

CAMPUS UPDATE

McMaster Alumna wins Nobel Prize

Donna Strickland, a McMaster alumna who received her Bachelor of Engineering degree (B. Eng) in Engineering Physics in 1981, has won the Nobel Prize in Physics, the first woman to do so in 55 years and one of only three in the history of the award. Dr. Strickland, currently an Associate Professor at the University of Waterloo, is part of a team that helped to develop short and intense laser pulses that have created new areas of research and led to broad industrial and medical applications, including lasers used in millions of eye surgeries conducted each year.

The Swedish Royal Academy of Sciences awarded the \$1.4 million prize to be shared with American physicist Arthur Ashkin and French laser physicist Gérard Mourou.

McMaster Ranked among World's Top 100 Universities

The University moved up one place from 78th to 77th in this year's World University Rankings, published by Times Higher Education, and was ranked fourth among Canadian institutions. The rankings evaluate world-class universities against a host of performance indicators, including research, teaching and internationalization.

McMaster wins Global Teaching Excellence Award

McMaster was awarded the prestigious Global Teaching Excellence Award in July, based on the strength of the University's experiential learning opportunities, commitment to global engagement and the work of the Paul R. MacPherson Institute for Leadership, Innovation and Excellence in Teaching. Organized by the Higher Education Academy in partnership with Times Higher Education, the award recognizes universities with strong, institution-wide approaches to supporting and promoting teaching excellence.

Research

Two Professors named to Royal Society of Canada

Gianluigi Botton, an Engineering Professor in the Department of Materials Science and Engineering and Director of the Canadian Centre for Electron Microscopy, has been named a Fellow in the RSC's Academy of Science. Guillaume Paré, a Professor in the Faculty of Health Sciences, director of the Medical Biochemistry Postgraduate Education Program and a Canada

Research chair in Genetic and Molecular Epidemiology, has been named a member of the RSC's College of New Scholars, Artists and Scientists.

Election to the Canadian Academy of Health Sciences

Susan Denburg, Executive Vice-Dean and Associate Vice-President (Academic) in the Faculty of Health Sciences, has been elected as a Fellow to the Canadian Academy of Health Sciences (CAHS). Induction into the CAHS as a Fellow is considered one of the highest honours within Canada's academic community.

SSHRC Impact Awards

Two members of the McMaster community were honoured at the recent SSHRC Impact Awards held in Ottawa. Shane Neilson, a PhD candidate in the Department of English and Cultural Studies – who is also a practising physician, adjunct professor of family medicine, award-winning writer and advocate for dis/ability issues - received the Talent Award; and Michelle Ogrodnik, a PhD student in the Department of Kinesiology, was recognized as one of five winners of the SSHRC national Storytellers competition.

McMaster Vanier Scholars and Banting Fellows

Ten McMaster graduate students and one postdoctoral fellow have received the Government of Canada's most prestigious scholarships for doctoral students and postdoctoral researchers, tackling research areas including diabetes in expectant mothers, breast cancer and high-altitude adaptations in mice.

McMaster's 2018 Vanier Scholars are:

- Farid Foroutan (Health Research Methodology)
- Sujane Kandasamy (Health Research Methodology)
- John Krzeczowski (Neurosciences)
- Sachi O'Hoski (Rehabilitation Sciences)
- Saad Syed (Biochemistry and Biomedical Sciences)
- Alyssa Vito (Biochemistry and Biomedical Sciences)
- Scott Langaert (Chemistry and Chemical Biology)
- Ryan LaRue (Chemical Engineering)
- Carmen Lee (Physics and Astronomy)
- Oliver Wearing (Biology)

McMaster's 2018 Banting Postdoctoral Fellow is:

- Sarah Svenningsen (Medicine)

Canada's Science Minister announces \$10.5M federal boost for Research Commercialization

The Centre for Probe Development and Commercialization, which develops research on medical isotopes into new diagnostic tests and cancer treatments, has received a significant boost in the form of \$10.5 million in federal funding. Canada's Minister of Science and Sport, Kirsty Duncan, visited the university's commercialization hub at McMaster Innovation Park to announce a total of \$79.8 million in federal funding for five National Centres of Excellence for Commercialization and Research across the country, including McMaster's CPDC.

Teaching and Learning

New Minor in Innovation supports Students to become Successful Entrepreneurs

A new Minor in Innovation is now available to all McMaster students. It's designed to give students the tools they need to succeed in today's fast-paced, innovation-driven marketplace. Offered jointly through the Faculty of Engineering and the DeGroote School of Business, in partnership McMaster's startup incubator, The Forge, the minor was conceived to help students think like, and ultimately become, successful entrepreneurs.

Construction begins on Student Activity and Fitness Expansion

Students, faculty and staff gathered near the Ron Joyce Stadium recently for a ceremonial ground-breaking. In March 2017 students voted for a significant expansion and improvement of campus activity and athletic recreation space, including adding nearly 100,000 square feet of fitness studios, study areas, multi-faith prayer space and meeting facilities. Construction of the addition begins during October 2018.

Students collaborate with Public Health to design a more active City

The *Innovation by Design* course, offered through McMaster's Michael G. DeGroote Health Leadership Academy, introduces students to a method of problem-solving called 'design thinking'. Rather than basing solutions on assumptions, design thinking involves consulting those who are connected to the problem and understanding how they experience it in daily life.

Global and Community Engagement

Socrates Project Launches

McMaster officially launched the Socrates Project with a special performance by Indigenous musician Jeremy Dutcher. The fall programming includes a wide range of events, from VR exhibits to lectures. Socrates is a two-year campus-wide pilot project drawing on the University's strengths and expertise in liberal arts education and research, especially in the study of the Humanities and Social Sciences.

Focus on Global Experience for Students

In support of the Global Engagement Strategy, McMaster is working to provide opportunities for global experiences for students while providing a clear direction on how to access resources that foster global engagement abroad and at home. A dedicated Project Manager of Strategic Initiatives is working with the Office of International Affairs to develop an action plan for the University's Global Engagement Strategy and enhance the coordination and communication of global engagement activities and opportunities throughout the University community.

Summer ESL Program offered to Students from around the World

Undergraduate students from universities around the world visited McMaster over the summer to take part in a unique program that combines English language instruction and cultural immersion with an introduction to some of McMaster's most innovative academic programming. The multi-week program, spearheaded by McMaster's Office of International Affairs, brought together 178 students from China, Japan, Saudi Arabia, Mexico and Turkey to improve their language skills, and to attend a range of academic sessions focused on e-Health, as well as on topics related to entrepreneurship and innovation.