

Senate
Senate Chamber
Room 245 Engineering Building
WEDNESDAY, February 7, 2001
1:30 p.m.

AGENDA

I MATTERS TO BE CONSIDERED IN CLOSED SESSION

II CANDIDATES FOR DEGREES, DIPLOMAS AND CERTIFICATES - FEBRUARY 2001

Page 17

The report will be available at the Senate meeting.

III MATTERS RECOMMENDED FOR CONCURRENCE WITHOUT DEBATE

1. Report of the Senate
Committee on Medical Qualifications:
Dr Lance J E Coetzee

Page 18

IV MATTERS FORWARDED FOR INFORMATION

1. Canadian Forces University Program
Annual Report September 1999 - August 2000

Page 32

2. Correspondence from Vice-Provost
(Programs) re PhD in Natural
Resources and Environmental Management

Page 42

V REPORT OF THE PRESIDENT

1. President's Report: 17 January 2001
2. Bi-Annual Report on the Status
of Recommendations Made in the
Task Force Report *Building on Strengths*

Page 43

Page 58

VI QUESTION PERIOD

Senators are reminded that questions shall normally be submitted in writing to the University Secretary no later than 10:00 a.m. of the day preceding the meeting.

VII CONSIDERATION OF THE MINUTES OF THE MEETING OF JANUARY 3, 2001

VIII BUSINESS ARISING FROM THE MINUTES

**IX REPORTS OF THE SENATE EXECUTIVE COMMITTEE
AND THE SENATE PLANNING AND PRIORITIES COMMITTEE**

1. **Report of the Senate Executive Committee** **Page 96**
2. **Report of the Senate
Planning and Priorities Committee**

The Chair will make an oral report on the Committee's activities.

**X REPORTS OF OTHER COMMITTEES OF SENATE,
FACULTY AND SCHOOL COUNCILS**

1. **Report of the Senate
Committee on Admissions
Concerning the Faculty of Dentistry's
Request to Revise its Admission Requirements** **Page 97**
2. **Report of the Senate
Committee on Admissions
Concerning a Proposal from the
Faculty of Physical Education and Recreation
Studies to Revise its Admission Requirements** **Page 98**
3. **Report of the Senate
Committee on Rules and Procedures on the
Senate Committee on Instruction and Evaluation** **Page 100**

XI ADDITIONAL BUSINESS

XII ADJOURNMENT

/sgp

CANDIDATES FOR DEGREES, DIPLOMAS AND CERTIFICATES

1. Degrees Notwithstanding a Deficiency

A list of students to be considered for degrees notwithstanding a deficiency will be distributed at the meeting.

Deans and Directors should note that they may be asked to explain the circumstances leading to the recommendations from their respective Faculties or Schools.

At the conclusion of discussion of the report, the Speaker of the Senate Executive Committee will make the appropriate motion(s).

2. Report of the Senate Committee on Appeals

An oral report will be presented to Senate by the Chair of the Committee only if the Committee has heard an appeal which will result in the recommendation of the award of a degree notwithstanding a deficiency.

3. List of Graduands

A list of graduands will be provided to the University Secretary on the day of the meeting. The list will not be distributed to members of Senate but will be open for inspection by individual members of Senate.

The list to be provided to the University Secretary will be a compilation of the lists of the graduands of each Faculty and School.

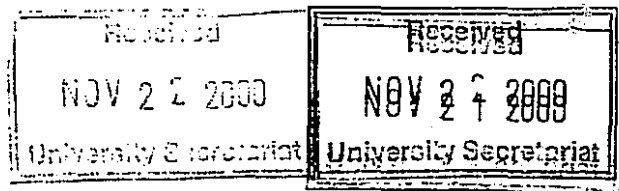
The Speaker for the Senate Executive Committee will make the appropriate motion approving the list of graduands, subject to the right of Deans and Directors to initiate late changes with the Director of Student Records up to February 9, 2001.



UNIVERSITY
OF MANITOBA

Faculty of Medicine

18



November 21, 2000

Office of the Dean
753 McDermot Avenue
Winnipeg, Manitoba
Canada R3E 0W3
Telephone: (204) 789-3557
Fax: (204) 789-3928

Ms. Bev Sawicki
Senate Secretariat
313 Admin Bldg.

Dear Ms. Sawicki:

Re: Dr. Lance J.E. Coetzee – Registration and
Licensure under Section 64 of the Medical Act

The credentials of the abovenoted individual being recruited as a GFT at the rank of Assistant Professor by the Faculty of Medicine, Department of Surgery, Section of Urology, were reviewed utilizing e-mail and telephone by all of the members of the Senate Committee on Medical Qualifications (SCMQ) during the week of November 13, 2000. All of the members of the committee (Dr. G. Bristow, Chair, Dr. W. Pope, Dr. Bryan Kirk, Dr. Aleks Chochinov, Dr. Samia Barakat and Professor Karen Ogden) had been previously circulated with a complete copy of Dr. Coetzee's current C.V. and three letters of reference from current or recent peers and supervisors. The SCMQ Committee chairman, G. Bristow, had previously met with Dr. Coetzee on September 26, 2000.

On the basis of the strengths of Dr. Coetzee's C.V. in the areas of clinical practice, teaching and administration supported by superb letters of reference, it was the unanimous decision of the SCMQ Committee that Dr. Coetzee be recommended for licensure and registration under Section 64 of the Medical Act. His practice will be limited to Urology. Furthermore, the Faculty of Medicine is supportive of his inclusion on the Specialist Registration under Section 12(2).

Enclosed are copies of Dr. Coetzee's C.V. and letters of reference.

Sincerely,

G. Bristow, M.D., FRCPC
Associate Dean (Academic)

Copy to: Dr. L. Oppenheimer
Ms. J. Zushman
Dr. D. Hosking

Comments of the Senate Executive Committee:

The Senate Executive Committee endorses the report to Senate.

CURRICULUM**VITAE**

DR. LANCE JOHAN ERASMUS COETZEE

MBChB (Pretoria) M.MED (UROL), FCS (URO) S.A.

FELLOW IN URO-ONCOLOGY (DUKE UNIVERSITY)

DR. LANCE JOHAN ERASMUS COETZEE

CURRICULUM VITAE

PRESENT POSITION: SENIOR CONSULTANT UROLOGIST

(Uro-oncology and reconstructive urology)

DEPARTMENT OF UROLOGY

UNIVERSITY OF PRETORIA

SOUTH AFRICA

AND:

UROLOGIST IN PRIVATE PRACTICE

PRETORIA UROLOGY INSTITUTE

SUITE NO. 2

1162 PRETORIUS STR

HATFIELD

PRETORIA

TEL: (012) - 342 9432

ADDRESS: (HOME) 281 WILLIAM STR.

BROOKLYN

PRETORIA

0181

TEL: (012) 362 0997

DATE OF BIRTH: 28 APRIL 1960
PLACE OF BIRTH: JOHANNESBURG, SOUTH AFRICA
CITIZENSHIP: South African
MARITAL STATUS: MARRIED
FAMILY: WIFE: LILLA JANE
CHILDREN: HELEN CLAIRE
MURRAY GRAEME
RELIGION: Christian
CHURCH: Methodist

LANGUAGES: English (Home language) and Afrikaans

INTERESTS: Sports:
Cricket (Provincial/County 1978-1982, South African Universities 1983),
Hockey (Provincial/County -toured UK and Europe 1977
Golf, Tennis and Squash.

EDUCATION: School:
Pretoria Boys High School: 1973 - 1977
Vice Head Boy; First XI Cricket Captain
Matriculation 1977: First class (Four Distinctions)

University:
1978-1983: MBChB: University of Pretoria
1984: Internship -Tygerberg Hospital,
University of Stellenbosch (U.S.) Medical School
1987-1992: Resident in Urology,
University of Pretoria (U.P.) Medical School

UROLOGY TRAINING PROGRAM:

(2 years general surgery, 18 months paediatric urology, 3½ years adult urology,
9 months neuro- urology/urodynamics)

- 1987 - Primary examinations in the basic medical sciences
(Anatomy, Physiology and Pathology)-cum laude
-Foreign Medical Graduate Examinations in Medical Sciences
- 1989 -Intermediary examinations in principles of surgery and
intensive care medicine- cum laude
- 1992 -FCS (URO) S.A and Mmed (URO) part III - cum laude

POSITIONS HELD:Dec.1983-Dec.1984:

Surgical and Medical intern Tygerberg Hospital, U.S. Medical School

Jan.1985-Dec.1986:

Two years national service as a medical officer in the 1- Military Hospital
(18 months general surgery, 6 months urology)

1987: —

Medical officer/junior resident in urology (6 months paediatric urology,
6 months adult urology) University of Pretoria

Nov.1987- Nov.1992:

Resident in urology at the University of Pretoria

Nov.1992- Jun. 1994:

Consultant urologist in the Dept. of Urology at UP and
Head of the metabolic stone clinic.

Jul.1994- Sept.1995

Fellow in uro-oncology at Duke University Medical Centre, Durham, NC, USA

SPECIAL INTERESTS: Uro-oncology, reconstructive urology, pediatric urology and endourology (especially related to urolithiasis)

PROFESSIONAL REGISTRATION:

-Registered medical practitioner and specialist urologist -
Interim Medical and Dental Council

-GMC, London, UK

-Licensed to practice medicine in the state of North Carolina,
USA

AWARDS AND PRESENTATIONS:

Awards:

- University of Pretoria Medical Faculty Award:
Best post graduate student 1992-1993
- Danie Joubert award for research in Prostate Cancer 1997.
- Rotary Club of Pretoria Hatfield Vocational Award for 1998
- Carl Storz prize: Awarded at the biennial urology congress to a young urologist who in the eyes of the committee has made a significant contribution to urology in South Africa

Presentations :

- 1988 South African Urological congress:
Prospective study on intravesical chemotherapy with the drug "novantrone"
- 1992-1993: Invited speaker Merck university program
- 1992 South African Urological congress:
Retrospective analysis of results with AUS 800 artificial urinary sphincter -
The University of Pretoria experience.

- 1992: Pan African Urologic Surgeons Association meeting in Cairo:
Outcome analysis of the AUS 800 artificial sphincter in patients with posttraumatic urinary incontinence.
- January 1993-Urodynamics in BPH
- January 1994-Minimal invasive surgery in treatment of BPH
- 1995: South eastern section of the AUA
 - 1.Radical Surgery for clinically localized prostate cancer: Outcome as a function of age at intervention
 - 2.Early versus delayed adjuvant radiation therapy in-patients with margin positive disease after radical prostatectomy for clinically localized prostate cancer.
 - 3.Post operative PSA as a prognostic indicator in-patients undergoing adjuvant radiotherapy after radical prostatectomy for margin positive prostate cancer.
- 1995: AUA:
 - 1.Proliferative index determination in prostate cancer as an additional Prognostic indicator in comparison with Gleason score, ploidy and pathological stage.
 - 2.Early versus delayed adjuvant radiotherapy and the role of postoperative PSA in determining treatment outcome in-patients with margin positive disease after radical prostatectomy.
- 1998: South African biennial urology conference:
 - 1.Retrospective analysis of 84 consecutive patients undergoing radical perineal prostatectomy-an alternative approach
 2. The non-refluxing, incontinent ileostomy in tetraplegic patients-a pilot study
 - 3.Effectiveness of a new one-month sustained release formulation of Triptorelin to induce a chemical castration with a complete inhibition of LH and FSH secretion.

1999: Invited co-chairman 4-day radical perineal prostatectomy workshop
 –(including live surgery) – London

2000:

1. Presentation of a workshop on radical perineal prostatectomy at the biennial urology congress in Durban with invited faculty.
2. Presentation as an invited speaker at the annual meeting of the Italian branch of the EORTC in Cape Town in January.
3. Invited speaker of the Gauteng medical discussion group – Keynote address on prostate cancer.

Involvement in previous research trials:

Trials controlled by Clindipham and audited by FDA.

1. Cardura BPH trial started 1996 – completed 1997.
2. Complicated UTI trial – started 1997 – completed 1998.
3. Decapeptyl LHRH agonist trial for metastatic prostate cancer – 1997- 1998.

Current trials:

1. IBAH Roberts prostate cancer trial:
2. Bayer PDE-V inhibitor
3. Schering – Plough: Intron-A intravesical chemotherapy trial.

MEMBERSHIP OF SOCIETIES AND COMMITTEES:

1984 - Current S.A. Medical Association

1992 - Current S.A. Urological Society

1993 - Current Pan African Urological Surgeons Association

1995 - Current Corresponding member AUA

Chairman of the Pretoria Urology Hospital research committee, which has the aim of furthering clinical research both locally, and abroad. Links have been established with the EORTC for one. A number of prospective and retrospective studies are ongoing. The long-term goal is management of generated data, to involve registrars in conjunction with the medical school and to coach them in research techniques and create an environment and awareness for the need for good clinical research.

PUBLICATIONS:

- 1.Coetzee L.J.E: Interstitial Cystitis (review).Genceeskunde 33(4),1991
- 2.Coetzee L J E., du Plessis D : Intravesical mitoxantrone.HCL in superficial bladder carcinoma. S.A J. Surg.28, 1990
- 3.Coetzee L J E: The treatment of superficial bladder cancer (review). Oncology 3(2), 1992
- 4.Coetzee L J E: The management of the unstable bladder. Spec. Med. 15(5), 1993
- 5.Coetzee L J E: Urological laparoscopic surgery. Hosp. Med., May 1993
- 6.Coetzee L.J E.Prostate Cancer in Merck manual physicians desk reference 1st edition 1994
- 7.Coetzee L J E, Anscher M, Hars V and Paulson D F: Early versus delayed adjuvant radiotherapy in patients -with margin positive disease after radical prostatectomy, any advantage? - In press J Urol
- 8 Coetzee L J E, Hars V and Paulson D F: Post-operative PSA as a marker of treatment response in patients with margin positive disease undergoing adjuvant radiotherapy after radical prostatectomy. - Urology 47(2), 323-325,1996
- 9.Coetzee L J E, Hars V and Paulson D F: Proliferative index determination in prostate cancer as an additional prognostic indicator in comparison with Gleason score, ploidy, and pathological stage. -J Urol. 157(1):214-218, January 1997.
- 10.Coetzee L J E, Hars V and Paulson D F: Radical surgery for clinically localized prostate cancer: Outcome as a function of age at intervention. -Submitted to J Urol. April 1995
11. Ibrahim G, Coetzee L J and Paulson D F: Outcome of surgical therapy for clinically localized prostatic adenocarcinoma: Caucasians and African Americans. -Urology May 1995
- 12.Coetzee L J and Paulson D F: Staging pelvic lymphadenectomy in revised edition of the "Atlas of Urologic Surgery " by Frank Hinman Jr. Saunders and Co 2nd edit.1995.
- 13.Coetzee LJE and Paulson DF: The surgical technique of radical perineal prostatectomy in the atlas of urological surgery by Robert J Krane, 1996
14. Coetzee L.J.E.: Radical perineal prostatectomy – revival of an old technique: Hospital supplies, July 1997
- 15.Coetzee L.J.E.: Superficial bladder cancer – new developments: Specialist medicine, 29(7), 48-59,1997.
- 16.Coetzee L.J.E.: Prostate cancer: Prevention early detection and treatment options (Review): Quarterly oncology journal of specialist medicine (invited paper), April 1998.
- 17.Price DT, Coetzee LJE and Paulson DF: Transient lower extremity neuropraxia associated with radical perineal prostatectomy: A complication of the exaggerated lithotomy position. J Urol,160, 1376-1378, October 1998.

Carol Sandilands

From:
Sent:
To:
Subject:

— Original Message —

From: Darryl J. Sleep
To: Denis Hosking
Sent: Thursday, August 03, 2000 5:26 AM
Subject: lancref.doc

Department of Urology

Kalafong Academic Hospital

Private Bag X396 Tel: +27 (0)12 373 8041
Pretoria 0001 Fax: +27 (0)12 373 9031
South Africa

Darryl J. Sleep

Professor / Clinical Head

Email: dsleep@kalafong.up.ac.za

Faculty of Health Sciences

3 August, 2000

CONFIDENTIAL

Dr. Denis Hosking
Section Head,
Section of Urology,
University of Manitoba
GE446, 820 Sherbrook,
Winnipeg, Manitoba,
Canada R3A 1R9

Dear Dr. Hosking

RE: DR. LANCE COETZEE

I have known Dr. Lance Coetzee for most of my urological career, and have worked closely with him in the Department of Urology at the University of Pretoria since September 1997.

Dr. Coetzee is a general urologist with a special interest in urological oncology and is currently in private urological practice in Pretoria at the only dedicated Urology Hospital in South Africa. He is also on the academic staff of the Department of Urology of the University of Pretoria as a part time specialist consultant, responsible for a clinical urological "firm" at the Pretoria Academic Hospital. His responsibilities at the University of Pretoria include the training of urology residents, and he is highly respected by all the residents and university academic staff for his urology knowledge and skill as a surgeon.

Dr. Coetzee is one of the most respected and knowledgeable urologists in South Africa. He is widely acknowledged as an expert in urological oncology and in particular prostate cancer. He receives patient referrals from urologists from all over the country.

In my opinion, Dr. Coetzee has an exceptional knowledge of all aspects of urology, and this is especially true of urological oncology. Furthermore, I hold his clinical judgement and opinion in the highest regard, and I have the greatest respect for his urological decision making and clinical advice. Dr. Coetzee actively participates in the academic programme of the Department of Urology at the University of Pretoria, and his input and opinion at the departmental academic meetings is highly valued. In addition, Dr. Coetzee is actively involved in the continuing medical education programme of the Pretoria Urology Hospital.

Dr. Coetzee is a highly skilled surgeon, and is one of the most technically proficient urologists that I have ever had the pleasure of operating with. He has pioneered the technique of radical perineal prostatectomy in South Africa, and is currently training the urology residents at the University of Pretoria to perform the procedure. His surgical skills are not limited to the prostate however, and he is a highly competent and skilled general urological surgeon.

Dr. Coetzee has a strong interest in research. He has set up a clinical research facility at the Urology Hospital in Pretoria, and is the main driver of research at that institution. Furthermore, Dr. Coetzee has initiated a research co-operative with the academic Department of Urology at the University of Pretoria with Professor S. Reif and myself. He is dedicated to the ideals of academic urology and to the practice of evidence based medicine. To this end, he strives for knowledge, and actively looks for improvement through continuous research.

In addition to his exceptional academic and surgical skills, Dr. Coetzee is a true gentleman. He has an outstanding relationship with all of his colleagues, the residents, students and nursing staff. He treats all those with whom he works with respect, and is in turn highly respected by all that work with him. He is always approachable, courteous and friendly and demonstrates a remarkable lack of arrogance and aloofness.

To the best of my knowledge, Dr. Coetzee has not had any legal actions against him, neither has he been subjected to any disciplinary action nor has he had his medical license suspended for any reason.

I would not hesitate to offer Dr. Coetzee a full-time position in the Department of Urology at the University of Pretoria. He demonstrates a unique blend of outstanding clinical and academic ability and knowledge that is highly desirable in this environment. I believe that Dr. Coetzee is ideally suited for the position that you are considering him for, and I highly recommend him for such a position. He will be an asset to any academic department of Urology that he is a member of.

Yours sincerely

Darryl J. Sleep

Professor of Urology



DUKE UNIVERSITY MEDICAL CENTER

Department of Surgery

Division of Urologic Surgery

August 28, 2000

Dr. Denis H. Hosking
Room GE446-820 Sherbrook Street
Winnipeg, Manitoba R3A 1R9
Canada

Re: Dr. Lance Coetzee

Dear Denis,

I understand that Lance is interviewing for an appointment with you, and I want to lend support to this venture. I first met Lance when he was a post-residency fellow here at Duke University from July 1994 to September 1995. He was a remarkable individual and, indeed, we offered him a place on our faculty on completion of that fellowship. He vacillated somewhat, and ultimately elected to return to South Africa, primarily because the American Board of Urology required that he redo his entire residency in order to become Board eligible.

I cannot recommend him highly enough. He is an accomplished surgeon, a remarkably good physician and he interacted with compassion with patients and their families. He enjoyed good relationships with all staff and peers and he was sorely missed when he left here.

I know that in South Africa he has continued to pursue a career that is both clinical oriented, academically inclined and he has a strong bent to pursue clinical research. I know that wherever he goes he will be a great asset and anything I can do to facilitate a move to your institution, I would happily do.

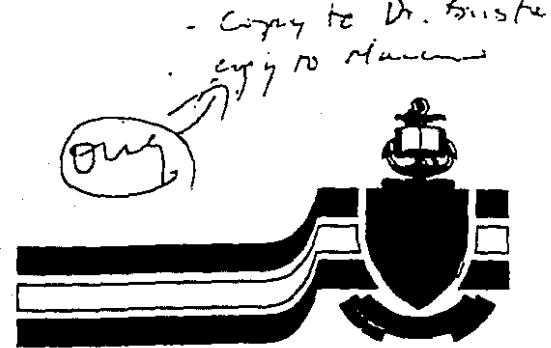
Please let me know how I may help.

With kind regards,

Yours sincerely,

George D. Webster, M.B., F.R.C.S.
Professor of Urologic Surgery

GDW/jhc



TE. 27 12 3541513
FAX. 27 12 3295152

24 AUGUST 2000

University of Pretoria

P O Box 687 PRETORIA 0001 Republic of South Africa
Tel (012) 354-1000 Fax (012) 329-4524
<http://www.up.ac.za/academic/medicine>

Faculty of Medicine

DEPARTMENT OF UROLOGY

Dr Luis Oppenheimer
Head: Department of Surgery
GF 548-820 Sherbrook Street
Winnipeg, Manitoba
CANADA R3A 1R9

Dear dr Oppenheimer

RE: SECTION 64 REQUEST - DR LJE COETZEE

It is indeed a pleasure and an honour to write regarding the person of dr Lance Coetzee.

I known him since the late 1980's first as a Registrar and later as a colleague. I have also had the pleasure of having him as a fulltime consultant in my department and later as a parttimer.

Dr Coetzee is a leading academic in our country and having worked with David Paulson at Duke he returned to Republic of South Africa where he introduced perineal radical prostatectomies to us. He is widely known in South Africa for reconstructive surgery as well as his special talents regarding urogenital cancers.

Lance has also excelled in the field of teaching. His patience and teaching skills has made him a favourite amongst registrars and colleagues.

His special interest in research and ongoing development is known.

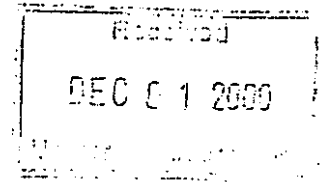
I have had the opportunity of visiting quite a number of medical schools in the UK, Europe and the United States and have been privileged to observe well known urologists at work. Lance is one of the finest and most capable surgeons around.

Lance Coetzee is an asset to our country and I am sure that where ever he practises he will succeed.

Best Regards

PROF S REIF
HEAD: DEPARTMENT OF UROLOGY

THE UNIVERSITY OF MANITOBA
CONTINUING EDUCATION DIVISION
CANADIAN FORCES UNIVERSITY PROGRAM
Inter-Office Correspondence



Date: November 28, 2000

To: Ms. B. Sawicki, University Secretary, 313 Admin Bldg

From: Kenn Doerksen, Co-ordinator, Canadian Forces University Program

Re: Canadian Forces University Program, Annual Report

Attached are two copies of the Canadian Forces University Program Annual Report for the period September 1, 1999 to August 31, 2000.

As in past years, I will be prepared to attend the Senate meeting at which the report is presented, in order to answer any questions which might arise from the report. Please advise me if you should wish me to so attend.

Should you have any questions concerning its content, please contact me at 8005.

**THE UNIVERSITY OF MANITOBA
CANADIAN FORCES UNIVERSITY
PROGRAM**

ANNUAL REPORT

SEPTEMBER 1, 1999 – AUGUST 31, 2000



UNIVERSITY
OF MANITOBA

*Serving the Continuing Education Needs of
The Canadian Forces for over 26 Years*

THE UNIVERSITY OF MANITOBA
CANADIAN FORCES UNIVERSITY PROGRAM

ANNUAL REPORT
1 September, 1999 to 31 August, 2000

EXECUTIVE SUMMARY

This report covers the activities of the twenty-sixth year of The University of Manitoba Canadian Forces University Program. During this year, 604 students were active, up from 579 in the previous reporting period.

Two hundred and twenty two new applications were processed (an increase of 21% from last year), of which 144 followed through and registered for studies. The cumulative total number of program registrants reached 7,588 during 1999/00.

Forty three candidates earned degrees during the year, bringing the total number of graduates during the program's history to 1,064. Program participants continued to obtain above average results in their studies with nearly three-quarters earning grades of B or higher.

The University of Manitoba transferred 1,440 credit hours (240 full courses or equivalents) for military training and service to qualified members of the Canadian Forces University Program, resulting in a savings to DND of \$86,520 in tuition reimbursement and \$16,800 for textbooks. Individual program members would have saved a similar amount.

On September 1, 2000, The University of Manitoba completed twenty six years of service to the education needs of the Canadian Forces community through this unique and highly successful program. As a result of the CFUP:

- over one thousand CF personnel and their dependants have obtained a degree on their own time;
- the Department of National Defence, in keeping with its Defence 2000 commitment to life-long learning, has benefited by more educated and motivated personnel, and;
- The University of Manitoba received over \$722,400 in tuition fees from CFUP students in the past year, as well as a disproportionately large number of full-time subsidized CF students.

The Canadian Forces University Program continues to be of significant value to the Department of National Defence, to The University of Manitoba, and to the members of the DND family who choose to participate.

INDEX

Executive Summary	i
Index	ii
Program Background	1
Observations	1
1. Applicant and Registration Statistics	1
2. Student Achievement	1
3. Graduates	2
4. Other CF University Training Plans	2
5. University Credit for Military Training & Service	2
6. Staff Visits and Distribution of Program Information	2
7. Military Course Evaluations	3
Trends and Commentary	3
Annex A: Applicants and Registrants	
Annex B: Geographical Disposition of CFUP Students	

THE UNIVERSITY OF MANITOBA

CANADIAN FORCES UNIVERSITY PROGRAM

ANNUAL REPORT
1 September, 1999 to 31 August, 2000

PROGRAM BACKGROUND

A proposal approved by The University of Manitoba Senate and offered to the Department of National Defence in 1973 initiated the Canadian Forces University Program. A three year agreement was signed in July 1974, with the program commencing 1 September, 1974. The agreement has been renewed several times, with the current contract expiring March 31, 2002. This report covers the 1999 Summer Session (99S) plus the 1999/2000 Regular Session (00R), the twenty-sixth year of the program.

OBSERVATIONS

1. Applicant and Registration Statistics

There were 222 new applications for admission, an increase of 21% from last year's total of 183. One hundred and forty four of these applicants registered for degree courses and paid tuition. This brings the cumulative total of program participants, over its 25-year existence, to 7,588. The applicant and registrant statistics since 1974/75 are presented in Annex A.

In the 1999 Summer Session (January 99 to July 99 and/or May 99 to August 99) 237 students registered for courses. During the Regular Session (Sep 99 to Apr 00 and/or Sep 99 to Dec 99 and/or Jan 00 to Apr 00), 522 students registered for courses. The cumulative total of 759 registrants for the year was up 6.9% from the 729 reported in 1998-99. Of the 759 total, 155 individuals registered in both sessions resulting in a net total of 604 active students during the reporting period, up 4.3% from 579 last year.

The increase in applicants and registrants appears to be in line with societal trends. As well,

DND has increased its reimbursement to certain segments of the CF population in order to move toward their goal of having all officers hold at least a Bachelors degree.

The registrant statistics include University of Manitoba students who took courses at other universities on letters of permission. This number was 53, for the two sessions reported, with over half taking courses from RMC who continue to charge very low tuition fees.

Many students registered for courses in both sessions as well as for both correspondence and classroom courses. The 604 active students registered for 1,354 courses (the equivalent of 1,002 full courses). Correspondence study was undertaken by 548 of these students.

Annex B records the geographic location of registrants. Winnipeg continues to have the greatest number of students with a total of 169 registrants recorded.

2. Student Achievement

Participants in the program continued to obtain above average results, with over 70% obtaining grades of B or higher (overall, 56.3% of all U of M correspondence students obtain a B or higher). At the other end of the spectrum, 2.7 percent failed to obtain a passing grade, while 2.2 percent recorded failures because they did not write their final examinations.

CFUP students voluntarily withdrew from 87 of the 1,354 courses for which they had registered. This resulted in a voluntary withdrawal rate of 6.4%, a slight decrease from last year and continuing a trend observed for the past several years. This

withdrawal rate is lower than the overall rate for U of M correspondence students.

3. Graduates

During the three graduation periods of May 99, Oct 99, and Feb 00, 43 CFUP participants, including nine spouses, graduated. The total number of program graduates now stands at 1,064.

4. Other CF University Training Plans for Full-time Students

For serving members:

University Training Plan for Officers	(UTPO)
University Training Plan for Non Commissioned Members	(UTPNCM)
Post Graduate Training Plan	(PGTP)
Military Medical Training Plan	(MMTP)
Military Dental Training Plan	(MDTP)
Military Pharmacy Training Plan	(MPTP)
Degree Completion Programs (various)	

For undergraduates planning to pursue a military career following graduation:

Regular Officer Training Plan	(ROTP)
Medical Officer Training Plan	(MOTP)
Dental Officer Training Plan	(DOTP)

The Canadian Forces University Program continues to be a helpful stepping stone for officers and non-commissioned members seeking sponsorship in a full-time university training plan. More than 495 CFUP participants have been selected to attend university as full-time students. During 1999/00, there were 154 CF members attending university full-time under the UTPO and UTPNCM or equivalent programs in Canada. Twelve of these were attending the University of Manitoba and a further 37 had been participants in the University of Manitoba program prior to their selection for full-time subsidization. Of these, 21 were attending Royal Military College and 16 were attending other universities.

There were 23 full-time students attending The University of Manitoba during 1998/99 in the following Canadian Forces University Training programs: UTPO 4; UTPNCM 8; PGTP 3; ROTP 4; DOTP 1 and MMTP 1.

5. University Credit For Military Training and Service

A provision of the Canadian Forces Program permits participants to be granted up to 30 hours of transfer credit in recognition of military training (equivalent to one year of university standing) toward an Arts or Science baccalaureate degree. The use of military transfer credit toward other degrees varies by faculty and is dependent upon the number of Arts and Science elective courses that may be required or permitted.

In 1999/00, transfer credits equivalent to 240 full courses were granted in recognition of military training and service. Had transfer credit not been available under this program, military members would have incurred additional tuition costs which would have been passed on to the military as part of the tuition reimbursement policy. The potential saving to DND in tuition reimbursement at current rates for these 240 courses is approximately \$86,520 (reimbursement of the cost of books for these courses would have added approximately \$16,800).

6. Staff Visits and Distribution of Program Information

The Co-ordinator visited and briefed at the following bases: CFB Winnipeg, Sep 99; CFB Esquimalt, Oct 99; CFB Petawawa, CFB Borden and CFB Edmonton, Nov 99; CFB Petawawa (re: Campus Manitoba), Apr 00; CFB Halifax, CFB Greenwood, CFB Gagetown, CFB Moose Jaw, CFB Winnipeg, May 00; CFB Comox and CFB Esquimalt, Jun 00; NDHQ Ottawa, Aug 00. These briefings were attended by over 1,000 individuals,

In an average week, the CFUP staff talked by telephone with over 100 students and potential applicants. During the month of August, CFUP received an average of 24 calls per working day on our toll-free line, alone. In the months prior to Base/NDHQ deadlines for UTPO and UTPNCM application submissions, staff prepared and sent 132 Certificates of Acceptability, a role for which we have been given authority by the University, thereby easing greatly the burden on the Enrolment Services (Admissions) Office at their busiest times.

Application material was distributed to nearly 650 individuals, by mail and in person. Some 6,000 application packages were distributed to Base Education/Base Personnel Selection Offices or were passed out at briefings.

7. Military Course Evaluations

The Data Processing Set & Peripheral Equipment Course, run by the TRACS Standards & Training Unit in CFB Trenton, was evaluated by the Computer Science Department and awarded three credit hours in transfer credit at the third year level.

The training received by Airborne Electronic Sensor Operators (MOC 081) was evaluated by the Physics Department and awarded three credit hours in transfer credit at the first year level.

The Flight Service Specialist course offered by NavCanada at their training facility in Cornwall Ontario, where the CF School of Aerospace Control Operations is co-located, was evaluated by the Geography Department and awarded six credit hours in Geography (three at first year level, three at second year level).

The Royal Military College top-up course for POET-trained MOCs was evaluated by the Physics Department and awarded three credit hours in Physics (16.226).

An increasing number of CFUP students have requested transfer of credits from other universities and colleges for which no previous evaluation has been done. The CFUP office has undertaken to obtain the appropriate documentation from the other institutions. Several

CFUP students, on applying for Admission, have provided documentation in French, which the appropriate department was unable to translate. While the CFU program has paid for some of the documents professionally translated (at program cost), we also raised the issue of whether Enrolment Services should not undertake such translation. Despite several replies from Enrolment Services that they were studying the issue, no definitive response has ever been received from that agency.

TRENDS AND COMMENTARY

Numbers of new applications and registrants were up this year, reversing a trend of reduced enrolment in the past several years. This is in line with increasing enrolment in universities in general.

However, a second factor is the significant improvement in benefits to CF students taking post-secondary education. Officers pursuing a first Bachelors degree are reimbursed 100% of their tuition and books, as the CF moves toward an Officer corps with minimum Bachelor level education. The CF will soon increase the level of reimbursement to all other Regular Force uniformed personnel to 75%, and is studying the possibility of providing reimbursement to Reservists and spouses of CF members, all of which bodes well for the CFUP.

We are receiving an increasing number of inquiries from CF personnel already possessing a Bachelor degree, interested in pursuing some form of post-graduate studies by distance education. As the CF moves to an officer corps requiring a Bachelor degree, it will expect its senior officers to possess a post-graduate education. The University of Manitoba could capture a significant portion of these Officers by introducing post-graduate studies by distance education in appropriate disciplines (Public Administration, for example).

This Report Prepared by:

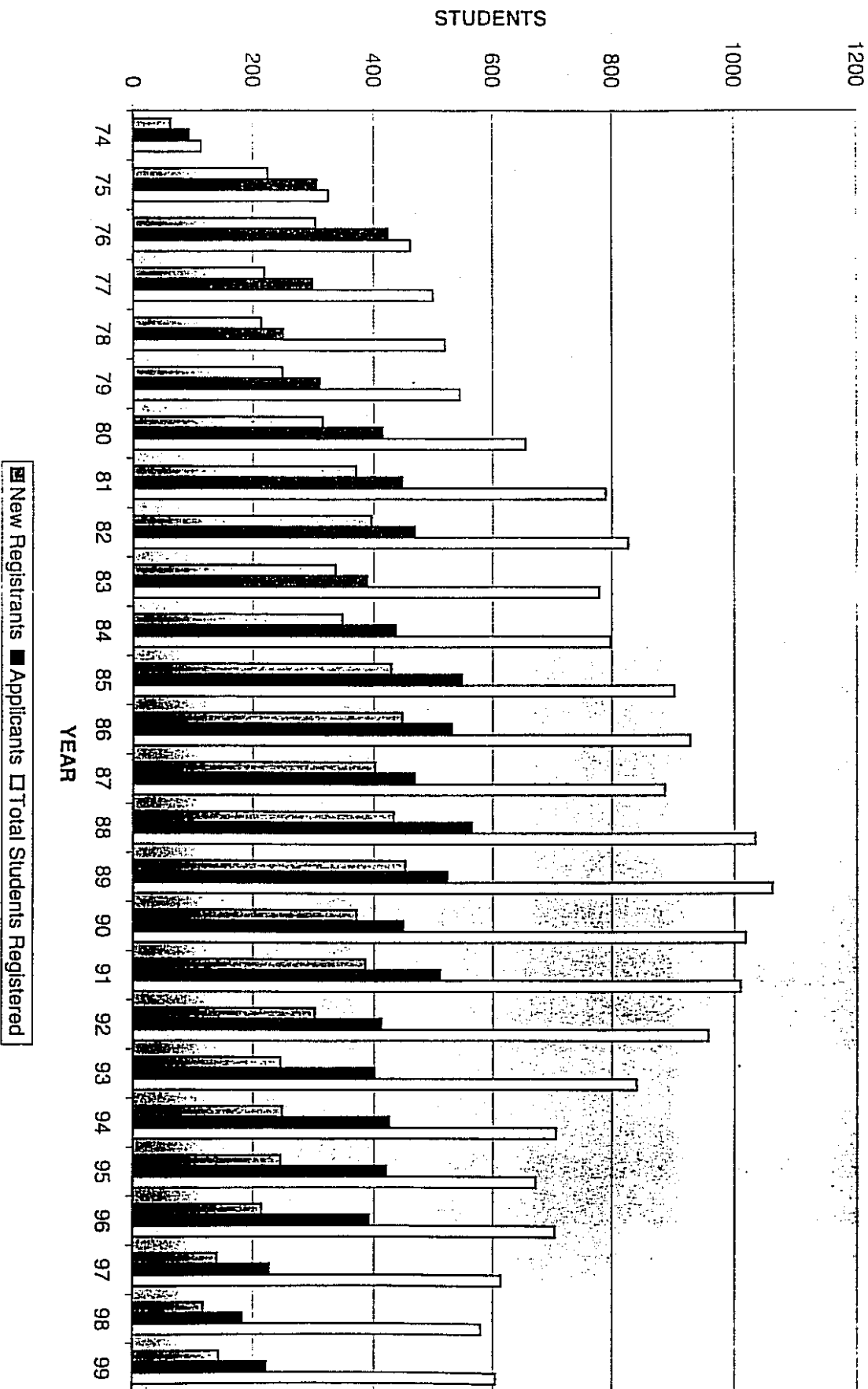
Kenn W. Doerksen (Lieutenant-Colonel Retired)

Co-ordinator Canadian Forces University Program

Annex A: Applicants and Registrants

Annex B: Geographical Disposition of CFUP Students

CFUP APPLICANTS AND REGISTRANTS BY YEAR



1999/2000 GEOGRAPHIC LOCATION OF REGISTRANTS BY BASE

British Columbia		Ontario		Nova Scotia	
Comox	12	Borden	22	Greenwood	23
Esquimalt	26	Kingston	21	Halifax	38
Fraser Valley	5	North Bay	7	Newfoundland	
Alberta		Ottawa	61	Gander	2
Calgary/Lethbridge	6	Petawawa	26	Goose Bay	1
Edmonton	20	Toronto	13	United States	22
Cold Lake	17	Trenton	19	Germany/Belgium	3
Wainwright	2	Other	12	Bosnia/Kosovo	3
Saskatchewan		Quebec		United Kingdom	3
Moose Jaw	13	Bagotville	5	Egypt	1
		Montreal	6	Taiwan	1
Manitoba		Quebec City	6	Hong Kong	2
Winnipeg	169	New Brunswick		Iceland	1
Shilo	9	Gagetown	17	Maldives	1
Northern Manitoba	3	Moncton	1	Italy	2
North West Terr.	4			GRAND TOTAL	604



42

UNIVERSITY
OF MANITOBA

Office of the President

208 Administration Building
Winnipeg, Manitoba
Canada R3T 2N2
Fax: (204) 275-1160

22 January 2001

To: Dr. Fernando deToro, Dean, Faculty of Graduate Studies
Dr. Wendy Dahlgren, Acting Director, Natural Resources Institute

From: Richard A. Lobdell, Vice-Provost (Programs) *RAL*

Re: Ph.D. in Natural Resources and Environmental Management

At its meeting of 12 January 2001, the Council on Post-Secondary Education formally approved our proposal to establish a Ph.D. program in Natural Resources and Environmental Management. Please convey the University's appreciation and thanks to your colleagues who have worked so long and hard to bring this exciting new program into being.

On behalf of the Vice-President (Academic) & Provost, I hereby authorize implementation of this new degree program.

RAL/dg

cc Emőke J.E. Szathmáry, President
James S. Gardner, Vice-President (Academic) & Provost
Bev Sawicki, University Secretary
Richard Levin, Director, Student Records

PRESIDENT'S REPORT: 17 January 2001

My last report to Senate was submitted for its meeting on December 6, 2000. This report is organized into two sections. Part A deals with Academic, Research, Administrative and External matters. Part B is the President's Activity Report, which details external activities only.

PART A

1.ACADEMIC MATTERS: Sample of Activities and Special Achievements

Academic Administration

Student Affairs

- Counselling Service has received APA/CPA Accreditation. Our counselling service is the only one in Canada with APA/CPA accreditation as a training site.
- Student Employment Service reports an increase of 17.5% in employer business in the first term.
- In the 2000 Student Records Office customer service survey, 77 percent of students rated Student Records Office services as "Good" or "Very Good", compared with 63 percent last year. A further 17 percent were neutral in their rating. The significant increase in approval follows a reorganization and renovation over the past year.
- University Health continues to register between 100 - 200 new patients each month.
- Christine Pierre has been hired as Student Services' Aboriginal Recruitment Officer. In addition, seven Aboriginal students have been hired to assist in our new aboriginal student recruitment.

Libraries

- The traveling exhibition, *Living and Reliving the Icelandic Sagas*, which was displayed in the Dr. Paul H. T. Thorlakson Gallery, a permanent exhibition space that is part of the newly renovated part of the Iceland Reading Room, closed on January 15. The exhibit included over 75 selected items and is a collaboration of the National and University Library of Iceland, the Library of Congress, the Fiske Icelandic Collection of the Cornell University Library, and The Icelandic Collection of our own University.
- Once again, the annual Book Sale on November 15, 2000, was a success, and raised \$7,200 for the acquisition of new materials for the Libraries. With the combined efforts of a Book Sale Committee that started its work in the summer, and over 60 volunteers working shifts over a four-day period, the Book Sale was flawlessly conducted.

Faculties and Schools

Faculty of Agricultural and Food Sciences

Faculty and Staff

- Drs. Rene Van Aker, Merv Pritchard and Dilantho Fernando and Mr. Gary Martins, of the Department of Plant Science, collaborated with Manitoba Agriculture and Food, Keystone Agricultural Producers, the Manitoba Co-operator, and Prairie Farm Rehabilitation Administration to host a conference titled "Recapturing Wealth on the Canadian Prairies". The conference, held October 26 and 27 in Brandon, provided a forum where diverse perspectives were presented by international and national speakers on the viability and sustainability of agriculture. It also involved participants in working groups and panel discussions to explore these perspectives and their applicability to the Canadian Prairies. Over 220 people attended, two thirds of whom were farmers from Manitoba, Saskatchewan, Ontario, North Dakota and South Dakota.
- Dr. Rick Holley, Food Science, was elected chair of the Canada Committee on Food, one of four Canada Committees that reports to Canadian Agri-food Research Council.
- A full day retirement symposium was held last fall to honour Dr. Ron Marquardt. Twelve papers were presented either by co-workers or former students in areas in which Dr. Marquardt had made significant progress in his research, for example, the study of nutritional toxicology, and enzymes for improved feed utilization.
- Dr. Barry Prentice, Department of Agricultural Economics and Director of the Transport Institute, has been named Canadian President of National Transport Week for 2001. The annual meeting will be held in Montreal the first week of June.

Students

- Ms. Jennifer Smaizys and Ms. Allison Bale, fourth year students in Biosystems Engineering, have been selected as Student Ambassadors to the Canada Energy Efficiency Conference 2000 held in Ottawa. Twenty-five ambassadors were selected from institutions across Canada.

Programs

- In December 2000, the Senate approved the Faculty's Cooperative Education program, which will begin May 2001. Eligible students will have completed the third year of their degree program or first year of their diploma program. Cooperative education in the degree program consists of two 8 month work terms; in the diploma program it consists of a 5 month work term.

Faculty of Architecture

Students

- CHURCHILL EXHIBITION - A travelling exhibition of architectural work exploring development for eco-tourism in the Town of Churchill has been prepared by the Department of Architecture. This exhibition will be shown in Churchill, Chicago and Mexico City. Project work was completed in the spring term of the 1999-2000 academic session at the Faculty of Architecture, University of Manitoba. Participating students were from the University of Manitoba, University of Waterloo, University of Illinois at Chicago and Mississippi State University, Metropolitan University of Mexico City and the University of the Yucatan.
- Students of the Faculty of Architecture were invited to depict the five theme areas identified by Winnipeggers as priorities in the United Way's Journey Forward - a community improvement initiative (Build harmony; Generate choices; Embrace belonging; Create sanctuary; Stimulate dialogue). The depictions were prominently exhibited at the November 20-21, 2000 conference - The Willing Community - at the Convention Centre. A juried process selected the photographs of Jon Sawatzky, Ryan Wakshinski, Rob Abi-Abdallah and Ken Borton.

Faculty of Arts

Faculty

- Professor Shiva Halli of the Department of Sociology is currently in the Sudan, at the request of the United Nations, to analyse the survey data on Safe Motherhood and provide recommendations for developing population policies for different states in Sudan. Sudan is the poorest country in the World and this is their first survey on this topic. The state authorities are very keen on the recommendations. For the first time the issue of female genital cutting and delivery complications due to it is being raised, as well as the question of family planning. The analysis also addresses the obstetric complications, delivery complications, post-partum complications, STDs, HIV/AIDS, etc., and the issue of circumcision which is extremely sensitive. Dr. Halli's findings will assist the Sudanese Government to develop a comprehensive reproductive health policy based on the first survey ever conducted in Sudan.
- Dr. Tom Nesmith, Department of History, has accepted a position as Associate Dean in the Faculty of Arts, effective January 1, 2001. As Associate Dean, Dr. Nesmith has taken on responsibility for Graduate Programs, Curriculum Development and Space. Dr. Nesmith has also been the Coordinator of the small, but very successful graduate program in Archival Studies. He will continue to direct that program while serving as Associate Dean.

- Johannes Wolfart, Department of Religion, has been appointed co-Editor of the quarterly journal *Method and Theory in the Study of Religion*. Founded in 1989, this periodical has been the journal of the North American Association for the Study of Religion since 1993. It publishes international scholarship, particularly that relating to methods and theories that constitute the academic study of religion. Wolfart's editorship will bring the opportunity to involve students in journal editing and production.

School of Art

- The School of Art joined forces with the University of Winnipeg to co-host the annual University Art Association of Canada (UAAC/AAUC) Conference, November 2 -5, 2000. More than 125 delegates from art history and studio art programs in universities across Canada and the United States participated in conference proceedings at the two universities as well as special events at the Winnipeg Art Gallery, the St. Norbert Art Centre and various galleries throughout Winnipeg.

Alumni

- Recent graduates of the School of Art have been featured prominently in exhibitions and publications in the United States and elsewhere during the past year. Most notable is the attention given by *Artforum International* and *Art in America*, two of the most prestigious art journals in the United States, to three of these graduates during the last few months of 2000.

- **Laura Letinsky's** (B.F.A. 1986) exhibition of 16 Ektacolor prints at Carol Ehlers' gallery in Chicago drew nothing but praises from art critic Susan Snodgrass in the December 2000 issue of *Art in America*.

Every year New York's *Artforum International* magazine publishes a special "best of" issue - a survey of what its critics and associates feel were the past year's best artists and exhibitions. Two very recent University of Manitoba graduates made *Artforum's* December 2000 'best of' list (our guess is that no other art school in the world can make this claim). The novelist Dave Eggers names last year's **Marcel Dzama** exhibition at David Zwirner Gallery; and Village Voice critic Vince Aletti singles out **Tim Gardner's** 303 Gallery show.

Tim Gardner's explosion into the New York art scene continues to draw raves from art critics in *The New York Times*, *Time Out*, *Artforum* and *Bomb*. Featured on the cover of *Frieze* and lauded in the Sept. 14, 2000 issue of *Rolling Stone*, Gardner (B.F.A.Hons. 1996) is a young artist who, paraphrasing the Jan.26, 2000 issue of the *Village Voice*, travelled a very long way in a very short time. New York solo shows of his bittersweet water colours are consistently sold out.

One of the founding members of Winnipeg's critically acclaimed Royal Art Lodge (founded in 1996 by a group of School of Art students), Marcel Dzama (B.F.A.Hons. 1997) is drawing up his own storm, much to the delight of art critic Meghan Dailey who reviewed a showing of 191 of his sketches at the David Zwirner gallery in the Nov. 2000 issue of *Artforum*. Calling the works "fantastical, absurd, and deadpan," she says "There's a lot of early-twentieth-century culture percolating through Dzama's fertile imagination..."

I.H. Asper School of Business

Students

- The student Finance Team won the Finance case competition in the Intercollegiate Business Competition held at Queen's University this past weekend. This is the most prestigious academic business competition in Canada. This is also the first year that American teams were invited to compete. The earning students earning first place for Manitoba were Jonathon Dyck and Jean Potter.

Faculty of Education

Faculty

- Dr. Arthur Stinner, Curriculum, Teaching and Learning, was invited to help organize (with Dr. Frank Hruska, Chemistry, and Dr. George Tabisz, Physics) the "Robin Connor Lectureship" of 2000 with Dr. Michael Eckert of the Deutsches Museum, Munich, as the Guest Lecturer.

Community Service

- On September 21st, 2000, the Faculty of Education proudly hosted The Distinguished Lecture Series 2000, a Joint Activity with the Faculty of Education Alumni Association. The guest speaker was Stephen Lewis, Former Ambassador of Canada to the United Nations, Former Deputy Executive Director of UNICEF and Current Adjunct Professor at York University, Toronto. Mr. Lewis gave thoughtful insights into "The Continuing Valued Role of Public Education in Canada."

Faculty of Engineering

Faculty

- 2000 Fellow Award - Society of American Society of Mechanical Engineers International. Professor Mahesh Chaturvedi was conferred the award of Fellow at the Convocation of Fellows being held during the ASM Awards Dinner St. Louis, Missouri. The honor of Fellow represents recognition of Dr. Chaturvedi's distinguished contributions in the field of materials science and engineering.

Students

- Mr. Ryan W. Yakimishen was awarded the 2000 William J. Adams Jr. and Marijane E. Adams Scholarship. Mr. Yakimishen was the second Canadian undergraduate students, since 1992, to receive the award presented by American Society for Agricultural Engineers.
- Ms. Rebecca McMillan won the Canadian Geotechnical Society National Competition for best undergraduate thesis. Her thesis, under the guidance of Professor A.D. Woodbury, "Investigation of Seepage from Earthen Animal Manure Storages," was sponsored by the Manitoba Livestock Manure Management Initiative Inc.
- The University of Manitoba Society of Automotive Engineers Student Chapter placed 5th of 22 in the International Air Cargo Competition, beating the American Air Force Academy. They placed 31st of 106 in the Midwest Mini-Baja Competition, and 3rd in the endurance race.

Faculty of Graduate Studies

Students

- The Faculty of Graduate Studies held its 3rd annual Awards Reception in September honouring graduate students who received major awards. Over 300 graduate students and their supervisors attended.

Community Service

- Winnipeg was host to the Canadian Association for Graduate Studies Annual General Meeting in October. The Faculty of Graduate Studies was the local organizer. The Faculty published and distributed a document called: "Roles & Responsibilities – A Guide for Faculty and Students". The document outlines expectations of all of the partners in graduate education at the University of Manitoba as well as a detailed description of all of the services available to students.

Faculty of Medicine

Faculty

- Dr. Brian Hennen was named the Victor Johnson Orator at the Annual Scientific Meeting of the College of Family Physicians of Canada in October.

Programs

- The Province has committed \$5.9 million over five years to increase medical student and medical resident enrolment by 15%. A rural and northern medical office will be established to support the education of health professionals from rural and northern communities (\$1.6 million).

School of Music

Faculty

- Dr. Michael Matthews, composer at the School of Music, received a Rockefeller Foundation Grant for residency at the Bellagio Centre in Italy. The residency (in 2000) allowed Matthews to prepare a major work for 'cello and orchestra', commissioned by the Winnipeg Symphony Orchestra for performance in 2002.

Natural Resources Institute

Community Service

- The NRI also held two very successful and well-attended workshops, both organized by faculty members in conjunction with their students. The first workshop included the elders and several Band members from the Shoal Lake Band #39. This all-day session included discussions of a wide range of issues, including land use. The second workshop dealt with issues of biodiversity and forestation. Participants included representatives from industry (Pine Falls Forest Producers), Manitoba Model Forest, Manitoba Department of Conservation, and NGOs (Ducks Unlimited and Delta Waterfowl).

Faculty of Nursing

Faculty

- On October 28, 2000, Sigma Theta Tau International Nursing Honor Society, Xi Lambda Chapter, inducted 28 new members during a ceremony held in The Atrium of the Helen Glass Centre for Nursing. For the first time, STTI inducted two nurses from China.

Programs

- On November 3, 2000 the Faculty of Nursing celebrated the beginning of a formal partnership with the University of Manitoba ACCESS Program. Held in the Helen Glass Centre for Nursing, the event opened with a four directions and pipe ceremony led by Elder-In-Residence, Roger Armitte and was attended by about 50 people including, nurses, students, physicians, MLAs, university representatives, and representatives from the Aboriginal community.

Faculty of Pharmacy**Faculty**

- Dr. Ruby Grymonpre has been selected as the recipient of the Parke-Davis Award on the basis of her submission "The Development of the Strategy for Benzodiazepine Withdrawal in Elderly Patients with Chronic Insomnia."

Students

- One of our graduate students, Ms. Kareena Schnable, is this year's recipient of the AFPC/Canadian Foundation for Pharmacy National Student Poster Award. Kareena will be representing Manitoba at the Joint AFPC/CCCP and CSPA meeting in Ottawa June 15-17, 2001.

Faculty of Physical Education and Recreation Studies**Athletic Programs**

- Bison Sport teams rankings are as follows: Men's Volleyball Ranked #1, Women's Volleyball Ranked #1, Men's Track & Field Ranked #2, Women's Basketball Ranked #3, Men's Ice Hockey Ranked #4, Women's Track & Field ranked #6, Women's Ice Hockey Ranked #6.
- The following teams were nominated as the Province of Manitoba's Team of the Year by the Association of Sportscasters and sportswriters: Men's Volleyball and Football teams.
- Joey Mikawoz, (engineering student) a member of the Football Team, was nominated as the Province of Manitoba Male Athlete of the Year for being recognized as the Defensive Player of the Year (President's Trophy Award) in CIAU Football.

Faculty of Science**Students**

- Each year the North Central section of the Mathematical Association of America sponsors a Mathematics Team Competition for undergraduate students. Sets of three students enter as a team and compete with other teams from colleges and universities in the upper Mid-West. Last year the Department of Mathematics entered one team in this competition; it finished second out of 43 teams. This year they entered four official teams. In all 54 teams competed. Our four teams finished in 4th, 10th, 13th, and 29th place.

Community Service

- WISE (Women in Science and Engineering) has been awarded a 3-year NSERC grant for PROSC - PromoScience. This funding will be very helpful in their continued work in promoting Science and Engineering to schools.

University 1

- Between July 1 and December 20, 2000 University 1 staff and advisors answered questions from more than 14,500 University 1 students through in-person visits to advisors, questions answered at the front desk, by phone calls, and by e-mail. In addition, hundreds of students are coming through the University 1 Student Help Centre during the first weeks of January 2001.

II. RESEARCH MATTERS

Honours and Distinctions

- Dr. Lorrie Kirshenbaum, Physiology, received the 2000 Dr. Robert E. Beamish Award from the Canadian Cardiovascular Society in Vancouver for his landmark research studies on the regulation of tumor suppressor proteins in the heart. The award is presented to the first author of a paper describing original research published in the Canadian Journal of Cardiology in the previous three years considered to be of paramount importance to cardiovascular medicine in Canada and abroad.
- Dr. Heather Dean, Pediatrics and Child Health, received the Charles H. Best Award for 2000 from the Canadian Diabetes Association(CDA). This prestigious award is given in recognition of a health professional who through involvement at the national level and one other level has made a significant contribution towards improving the quality of life for Canadians with diabetes. The presentation took place in Halifax at the National Annual General Meeting of the CDA.
- Dr. Charles Bernstein, Internal Medicine, received the Crohn's and Colitis Foundation of Canada (CCFC)-CIHR-Industry Program salary support award in the amount of \$75,000 per year for five years. The award intent is not to replace current university funding but rather to supplement it to enhance protected time.

Appointments

- Dr. Joanne Keselman was appointed a member of the Natural Sciences and Engineering Research Council of Canada (NSERC) Committee on Scholarships and Fellowships effective November 1, 2000 until June 30, 2003. Dr. Keselman was also named Chair of this committee for a term effective June 30, 2001 and ending on June 30, 2004. The Committee serves as a link between Council and its scholarships and fellowships selection committees and makes recommendations to Council on programs in support of highly qualified personnel training.

Research Funding Received

- A news conference and reception was held on November 16 to announce a research commitment from Merck Frosst Canada & Co. for \$750,000 over a five-year period to establish an endowed Chair in Rheumatology.

Dr. Hani El-Gabalawy, Professor and Head, Division of Rheumatology, will head the Manitoba arthritis team. The Chair will support vital areas of arthritis research, will include the first ever, major Canadian study aimed at curbing the effects of the disease through early identification and intervention, and will position Manitoba as an international leader in the field of arthritis research.

- Two new researchers at the University of Manitoba have secured \$398,846 in funding from the Canada Foundation for Innovation's New Opportunities award category. They are as follows:

Dr. Georg Hausner, Botany, received \$199,644 for the establishment of a program of molecular genetics centered on plant-microbial interactions that promote growth and the development of fungal plant pathogens. The infrastructure request included the creation of a common growth chamber facility and basic and essential equipment for these laboratories.

Dr. Michael Mayne, Pharmacology and Therapeutics, received \$199,202 to develop clinical modalities that protect neurons from injury and death following inflammatory events in the brain. To support this research program, a core facility in molecular neuroscience imaging was requested.

To date, 41 of the 52 applications submitted by the University to the CFI have been successful, supporting a wide variety of research infrastructure projects with total costs approaching \$33M.

III. ADMINISTRATIVE MATTERS

Budget and Financial Matters

- The University has settled its property tax appeal with the City relating to the properties at the Fort Garry campus prior to the appeal being heard by the Appeal Board. Assessments under appeal related to 1996, the first year of property tax payments by the University, and subsequent years. The net refund to the University should slightly exceed \$5 million. Reductions in ongoing taxes should equate to slightly more than \$1 million annually. Details of the settlement as it relates to each individual building are still being finalized.

- The recently announced application by Centra Gas for substantial rate increases for natural gas will have a severe impact on the University's operating costs. Increased costs of over \$1 million will occur if the rate increases are approved. The University is on the interruptible industrial rate where increases of 45% are being requested. The University and other post-secondary institutions intend to make a joint submission to the Province detailing the impact of such a huge rate increase, and asking that a new Educational gas rate be established to provide relief to post-secondary institutions.

Construction and Space

- Significant construction activity is underway at the Fort Garry Campus:
 - **Chilled Water Plant.** On McLean Crescent, this project is about 45% complete. The chillers were delivered in December.
 - **Grain Handling Research Facility.** South of the Agricultural Engineering Building, this project is 62% complete. The building is expected to be fully operational by April, 2001.
 - **Centre for Architecture and Structural Technology.** On Dafoe Road, work on this project was delayed due to the extremely cold temperature in December. With the return of warmer weather, the windows will be installed in January. The mechanical and electrical site service will be underway in February. Masonry will be completed in the spring.
- A campus wide space review has been underway since the summer, 2000, by the Office of the Vice-President (Administration). Meetings have been held with deans, directors, and heads of large administrative units to identify their major space issues. A report is expected by the end of February, 2001, which will include recommendations for addressing the space problems on both campuses.
- Planning is well underway to identify the projects to be undertaken with the government funding for infrastructure renewal. A complete schedule of projects to be completed in each of the next five years and the estimated costs of each will be available in mid February. With respect to classroom upgrading, deans and directors were asked to identify their top three priorities. Estimates are currently being obtained for these projects. A request for proposals has been issued to five architectural firms to provide the program and design for the Engineering/Computer Science project.

IV. EXTERNAL MATTERS: SPECIAL EVENTS AND COMMUNICATIONS

Private Funding

- The final meeting of the University Development Council, which is advisory to the President, was held on December 18. The President thanked Chair Bob Kozminski for his leadership and the members of the council for their dedication and support. She also introduced Mr. David Friesen as the Chair of the Capital Campaign. Mr. Friesen assured Council members that he would be seeking and counting on their continued support and involvement during the capital campaign.
- Year-end gifts have not been fully processed, but as of December 15, 2000, the Department of Private Funding had receipted \$21,156,466, a 4.8% increase over the amount receipted on that date in 1999. gifts from alumni, parents and friends (individually not exceeding \$25,000) show a 13% increase compared to the same date in 1999, while among gifts over \$25,000 from individuals was already 131% of the same date last year. Gifts from corporations, individuals and organizations were at 182% of the same date in 1999.
- The Annual giving Program completed its year in mid-August, reaching 121% of its dollar goal, or \$2.15 million. The approach to alumni and parents was particularly successful in that 130% of the donor goal was achieved, a total of 10,600 contributions.

Public Affairs

- Chantale Harrison, has been appointed marketing coordinator, to develop and implement consistent marketing initiatives for the University.
- A 12-page full colour promotional publication, entitled "At the Centre of It All", in 150,000 was inserted in the *Winnipeg Free Press* on November 20, 2000. Distribution of the insert continues to targeted groups.

PART B - Notable Events (External)

Emőke J. E. Szathmáry

Wednesday, November 22, 2000

- Attend meeting of Order of Manitoba Advisory Committee
- Co-host dinner in honour of David Graves, Chair of the Board of Directors, SMARTpark

Thursday, November 23, 2000

- Lunch meeting with Mr. Hubert Gauthier, President and CEO of St. Boniface General Hospital, and with Dr. J. C. Keselman

Saturday, November 25, 2000

- Provide remarks at ACCESS/Special Pre-medical Studies Programs Wine & Cheese Reception

Monday, November 27, 2000

- Chair meeting of Council of Presidents of Universities in Manitoba

Wednesday, November 29, 2000

- Meet with His Excellency Frank Carruet, Belgian Consul General (in Toronto), Mr. Paul DePrez (Honorary Belgian Consul in Winnipeg), and Mr. Paul Soubry, Chair of the Board of Governors
- Attend QNET Senior Executive Dinner Meeting and discuss quality issues

Thursday, November 30, 2000

- Provide remarks at the launch of I.H. Asper School of Business Endowment Campaign Official and Opening of the Asper Room, I. H. Asper School of Business
- Attend fund-raising dinner by CancerCare Manitoba to combat Prostate Cancer

Friday, December 1, 2000

- Participate in telephone interview by Prof. Nelson, Wilfrid Laurier School of Business
- Attend Nygard International Christmas Celebration

Saturday, December 2, 2000

- Provide remarks at 30th Anniversary Celebration Dinner for the J. A. Hildes Northern Medical Unit

Monday, December 4, 2000

- Attend Manitoba Museum of Man and Nature Board Meeting
- Attend reception and dinner hosted by the Directors of the Canada Foundation for Innovation

Tuesday, December 5, 2000

- Attend Opening of the 2nd Session of the 37th Legislature and reception

Thursday, December 7, 2000

- Attend Premier Gary Doer's State of the Province address
- Attend Alumni Association Christmas Party and bring greetings

Saturday, December 9, 2000

- Attend St. Paul's College Christmas reception and dinner

Monday, December 11, 2000

- Meet with Ms. Kristin Anderson & Mrs. Harvey Schmidt as Co-Chair of the Minister's Advisory Committee on Diabetes
- Host Holiday Dinner for Board of Governors at 37 King's Drive

Thursday, December 14, 2000

- Provide remarks at Province of Manitoba announcement re: Faculty of Medicine physician retention and enrolment increase

Friday, December 15, 2000

- Meet with The Honourable Drew Caldwell, Minister of Education and Ms. Pat Rowantree, Department of Education
- Meet with Dr. Albert Friesen and Dr. Jim Charlton, Medicare
- Chair meeting of Council of Presidents of Universities in Manitoba

Saturday, December 16, 2000

- Attend Holiday Dinner hosted by Dr. Johann De Vries, Dean, Faculty of Dentistry and Mrs. De Vries Monday, December 18, 2000
- Attend meeting with the Minister of Health as Co-Chair of Minister's Advisory Committee on Diabetes
- Attend St. Boniface Hospital Board meeting
- Host dinner for University Development Council

Tuesday, December 19, 2000

- Call on Mr. Arthur de Fehr, President & CEO, Palliser Furniture

Wednesday, December 27, 2000

- Lunch meeting with Fr. Van Wallegghem, sj, Rector of St. John's College, Darjeeling, India

Thursday, January 4, 2001

- Provide remarks at Manitoba Pharmaceutical Association cheque presentation to University of Manitoba, Faculty of Pharmacy and attend luncheon
- Attend dinner meeting of Economic Development Winnipeg Post-Secondary Education Task Force

Friday, January 5, 2001

- Call on Mr. Bob Brennan, CEO, Manitoba Hydro, with Chair of Engineering Capital Campaign, The Dean of Engineering and the Executive Director (External Affairs)

Sunday, January 7 - Saturday January 13, 2001

- Co-chair International Colloquium on the First Americans in Kyoto, Japan, and present a paper

**BI-ANNUAL REPORT
ON THE STATUS OF RECOMMENDATIONS
MADE IN THE TASK FORCE REPORT
BUILDING ON STRENGTHS
(as of January 1, 2001)**

Emőke J.E. Szathmáry
President and Vice-Chancellor
University of Manitoba

Executive Summary

The Task Force on Strategic Planning published its final report, *Building on Strengths*, in February of 1998. The Board of Governors approved the Values and Principles and the Vision in May of 1998 and work began to address the recommendations.

Recommendation 95, the final recommendation of the Report, requires the President to make a report to Senate and the Board of Governors every six months on the progress made toward implementing the recommendations. This is the fifth of these reports, the first having been made in January 1999, the second in July 1999, the third in January 2000, and the fourth in July 2000.

This report contains three parts. Part 1, Statistical Summary, contains an explanation of the terms used to define the status of each recommendation, a statistical summary of progress made as of January 1, 2001, and a list of recommendations sorted by status code. Part 2 contains a sequential listing of the recommendations with its status (implemented, in progress, etc.) indicated. Activities taken since the last report are given where appropriate. Part 3 contains a summary of initiatives taken by individual faculties and schools as well as the Libraries and Student Affairs.

As of January 1, 2001, 72.4% of the Task Force recommendations have been implemented. A further 14.2% could be implemented if additional resources were found. Of the 95 original recommendations, only 9.8% are still "in progress." Only 3.5% will not be implemented, as known to date.

PART 1

**STATISTICAL SUMMARY OF PROGRESS
MADE ON TASK FORCE RECOMMENDATIONS
AS OF JANUARY 1, 2001**

The Task Force on Strategic Planning published its final report, *Building on Strengths*, in February of 1998. While many members of the University community began considering the recommendations, it was not until after the Board of Governors approved the Values and Principles (pp. 14-15) and the Vision (p. 16) in May of 1998 that work began in earnest.

This is the fifth of five progress reports, the first having been made by the President in January of 1999, the second in July of 1999, the third in January of 2000, and the fourth in July 2000.

The status of each of the recommendation is given as follows:

1. **Implemented.** This refers to the completion of a one time only action that results from a recommendation, or to a situation where implementation of the recommendation requires ongoing action which has become normal procedure;
2. **Full implementation requires additional resources.** This refers to action taken on a recommendation which action has been halted because of lack of resources;
3. **In progress.** This refers to a situation where a recommendation is being addressed, but final implementation has yet to occur;
4. **Not to be implemented.** This refers to a recommendation which, after study, has proven to be unfeasible.

Table 1 shows the current status of the recommendations.

**Table 1
Number and percentage of each task force recommendation by status
as of January 1, 2001 and January 1, 2000**

Year	Implemented		In Progress		Need Additional Resources		Not to be Implemented		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
01/2001	68.8	72.4	9.3	9.8	13.5	14.2	3.4	3.5	95	100
01/2000	55.1	58.0	26.4	27.8	11.0	11.6	2.5	2.6	95	100

Note: Several recommendations have sub-recommendations. Each sub-recommendation is counted as a fraction of 1.0. For example, if a recommendation has two parts, each part is counted as 0.5 recommendation.

A total of 68.8 or 72.4% of the 95 recommendations have been implemented. An additional 13.5 (14.2%) would be implemented if additional resources could be found. Work is progressing toward the fulfillment of the remaining 9.3 (9.8%) recommendations, and 3.4 (3.5%) have been discarded as unfeasible.

Table 2
The status of each recommendation
as of January 1, 2001

RECOMMENDATIONS BY NUMBER				
Task Force Theme	Implemented	In Progress	Needs Additional Resources	Not to be Implemented
PEOPLE	2, 4(a), 7, 8, 9, 11, 12, 13, 14, 15, 16, 18, 19, 22, 23, 24, 25, 27, 28, 29, 30, 31, 33	10, 21, 26	1, 3, 4(b), 5, 6, 17	20, 32
PRODUCTS	35, 36, 39, 41, 42, 44, 45, 46	37, 38, 40	34	43
PARTNERSHIPS	47, 49(a)(b)(f), 51, 52, 53, 54(b)(d), 55, 56, 57, 58(b)(c), 59, 60, 62, 63, 65, 66, 67, 68, 69, 70, 71	48, 49(c)(d)(e)(g), 50, 54(a), 58(d)(e)(f)	61, 64	54(c), 58(a)
PROCESS	72, 73, 74, 75, 76, 77, 78, 79, 80, 85, 86, 87, 88, 89, 90, 91, 93, 94, 95		81, 82, 83, 84, 92	

*Each recommendation in the final report, *Building on Strengths*, has an assigned number. For example: #2 is "Continue the direction set by *Plan 2000* to create in the operating budget a reserve for bridge funding to hire and establish new academic staff."

Table 3
Number and percentage of recommendations by theme and status
as of January 1, 2001

Task Force Theme	Total Number	Implemented		In Progress		Need Additional Resources		Not to be Implemented	
		No.	%	No.	%	No.	%	No.	%
People	33	22.5	68.2	3.0	9.0	5.5	16.7	2.0	6.1
Products	13	8.0	61.5	3.0	23.1	1.0	7.7	1.0	7.7
Partnerships	25	19.3	77.2	3.3	13.2	2.0	8.0	0.4	1.6
Process	24	19.0	79.2	0.0	0.0	5.0	20.8	-	-

PART 2

**SEQUENTIAL LIST OF RECOMMENDATIONS WITH ACTIONS TAKEN
AS OF JANUARY 1, 2001**

- * **Note:** Those recommendations that have a status different from that reported on July 1, 2000 are marked with an asterisk (*).

PEOPLE: The quality of the faculty, students and staff comprises the strength of our University. We invest in people and seek potential in all those who enter our learning environment. (Building on Strengths, p. 14)

- | | |
|--|--|
| <p>Recommendation 1
Develop a plan for training of academic administrators
(Action by Provost, Deans, Directors)</p> | <p>Status: FULL IMPLEMENTATION
REQUIRES ADDITIONAL RESOURCES
(Reported July 1999)</p> |
| <p>Recommendation 2
Continue bridge funding for new academic staff
(Action by President's Office)</p> | <p>Status: IMPLEMENTED
(Reported July 1999)</p> |
| <p>Recommendation 3
Foster teaching excellence through University Teaching Services
(Action by Provost, Deans, Directors, Heads and the Faculties)</p> | <p>Status: FULL IMPLEMENTATION
REQUIRES ADDITIONAL RESOURCES
(Reported July 1999)</p> |
| <p>Recommendation 4
(a) Provide more support for linkages between the office of the VP (Research) and Faculty Research offices;

(b) provide support for research services
(Action by President)</p> | <p>Status: (a) IMPLEMENTED
(b) FULL IMPLEMENTATION
REQUIRES ADDITIONAL RESOURCES
(Reported July 1999)</p> |
| <p>* Recommendation 5
Provide time for the sharpening of teaching and research skills among new academic staff
(Action by Deans, Directors, Heads)
Update: Information and advice was solicited from Deans and Directors and UTS. A report with recommendations has been completed. A systematic program to assist in the development of new academic staff is desirable but it will incur costs. There is general agreement that academic staff in their first such appointment ought to participate in a "development" program. The matter requires further discussion at Deans' and Directors' Council. A final decision on whether or not to proceed will be made by April 20, 2001.</p> | <p>Status: FULL IMPLEMENTATION
REQUIRES ADDITIONAL RESOURCES</p> |
| <p>Recommendation 6
Develop and access teaching skills among part-time and sessional academic staff
(Action by Provost)</p> | <p>Status: FULL IMPLEMENTATION
REQUIRES ADDITIONAL RESOURCES
(Reported July 1999)</p> |

Recommendation 7
Develop supervisory skills among supervisors of
graduate students
(Action by Provost)

Status: IMPLEMENTED
(Reported July 1999)

* **Recommendation 8**
Review systems of annual performance review
of academic staff
(Action by Provost)

Status: IMPLEMENTED

Update: A collection of updated activity reports has been done. UMFA Collective Agreement, Article 35 on evaluations has been followed up with Deans and implemented.

Recommendation 9
Retain merit pay and develop a salary structure
that has greater recognition of merit
(Action by Vice-President Administration)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 10
Review and recommend approaches
to awarding group merit
(Action by Provost)

Status: In progress

Update: Further research and discussion with Deans and Department Heads is required. While this matter can be reviewed as part of the UM/UMFA joint committee on salary structures, further research and analysis is required before further practical action can be taken on group merit arrangements.

Recommendation 11
Continue resources for workshops
and courses for support staff
(Action by Vice-President Administration)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 12
Review Human Resources courses and assess adequacy
of the range of courses available for support staff
development
(Action by Vice-President Administration)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 13
Develop orientation for new support staff and
provide integration with orientation of new
faculty as appropriate
(Action by Vice-President Administration and Provost)

Status: IMPLEMENTED
(Reported July 2000)

Recommendation 14
Develop policies on the length of the
notice period and recruitment
of Professional and Confidential group members
(Action by Vice-President Administration)

Status: IMPLEMENTED
(Reported July 2000)

Recommendation 15

Review performance appraisal mechanism for Managerial and Professional and Confidential group members
(Action by Vice-President Administration)

Update: New draft policies have been developed and will be presented to appropriate approval bodies as their agendas permit.

Status: IMPLEMENTED

(Reported July 2000)

Recommendation 16

Develop annual performance review for all full-time support staff excluding the groups for which these exist
(Action by Vice-President Administration)

Status: IMPLEMENTED

(Reported July 2000)

Recommendation 17

Review student recruitment process and assure its effectiveness
(Action by Provost)

Status: FULL IMPLEMENTATION

REQUIRES ADDITIONAL RESOURCES

(Reported January 1, 2000)

*** Recommendation 18**

Develop a plan for recruitment of Aboriginal students
(Action by Provost)

Update: An Aboriginal Student Recruitment Officer has been hired. A proposal has been made to develop further our recruitment activities in this area and the infrastructure required to support the activity.

Status: IMPLEMENTED

Recommendation 19

Continue to set aside funds from the operating budget for undergraduate scholarships
(Action by President's Office)

Update: The University has made a commitment to add \$200,000 a year through to 2000/01 to reach the goal of \$1 million. Due to budget constraints, the commitment for 2000/01 could not be met.

Status: IMPLEMENTED

(Reported July 1999) (See July 2000 update below)

Recommendation 20

Develop a plan to provide entrance scholarships for the top graduate in each Manitoba high school
(Action by Provost)

Status: NOT TO BE IMPLEMENTED

(Reported July 1999)

Recommendation 21

Review the program of awards to enable the offering of scholarships to continuing students
(Action by Provost)

Update: The University of Manitoba has many scholarships and awards for continuing students, the major one being that sponsored by UMSU. A report has been completed which includes a recommendation that the Financial Aid and Awards Office be charged with developing a larger scholarship program for approval by Senate. Action on this recommendation is in progress.

Status: In progress

Recommendation 22

Continue the emphasis on the recruitment of graduate students
(Action by Provost)

Status: IMPLEMENTED

(Reported July 1999)

Recommendation 23

Continue to set aside funds from the operating budget for graduate fellowships
(Action by President's Office)

Status: IMPLEMENTED

(Reported July 1999)

Recommendation 24
Develop a proposal for Graduate Research Assistantships
(Action by Provost)

Status: IMPLEMENTED
(Reported July 2000)

Recommendation 25
Assign responsibility for international
student recruitment to the International Liaison Office
(Action by Provost)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 26
Consider adopting a new policy whereby the differential fee
paid by Visa students is returned on the basis of merit or need
(Action by President's Office)

Status: In progress

Update: There has been considerable investigation into the matter of Visa student differential fees, but a proposal and consideration of its implications has not been completed.

Recommendation 27
Review procedures for recruitment of international
graduate students
(Action by Provost, Dean of Graduate Studies)

Status: IMPLEMENTED
(Reported July 2000)

Recommendation 28
Request a review of communication between students
and the President's Office and recommend changes to achieve
a strong relationship
(Action by the President)

Status: IMPLEMENTED
(Reported July 2000)

Recommendation 29
Review graduate and undergraduate student orientation
programs and bring about required changes
(Action by Provost)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 30
Encourage direct involvement of faculty in student advising
(Action by Provost)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 31
Request UMSU to develop more activities that appeal to
students and keeps them on campus for a significant
portion of each day
(Action by Provost)

Status: IMPLEMENTED
(Reported January 1, 2000)

Recommendation 32
Develop a "buddy" system whereby senior students
mentor new ones.
(Action by Provost)

Status: NOT TO BE IMPLEMENTED
(Reported January 1, 2000)

Recommendation 33
Review opportunities, in consultation with relevant
unions, for on-campus student employment
(Action by Associate Vice-President Administration)

Status: IMPLEMENTED
(Reported July 1999)

PRODUCTS: The education we impart and our original contributions to knowledge are the products of our University. We deliver high quality products when our graduates hold a lifelong attachment to learning, and when our research, scholarship and creative works increase the intellectual capital of our province, nation and world. (Building on Strengths, p. 14)

Recommendation 34

Refine and implement the policy
on the review of academic programs
(Action by Provost)

Update (January 2001): In early 2001, the Senate Committee on Academic Reviews will consider revisions to Senate Policy 429, "Academic Reviews."

Status: FULL IMPLEMENTATION
REQUIRES ADDITIONAL RESOURCES
(Reported July 1999)

Recommendation 35

Continue the assessment of teaching effectiveness of
individuals, groups of instructors, and graduate supervisors
(Action by Provost)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 36

Encourage Graduate Teaching Assistants to participate
in workshops on teaching
(Action by Faculty Deans/Dean of Graduate Studies)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 37

Propose a plan to become the University
of first choice for Aboriginal Students
(Action by Provost)

Update: Plans have been made to have an ACCESS Program Alumni Reception in May 2001. The Capital Campaign is committed to raising funds for an Aboriginal House of Learning.

Status: In progress

Recommendation 38

Develop a combined Honors and General BA/BSc.
(Action by deans of Arts and Science)

Update: The matter continues to be discussed in the Faculties of Arts and Science.

Status: In progress

Recommendation 39

Review academic appeals processes within Faculties
and Schools to assure consistency and
fairness across the University
(Action by Provost)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 40

Make available for credit, to students who have met course prerequisites, every credit course approved by Senate

(Action by Provost)

Update: Reviews and reforms initiated in a variety of Faculties and schools. Consideration of this recommendation is ongoing.

Status: In progress

Recommendation 41

Review course scheduling system, including trimester models, and develop a system that maximizes flexibility for students without sacrificing quality

(Action by Provost and Vice-President Administration)

Status: IMPLEMENTED

(Reported July 1999)

Recommendation 42

Define criteria and develop a mechanism for review of graduate programs

(Action by Dean of Graduate Studies)

Update (January 2001): In early 2001, the senate Committee on Academic Reviews will consider a proposal from the Faculty of Graduate Studies concerning the process by which existing graduate programs are to be systematically reviewed.

Status: IMPLEMENTED

(Reported January 2000)

Recommendation 43

Take the initiative in forming an inter-jurisdictional process to review and accredit graduate programs

(Action by Provost)

Status: NOT TO BE IMPLEMENTED

(Reported July 2000)

Recommendation 44

Review the criteria used for determining eligibility for graduate supervision and report the outcome to the Provost

(Action by Provost)

Status: IMPLEMENTED

(Reported July 1999)

Recommendation 45

Create a reserve in the operating budget for research start-up costs, emergency and bridge funding, and the development of faculty research capacity

(Action by President's Office)

Status: IMPLEMENTED

(Reported July 1999)

Recommendation 46

Identify and allocate resources to areas of demonstrated research strengths, and those with a potential to attain excellence

(Action by President)

Status: Implemented

(Reported July 2000)

PARTNERSHIPS: The relationships that link people from different areas of knowledge bind our learning community with commonalities of intellectual interests. Collaboration with groups outside the University puts our talents to use on behalf of society. We seek links with those who share our values and who will work with us to build Manitoba's future (*Building on Strengths*, p. 14).

Recommendation 47

Create within the program development fund a pool of money to support unit reorganization and realignment (Action by Provost and Vice-President Administration)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 48

Consider amalgamations between/among academic units according to four criteria: functionality, faculty complement, student numbers, and infrastructure support

(Action by Deans/Directors)

Update: Protocol for the joining of the Departments of Geography and Geological Sciences, the Natural Resources Institute and Environmental Sciences program into a Faculty of Earth Environment and Resource sciences is under consideration.

Status: In progress

* **Recommendation 49**

Consider the amalgamation of Architecture, Art, and Music, and

- a) complete internal restructuring of the Faculty of Architecture
- b) assure that the degree programs in Architecture will remain accredited
- c) submit a plan for a joint program in Graphic Communication (Art and Architecture)
- d) submit a plan for a joint program in Industrial Design (Architecture and Engineering)
- e) submit a plan for a joint program in Computer Music (Music and Computer Science)
- f) formulate a plan for an interdisciplinary honours program in Art History (School of Art and Faculty of Arts)
- g) consider joint programming in Drama and Film Studies (English, Art, Music and Architecture)

(Action by Provost, Deans of Arts, Architecture, Science, Engineering, and Directors of Music and Art)

Update: A merger of the Faculty of Architecture and School of Art and School of Music is favoured, but would require space and resources. Architecture has proposed a program in Graphic Communications, and the Faculty of Engineering, School of Art and Faculty of Architecture will offer a joint option in Industrial Design. Discussions continue on Recommendations 49 (c), (d), (e), and (g). Recommendation 49 (f) has been implemented. With effect from September 2001, the degree programs in Art History offered by the School of Art and the Faculty of Arts have been significantly revised.

Status:

- a) IMPLEMENTED (Reported July 1999)
- b) IMPLEMENTED (Reported July 1999)
- c) In progress
- d) In progress
- e) In progress
- f) IMPLEMENTED
- g) In progress

Recommendation 50

Status: In progress

Consider the administrative transfer of Foods and Nutrition to the Faculty of Agricultural and Food Sciences without physical relocation of the Department, or alteration of its responsibility to offer a degree program in Foods and Nutrition in Human Ecology (Action by Deans of Human Ecology, and Agriculture and Food Sciences)

Update: Collaboration and joint undergraduate programming is being pursued.

Recommendation 51

Consider the amalgamation of the Faculty of Human Ecology with the Faculty of Social Work (Action by Deans of Human Ecology and Social Work)

Note: Collaboration and joint undergraduate and graduate programming has been pursued by the Faculty of Social Work and the Department of Family Studies as an alternative to the amalgamation.

Status: IMPLEMENTED
(Reported July 2000)

Recommendation 52

Develop a new Bachelor of Education program in the Faculty of Education, maintain an appropriate range of teachable subjects for joint programs and consider developing innovative joint graduate programs (Action by Dean of the Faculty of Education)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 53

Establish a Health Sciences Council which will focus on common programming and development of interdisciplinary degree programs as appropriate (Action by Provost)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 54

Continue (a) the restructuring and delivery of undergraduate programs and formation of research groups in the Faculty of Medicine; (b) amalgamate the Departments of Biochemistry and Molecular Biology and the Department of Human Genetics; (c) consider the amalgamation of the Department of Anatomy and the Department of Pathology, and the Department of Immunology and Medical Microbiology; (d) continue to provide teaching to the Faculty of Pharmacy by members of the Department of Pharmacology and continue joint research with academic staff in Faculty of Pharmacy

Update: With respect to Recommendation 54(a), the review and modification of the undergraduate program in the Faculty and the creation of research groups that cut across department designations continue as high priorities.

Status:

- a) In progress
- b) IMPLEMENTED (Reported July 1999)
- c) NOT TO BE IMPLEMENTED
- d) IMPLEMENTED (Reported July 1999)

Recommendation 55

Create a Shuttle Bus Service between Fort Garry and Bannatyne Campuses

(Action by Vice-President Administration)

Update: In 1999-00, the service was extended to St. Boniface General Hospital Research Centre which provides facilities for University of Manitoba professors and students.

Status: **IMPLEMENTED**

(Reported January 1999)

Recommendation 56

Continue to harmonize Arts and Science degree program regulations

(Action by Deans of Arts and Science)

Status: **IMPLEMENTED**

(Reported July 1999)

Recommendation 57

Continue strategic planning in the Faculty of Arts

(Action by Dean of the Faculty of Arts)

Status: **IMPLEMENTED**

(Reported July 1999)

Recommendation 58

Consider amalgamations within the Faculty of Science

(a) Botany, Zoology and Microbiology

(b) Mathematics and Applied Mathematics

(c) Form a Statistical Sciences Research and Service Group

(d) Rename Geological Sciences as Earth and Environmental Sciences

(e) Continue decanal coordination of the Environmental Sciences program

(f) Initiate a review of the Environmental Science Program

(Action by Dean of Science)

Update: With respect to Recommendation 58(d), action is being delayed until the review of the Environmental Science program is completed. With respect to Recommendation 58 (e) and (f) an internal review of the Environmental Science program has been completed, and one report by an external reviewer has been received.

Status:

a) **NOT TO BE IMPLEMENTED**

b) **IMPLEMENTED** (Reported Jan. 1999)

c) **IMPLEMENTED** (Reported July 1999)

d) In progress

e) In progress

f) In progress

Recommendation 59

Review and develop functions of the Natural Resources Institute

(Action by Director of Natural Resources)

Status: **IMPLEMENTED**

(Reported January 2000)

*** Recommendation 60**

Review and submit a report on a mechanism to avoid subject duplication in differing courses

(Action by Vice-Provost Programs)

Update: A sub-committee of the 4C's has made a preliminary report on course duplication. Some duplication has been eliminated, and agreement has been reached on a mechanism for reviewing duplication in future

Status: **IMPLEMENTED**

Recommendation 61

Create a plan to provide incentives for joint- and/or cross-appointments

(Action by Provost)

Status: **FULL IMPLEMENTATION**

REQUIRES ADDITIONAL FUNDING

(Reported July 1999)

Recommendation 62

(a) Consider administrative reorganization of units as appropriate

(b) Review Student Affairs services and provide recommendations

(Action by Vice-President Administration and Provost)

Status:

a) **IMPLEMENTED** (Reported July 1999)

b) **IMPLEMENTED** (Reported July 2000)

Recommendation 63

Create a "Registrar's Office" by amalgamating three separate units
(Action by Provost)

Status: IMPLEMENTED
(Reported January 2000)

Recommendation 64

Establish an Office of International Liaison, appoint a Director with assigned responsibilities for international affairs
(Action by President's Office)

Status: FULL IMPLEMENTATION
REQUIRES ADDITIONAL
RESOURCES (Reported July 1999)

Recommendation 65

Establish a University Secretariat by combining Senate and Board offices, and appointing a University Secretary to serve as Secretary of the Board and as Secretary of Senate
(Action by President)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 66

Appoint an Ombudsman for a period of two years, and then review to determine whether continuation is warranted
(Action by President)

Status: IMPLEMENTED
(Reported July 1999)

*** Recommendation 67**

Request Senate and the Board of Governors to consider ways in which support staff may serve on these bodies
(Action by President)

Status:

- a) IMPLEMENTED
- b) IMPLEMENTED (Reported July 1999)

Update: Senate approved a motion in December 2000 whereby full-time support staff members can serve on Faculty/School Councils as full voting members. These members are eligible for nomination and election to Senate.

Recommendation 68

Improve internal and external communication as recommended in the Strategic Communications Plan of the Department of Public Affairs
(Action by Executive Director, University Relations)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 69

Develop a plan to maximize the University's opportunities to communicate with all graduates
(Action by President)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 70

Prepare for the launching of a major capital campaign
(Action by President)

Status: IMPLEMENTED
(Reported July 2000)

Recommendation 71

Establish a new organizational and reporting structure for Public Affairs, Alumni and Private Funding
(Action by President)

Status: IMPLEMENTED
(Reported July 1999)

PROCESS: The character of our university community is made complex by the mix of differing domains of knowledge, inquiry and instruction that exists in our Faculties, by our location on two campuses, and by our size. We respect the character of our University, and aim to develop systems which are not only efficient and effective, but are also congruent with our ideals of academic community (*Building on Strengths*, p. 14).

Recommendation 72

Revise the General Calendar to yield separate undergraduate and graduate calendars
(Action by Provost)

Status: IMPLEMENTED
(Reported July 2000)

Recommendation 73

Review the functions and procedures of all Committees, at the University including Board of Governors and Senate Committees
(Action by President)

Status: IMPLEMENTED
(Reported July 2000)

Recommendation 74

Review the balance between centralization and decentralization of budget control and support the balance that is most appropriate
(Action by President's Office)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 75

Develop a mechanism to establish a fund for strategic reallocation
(Action by President's Office)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 76

Form a Budget Advisory Committee to recommend priorities to the President and review the budget the President recommends to the Board of Governors
(Action by President)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 77

Encourage Deans and administrative heads to share budget information with staff
(Action by President's Office)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 78

Develop a process whereby the comments of Senate and Senate Planning and Priorities Committee about the budget are provided to the Board of Governors
(Action by President's Office)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 79

Develop new incentives for initiatives that support units' approved purposes
(Action by Vice-President Administration and Budget Heads)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 80

Continue support for the Industry Liaison Office to enhance revenues gleaned from partnerships and technology commercialization
(Action by President's Office)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 81

Continue the consolidation of the Libraries
(Action by President's Office)
Update: Consolidation continues as resources will permit.

Status: FULL IMPLEMENTATION
REQUIRES ADDITIONAL
RESOURCES (Reported July 1999)

Recommendation 82

Continue to consider Library acquisitions as a first call on the budget
(Action by President's Office)

Status: FULL IMPLEMENTATION
REQUIRES ADDITIONAL
RESOURCES (Reported July 1999)

Recommendation 83

Develop a plan to increase access to information resources over next five years
(Action by Director of Libraries)

Status: FULL IMPLEMENTATION
REQUIRES ADDITIONAL
RESOURCES (Reported July 1999)

Recommendation 84

Develop a plan to extend hours of operations in the core libraries
(Action by Director of Libraries)

Status: FULL IMPLEMENTATION
REQUIRES ADDITIONAL
RESOURCES (Reported July 1999)

Recommendation 85

Develop a plan to ensure orderly transition of major record systems to a new platform
(Action by Vice-President Administration)

Status: IMPLEMENTED
(Reported July 2000)

Recommendation 86

Establish funding priorities that ensure Year 2000 compliance for all computer-based system
(Action by Vice-President Administration)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 87

Ensure access to Information Services and Technology and provide every student with internet access
(Action by Vice-President Administration)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 88

Increase technical support to computer users by adding staff over a five year period
(Action by Vice-President Administration)

Status: IMPLEMENTED
(Reported July 1999)

Recommendation 89

Develop a plan to promote open communication between the department of Information Services and Technology and members of the University regarding standards in computer hardware and software

(Action by Executive Director, Information Services and Technology)

Status: IMPLEMENTED

(Reported July 1999)

Recommendation 90

Develop a plan for regular replacement of computers and printers in departments

(Action by Provost and Vice-President Administration)

Status: IMPLEMENTED

(Reported July 1999)

Recommendation 91

Assign a high priority to the acquisition, maintenance and upgrading of technology and equipment used in teaching; make this equipment available

(Action by vice-President Administration)

Status: IMPLEMENTED

(Reported July 1999)

Recommendation 92

Give a high level of priority to the operating budget of Physical Plant to allow the unit to reach acceptable standards of maintenance

(Action by Vice-President Administration)

Status: FULL IMPLEMENTATION

REQUIRES ADDITIONAL

RESOURCES (Reported July 1999)

Recommendation 93

Develop a plan for dealing with deferred maintenance especially regarding the learning environment

(Action by Vice-President Administration)

Status: IMPLEMENTED

(Reported July 1999)

Recommendation 94

Identify the five most urgent capital projects to receive provincial funding

(Action by Vice-President Administration)

Status: IMPLEMENTED

(Reported July 1999)

Recommendation 95

Make regular reports to Senate and Board of Governors on progress of Task Force recommendations

(Action by President)

Status: IMPLEMENTED

(Reported January 1999)

Update: This is the fifth report, effective January 1, 2001, on the progress being made on the Task Force recommendations. The first report was made to Senate and the Board of Governors at their respective meetings in January of 1999, the second in July of 1999, the third in January of 2000 and the fourth in July 2000.

Part 3

Contributions of the Academic Units Toward Accomplishing the Goals of the Task Force on Strategic Planning

In February of 1998, the Task Force on Strategic Planning published its final report, *Building on Strengths*, in which were provided 95 recommendations constructed to move The University of Manitoba forward "to be one of Canada's outstanding universities, respected for our knowledge of the world, for our understanding of the complexities of our province in its cultural, socioeconomic and scientific dimensions, and for advancing and disseminating knowledge in all domains, but especially in those that contribute to the social and economic development of Manitoba," (Executive Summary).

Academic unit have addressed or are addressing recommendations which specifically refer to them, but perhaps more importantly, all faculties and schools have "caught the spirit" of the Task Force Final Report and have addressed such things as encouraging excellence within our People and Products, increasing our Partnerships within and external to the University, and improving our Processes.

The following pages contain some, but not all, of the initiatives taken in faculties and schools. Many imaginative solutions and strategies are presented here in the briefest form. Deans and Directors who are interested in specific initiatives might wish to contact the faculty or school directly for further information.

Faculty of Agriculture

The Dean of the Faculty of Agriculture reports that strategic planning has been a major focus within the unit, and that actions stressed in *Building on Strengths* have been continued and embedded in the normal activities of the faculty.

People

Faculty Members

- All new faculty members are encouraged to acquire the teaching and grantsmanship skills needed in their positions.
- Courses offered by the Centre for Higher Education Research and Development and the University Teaching Service are promoted.
- Department Heads and Associate Deans attend courses which focus on administrative skills.
- The Faculty intends to hold one in-house teaching workshop each year, to give awards for teaching innovation and excellence in teaching, ensuring adequate teaching support and to establish a teaching mentorship program.
- Over the course of the next year, a teaching audit will be performed with a view to determining from this information and the annual activity reporting if a suitable balance exists among teaching, research and service.

Support Staff Members

- Support staff are critical to the effectiveness of an organization. The Faculty endeavours to give each staff member the opportunity to try new challenges and to receive appropriate training. Steps are being taken to ensure that they receive adequate computer training.

Students

- One of the Faculty's strategic foci is in the area of enrolment and recruitment and involves increased mailings to high schools, career symposia and tours of the Faculty's facilities.
- The most exciting proposed new endeavour is the creation of a student Ambassador Program – a vehicle for informing high school students about the exciting programs offered by Agriculture and increasing their awareness of the range of jobs available to graduates.
- In an effort to increase student retention, program chairs are available to advise students.
- The Faculty of Agriculture Students' Organization is active in making students feel welcome, and has established a Big Brother, Big Sister scheme where senior students familiarize new students.

Products

- A cornerstone to achieving excellence in education is the regular review of classes and programs that is conducted.
- Agriculture maintains realistic class sizes.
- Distance education, modular course offerings, evening courses, and a course in experiential

learning for the Agronomy Program are being considered as ways to improve the Faculty's product.

- A cooperative education program is expected to be in place by May 2001.
- It is the Faculty's plan to enhance research capacity in the current research areas of national and international reputation and to build research capacity in emerging areas of provincial, national and international importance through increased participation of faculty members in funded programs, concerted efforts by teams of researchers in several funding programs such as the NSERC Industry Research Chairs, strategic allocation of Canada Research Chairs, and fund raising from industry.
- The Faculty is examining and implementing other mechanisms to help new faculty members obtain national research grants and to increase research capacity.
- The Faculty is working toward the improvement of its research sites.

Partnerships

- The Faculty has proposed the construction of a Functional Foods and Nutraceuticals Centre where a strong collaboration will be fostered among researchers from several faculties and with the newly established National Centre for agri-Food Research in Medicine at the St. Boniface General Hospital Research centre in Winnipeg.
- The Faculty is developing plans to establish an NSERC Chair in the manure management area based on an inter-disciplinary approach among the Departments of Animal Science, Biosystems Engineering, and Soil Science.
- The Faculty is developing comprehensive marketing and outreach plans to build alumni, industry and community partnerships.

Process

- Faculty committees are continually being reviewed for ways to improve their effectiveness.
- Regular meetings are being held amongst administrative staff to keep them informed of new and modified procedures.
- The Faculty is developing a data base on which to store information about faculty members' research, teaching and community service. It is hoped that this data base will form the foundation of an Expert's List.
- The Faculty is reviewing its internal budget process with a view to increasing disclosure.

Faculty of Architecture

Since the release of *Building on Strengths*, the Faculty of Architecture has continued to move forward on several fronts toward a position of leadership in architectural, design and planning education in Canada.

People

Faculty Members

- Research activity has increased due to new full-time faculty appointments and also to the creation of a new staffing plan. Policies and procedures have been put into place to assist faculty.
- A paper on tenure and promotion has been developed and presented to Faculty Council.
- The Faculty is currently exploring the feasibility of an Aboriginal Planning Program that will provide training in culturally appropriate planning skills for Aboriginal people who face barriers against entry into the Master's program. The Program will consolidate relationships built with Aboriginal people through service learning initiatives and will enhance student recruitment from this sector.

Support Staff Members

- Assistance has been provided for support staff to take courses and workshops.

Students

- A shared scholarship program for undergraduate and graduate students has been initiated.

Partnerships

- The reorganization of the Faculty and successful full-time faculty appointments have helped to establish highly regarded programs as evidenced in part by observations and comments of two accreditation teams.
- The Partners program has continued to reestablish connections with many communities, including alumni, professionals, manufacturers and government.
- Our departments have formed new partnerships with several communities in Manitoba in the last two years, including Churchill, Morris, Woodlands and Morden.
- Our international study and exchange programs have continued with new connections made with South Korea, Chile and Brazil, and the United States, Mexico, Germany, France and Portugal through tri-lateral agreements.
- Highly successful jubilee celebrations were held in the year 2000 in the Departments of City Planning and Interior Design.
- Relationships have been strengthened with units at the University of Manitoba: Art, Music Film Studies and Clothing and Textiles; Engineering; Natural Resources; Management; Agriculture; Medical Rehabilitation; Social Work; Physical Education; Canadian Centre for Disability Studies; as well as with the Department of Applied Arts at Red River College.

- Following the recommendation to merge the Faculty of Architecture with the Schools of Art and Music, extensive discussion ensued among the participants. While a decision to support the merger was reached, several qualifiers were stipulated, including the need for a new building. This may not be possible in the near future.

Products

- The reorganization of the Faculty has also contributed to making the Faculty more effective and efficient, and has increased opportunities for both faculty and students by breaking down the barriers among departments.
- A proposal to establish a Universal Design Institute has been developed and forwarded to the Office of the Vice-President (Research).

Faculty of Arts

People

- With the assistance of UTS and the Faculty Development Fund, the Faculty of Arts sponsored a workshop on new teaching strategies in October, 2000. This workshop, titled Motivation, featured Dr. Marilla Svinicki, Head of the University Teaching Service at the University of Texas at Austin. Approximately 50 people attended and the feedback from participants was positive.
- The Faculty implemented a mentoring program for new support staff in 2000. This is modelled on our successful mentoring for faculty members. The support staff program has met with immediate approval from those participating in the program.
- A revised proposal for annual performance review has been developed with advice from Human Resources. The proposal was discussed with Heads and support staff in November, 2000. Their input will be considered before the procedure is finalized. The process is nearing completion.

Products

- A proposal for a cooperative education program was submitted to COPSE in 2000. COPSE responded in June, 2000, indicating their support for the proposal in principle and asking for more indication of support from potential employers, with a view to re-submission and possible funding in 2001. Letters of support have now been received from a number of potential employers and more are being sought. The proposal will then be resubmitted to COPSE.
- A proposal for a new program in Global Political Economy was completed in December 1998. It was submitted to COPSE and approved in June 2000. The program was implemented in September 2000. Several departments are involved including Economics, Sociology, Political Studies, and History. Many of the courses included in the program are already available in the Faculty. Some new courses have been introduced. The new course in Global Political Economy has been an immediate success, with strong student demand for the program.
- Arts developed a program to foster teaching through the Arts Web page. Promotional material on winners of recent teaching awards has been made accessible. This includes a picture, statement of teaching philosophy and other material designed to emphasize the quality of teaching in the Faculty.

- A major initiative to harmonize regulations regarding degree programs was undertaken by the Faculties of Arts and Science. The report on the harmonization was submitted to and approved by Senate and this initiative must be considered a major success of the Task Force recommendations.

The Senate Committee on Admissions and the Faculties of Arts and Science are considering barriers to the recruitment of Advanced Placement (AP) and International Baccalaureate (IB) students with the objective of harmonizing the regulations among different departments in the two faculties.

Partnerships

- The Faculty of Arts developed a student exchange agreement and Field School with the Universidad Latina de America in Morelia, Mexico. This is now the second largest individual exchange program at the Uof M. The Faculty has worked through a number of problems and renegotiated the Agreement in November, 2000, with a view to improving its operation and reducing the cost to our students. The revised Agreement is awaiting the approval of the Vice-President (Administration).
- The Faculty also developed a faculty-student exchange agreement with the University of Iceland in 1999. Responsibility for academic administration rests with the Department of Icelandic. The agreement allows for a Partnership Conference to be held alternately in Winnipeg and Reykjavik, short term visits by faculty to both universities, student exchanges, and exchanges of publications by both institutions. Six Faculties now contribute to the funding, in addition to generous support from the Vice-President (Academic) and Provost. The first Partnership Conference was held in Winnipeg in 2000, and the first two exchange students arrived from Iceland in September, 2000.

Faculty of Dentistry

The Faculty's primary investments in 1999 focused on community outreach activities.

Partnerships

- The Faculty reached out to its alumni this year. At Homecoming, the Class of 1969 received certificates for 30 years of practice, while the Class of 1964, with over half the class in attendance, received certificates for 35 years.
- The first Alumni Dinner for graduates of the Oral and Maxillofacial Surgery Program was held.
- Substantial donations have been received which provide an award and establish an endowment fund for education and research in Oral and Maxillofacial Surgery.
- The School of Dental Hygiene held an inaugural Alumni reception to launch the newly formed Dental Hygiene Alumni Association.
- An Alumni reception was held in March in Vancouver at the time of the C.D.A./Pacific Dental Conference. Certificate presentations were made to dental and Dental Hygiene classes of 1965.
- An inaugural meeting of the University of Manitoba Graduate Orthodontic Alumni Association took place during the American Association of Orthodontics Conference in Chicago in April.

Products

- The Faculty established the Centre for Community Oral Health designed to provide oral health care to under-served populations, including aboriginal and circumpolar populations of Canada.

Faculty of Education

People

Faculty Members

- The Faculty has identified the incorporation of technology as its major priority. Accordingly, it is developing a comprehensive professional development program for all faculty members enabling them to incorporate technology into their teaching practices.
- The Faculty reduces teaching load for new hires by 33% during their first year and by 16.6% their second year to permit the development of the courses they are teaching and to begin their research programs on this campus.
- The Faculty has implemented a new evaluation tool for evaluating and monitoring the performance of academic staff by Department Heads.

Support Staff Members

- The Faculty allocates funds in the annual operating budget to supplement the costs of special workshops and courses that can be taken by support staff for career development.
- In 1999, the Faculty implemented an annual performance review process for all full time support staff.

Students

- The Faculty admits up to 10 percent of its B. Ed. applicants via a Special Consideration Category that includes Canadian Aboriginal peoples.
- The Faculty, together with Continuing Education, is exploring a second cohort of Aboriginal students for distance delivery (at a First Nation location) of the B. Ed. Program in the future.
- Recruitment materials for the new B. Ed. Program were distributed to aboriginal bands, educational authorities and schools.
- At the graduate level (M.Ed. And Ph.D.), measures have been taken with respect to scheduling and delivery which are hoped to attract students and cyclic course offerings.
- The Faculty held the 2nd Annual (2000) Graduate Student's symposium in March to highlight the research undertaken by Education graduate students.
- Orientations are held for all new and returning students in all three streams of the new B. Ed. Program.
- The Faculty is committed to providing support for students and has organized its central operation on that basis. In addition to general support, a specific system has been developed to identify and assist high-risk students.

- A buddy system is presently being considered by the Early and Middle Years Streams where second year students mentor new students.

Products

- The Faculty using external assessors will be carrying out an evaluation process of the new B. Ed. Program.
- The Faculty has embraced a number of different delivery systems (weekend scheduling, website, distance education, among others) in an effort to both improve programming and make courses more accessible for students.
- The academic year saw a concerted and successful effort of the Faculty to complete a review and a major revision of its M. Ed. Program format. During 2000, the Faculty Councils of Education and Graduate Studies approved a revised format.
- The Faculty's Research Incentive Fund (RIF) has, as was its intent, the stimulated research projects that would subsequently translate into major collaborative and externally funded projects and programs, and over a two-year period has provided some release time to faculty members undertaking approved research projects.
- The Faculty is in the initial stages of considering a significant new strategy: the initiation of a self-funded research development office.

Partnerships

- Four departments in the Faculty of Education merged into two:
 - the Department of Educational Administration and Foundations merged with the Department of Educational Psychology to form the Department of Educational Administration, Foundations and Psychology; and
 - the Department of Curriculum: Humanities and Social Sciences merged with the Department of Curriculum: Mathematics and Natural Sciences to form the Department of Curriculum, Teaching and Learning.
- The Faculty has implemented a new 150 credit-hour baccalaureate program.
- The Faculty worked with the School of Music and the Faculty of Human Ecology to develop integrated programs that would meet the new B. Ed. requirements. These revised integrated programs were recently approved by Senate.
- The Faculty is working the Faculties of Social Work, Physical Education, Nursing, and Architecture in connection with the development of a Master's program in Disability Studies.
- Planning is in place for the introduction of a health education subset of the Faculty's M. Ed. Program in higher education, in collaboration with the Faculty of Medicine.
- The Faculty has a joint appointment with the School of Music.

- The Faculty of Education now has two support staff elected to Faculty Council.
- The Faculty communicates with its alumni/ae by producing a newsletter that is distributed with the Alumni Journal.
- The Faculty's principal international development interest is UNEVOC – Canada, which links the University of Manitoba internationally in different ways, particularly through its Youth International Internship Programs.
- The Faculty has joint projects with Deutches Museum, Cambridge University and Nottingham University, the Universidad Complutense de Madrid. Memoranda of Understanding between the Faculty of Education and educational institutions in Asia, notably in Indonesia, are signed or expected to be signed in the near future.
- The Faculty has collaborated with Campus Manitoba and Brandon University to develop web-based courses to serve northern students.
- Joint research projects with a number of school divisions were undertaken with the Faculty's Research Incentive Fund program.

Process

- The Faculty completed a review of its committees and eliminated those deemed superfluous to the current program and administrative structure.
- The Dean shares information and invites systematic input from staff in the development of the unit's budget.
- The Faculty has implemented a plan for the regular replacement of computers and printers and ensures computer access for all full time staff.
- The Faculty expanded the teaching capacity in the Faculty's Computer Lab to 35 computers to accommodate the hands-on teaching for cohort class sizes, renovated the Faculty's Technology Demonstration Classroom and provided state-of-the-art multi-media equipment for effective delivery of teaching methods and for seminars and workshops.

Faculty of Engineering

People

Students

- The Faculty continues to strengthen the Engineering Access Program from which 33 of Canada's 100 Aboriginal Engineers have graduated.

Partnerships

- Discussions are underway about a joint degree program with Architecture and Civil Engineering. Graduates would be academically qualified to practice in both disciplines.
- The Faculty is working with Architecture, Management, Agriculture and Continuing Education to

develop an on-line M.B.A. program.

Faculty of Graduate Studies

The Faculty of Graduate Studies reports that it has acted upon all the recommendations of the Task Force Report.

People

Students

- The Office of the Dean put in place a strategy for the recruitment of both national and international graduate students. Specific profiles for each program have been developed and distributed for promotion. A poster with inserts was sent to all Canadian universities and selected international universities, to all graduate programs at this University and to many Canadian educational centres internationally.
- The Faculty is working closely with the International Liaison Office and with all those involved in recruitment at the University in order to develop a concerted recruitment strategy. Specific countries in South America and South east Asia have been targeted for recruitment.
- In 2001-02, the Faculty will be introducing recruitment scholarships to national and international students, equivalent to current tuition fees.
- The University of Manitoba Graduate Fellowship has been restructured. The impact has been that the University is retaining a substantial number of top quality graduate students and is attracting excellent new students.
- The Faculty, in collaboration with all Faculties, introduced top-up awards for all those students receiving scholarships from the three national granting councils.
- A number of measures have been taken regarding the orientation of graduate students. Among these, an "Open House" where staff meet informally with students; an orientation session to which all students are invited to participate; a new document: *Roles and Responsibilities of the Partners in Graduate Education: A Guide*, is being developed.
- In 2001-02, the Faculty will hold a workshop on graduate student supervision.
- The *Academic Guide* has been thoroughly revised and new policies introduced, particularly regarding the structure and delivery of graduate programs.

Products

- The Faculty works closely with the University Teaching Service and supported their efforts to train graduate students in the complexities of teaching.
- The Programs and Planning committee developed a criterion for Periodic Review of Graduate Programs. The document is now in the approvals process.
- The Guidelines and Policy Committee developed a document for appointment of faculty members to the Faculty of Graduate Studies. This document is presently being revised before being resubmitted to the Office of the Vice-President (Academic) and Provost.

Process

- The Graduate Calendar was separated from the Undergraduate Calendar in 1999. It is also in place on the University Web-Site with links to every department.
- The Faculty has restructured its governing mechanisms by replacing the Board of Graduate Studies with 5 committees. This new structure has allowed for effective management of the Faculty and also made it possible to deal with many important issues simultaneously and efficiently.

Faculty of Human Ecology

The Faculty of Human Ecology has remained intact as a independent unit. The Faculty is engaged in reviewing its academic programs and developing linkages with other units not limited to Agriculture and Food Sciences or Social Work. The Dean reports that it is crucial that the Faculty focuses on building partnerships among the three departments and forming a cohesive new vision based on the discussion following the Final Report of the Task Force.

People and Products

- As a result of the changes made to the undergraduate and graduate curricula, a new vision will be developed for the Child Development Centre which is currently a training centre for students who plan to work with young children in a variety of fields. The Faculty plans to expand the Centre's mandate to create a Family Development Centre housing research on families, providing a range of training opportunities for students, and serving community agencies.
- The Faculty has added information technology to the existing curriculum.
- The Faculty is working toward making their programs more accessible to First Nation people.
- The Faculty is working toward the development of a pre-professional program so that the students have the academic preparation to apply to professional programs in Pharmacy, Medicine, Dentistry, Dental Hygiene and Medical Rehabilitation.

Partnerships

- The Faculty intends to develop a strong Textile Science program by joining forces with the Faculties of Science, Agriculture and Food Science, Engineering, and Medicine.
- An 18-credit hour Management minor is available as part of the electives portion of students' programs after 30 credit hours of course work with a minimum 3.0 GPA has been completed.
- The Department of Family Studies offers three courses in the Option in Aging, two of which are available to students in six other faculties.
- Family Studies students in the Child Studies Concentration take courses in Psychology, Education, Management, and Physical Education and Recreation Studies.
- During Fall 1999, the Faculty of Architecture has allowed some Clothing and Textiles students to enrol in their course in Computer Aided Design as a replacement for a course formerly offered in Human Ecology.
-

- The capstone course for students in Food Science is co-listed in Foods and Nutrition and has been jointly taught for the past two years.
- The Department of Foods and Nutrition offers teaching modules in Medicine and Medical Rehabilitation and provides required courses in nutrition for Dentistry and Pharmacy.
- The Department of Foods and Nutrition supported the Department of Agricultural Economics application to include our course on Food: Facts and Fallacies as an elective in the Agribusiness degree program.
- The Department of Foods and Nutrition participates in the Interdepartmental Ph.D. program in Food and Nutritional Sciences.
- Many research links exist among faculty members in different departments within the Faculty of Human Ecology and with innumerable units in other departments at the University and beyond.
- The Department of Family Studies is participating in the development of a Child and Family Services Diploma Program that will be offered through Continuing Education. This program will be a collaborative effort among the Faculties of Arts and Social Work, the Native Studies Program, and the Department of Family Studies. It was initiated by Manitoba's Aboriginal communities to help prepare those working in Aboriginal child and family service agencies for the establishment of separate services for First Nations and Metis people. Through the diploma program, students may complete two years of a Bachelor of Social Work degree or 43 credit hours of a Bachelor of Human Ecology (Family Studies) degree. Family Studies will develop two new courses for this program.
- A discussion is planned with the School of Art to develop a joint program in Design (Textile Design).

I. H. Asper School of Business

People

Faculty Members

- The faculty has constructed and opened a Behavioral Research Lab for research projects.
- A Faculty Seminar Series continues to encourage faculty members and doctoral students to share their research ideas.
- The Faculty used \$50,000 of operating funds directly on developing an supporting research in the School.

Products

- A proposal is in process for a new Master of Science program.
- In cooperation with Architecture, Agriculture, Engineering, and Continuing Education an initial proposal has been developed for a distance MBA program.
- The first course in Aboriginal Business was offered in the spring term.

- An initial study has been conducted on the possibility of implementing a co-op program at the undergraduate level.

Partnerships

- The I. H. Asper School of Business continues to build memberships in the Associates' Program currently at an all-time high of 225 members.
- The School entered into a contract with Dorsett College in Vancouver to offer the first two years of the undergraduate program in Vancouver.
- The first Certificate in Management Program was conducted in China.
- A new series of Executive Programs was initiated in cooperation with Continuing Education.
- The Certificate in Organizational Change program was offered in cooperation with the Rotman School at the University of Toronto.

Faculty of Law

The Dean of the Faculty of Law reports making significant progress toward implementing recommendations made by the Task Force.

People

Faculty Members

- A major component of success will come through faculty renewal. Two new assistant professors have joined the Faculty, and two more are currently being recruited. Institutionalizing a program of performance reviews and mentoring for new faculty members will further enhance this initiative.

Students

- With respect to increasing the participation and success rates of Aboriginal students in the Faculty of Law, the Academic Support Program, a more active Aboriginal Law Students' Association and aggressive recruitment are all contributing to progress in this area. This past year, the Faculty institutionalized participation in the National Aboriginal Moot Competition program and students now receive credit for participation in the moot. Creating a Chair in Aboriginal Law remains a priority for the Faculty in the Capital Campaign.

Products

- During the past year, a major curriculum review was undertaken and is now being complemented by a review of programs and institutes.

Partnerships

- The Faculty is involved in improving and expanding external relations activities. In addition to the creation of a Faculty Development Council, plans are underway for the launching of a quarterly faculty newsletter and establishing an "associates" type program to encourage regular contact between the Faculty and members of the profession. The Dean has begun a dialogue with

the Director of the Law Society of Manitoba to examine a closer working relationship between the Faculty and the Society in several areas of shared interest and concern, including the Bar Admission Course, Continuing Legal Education, and improving the research and library facilities for both student as the Law School and members of the legal profession.

Libraries

Process

- In the fall of 1999, the Eckhardt-Gramatte Music Library was merged administratively with the Architecture/Fine Arts Library. Physical amalgamation will come with a new library facility.
- Collections from the D. S. Woods Education Library were moved over to the Elizabeth Dafoe Library.
- The University of Manitoba was prepared for the enactment of the Freedom of Information and Protection of Privacy Act (FIPPA), April 3, 2000.

Faculty of Medicine

People

Faculty Members

- The Description of Academic Duties (DOAD) reporting mechanism has been extended into its third iteration as a computer disc self report mechanism. There is 85% participation of full-time faculty.
- Support is provided for women faculty members to attend administrative leadership/women in medicine workshops, and also for department heads to attend academic administration skills development programs.
- To develop teaching excellence, the Faculty offers a TIPS program, geared to Medicine, three times a year.
- The Faculty has had a focus on new faculty members. A welcome dinner was held at the Fort Garry campus. An orientation guide, "Faces and Places," was distributed. New faculty workshops on Teaching and Research Proposal Development were held.
- A faculty development workshop was held, "Cultural Implications in Teaching," (series of three).
- There is an annual medical student teaching awards presentation.

Support Staff Members

- Members of the support staff now sit on the Faculty executive Council (three) and Faculty Council (six).
- An organizational review of the Deans' Offices has been undertaken.
- Deans' Office staff are supported to travel to other universities.
- A workshop series for departmental computer managers has been offered.

Students

- An affiliation agreement was formalized with Saitama Medical School in Japan, and a renewal agreement is in process for Norman Bethune Medical School in China.
- Sedaya Medical School of Malaysia currently has students completing our degree.
- Forty residents from Saudi Arabia are continuing in specialty programs.

Products

- A review of the curriculum for the undergraduate program is underway with an external consultant visit pending.
- Clinicians' Assessment and Professional Enhancement program of the Continuing Medical Education department continues to be used by other provincial licensing bodies and is the basis of the proposal prepared jointly by the Faculty, the College of Physicians and Surgeons of Manitoba and the Ministry of Health for International Medical Graduates in Manitoba to prepare for practice.
- The Faculty is arranging that senior residents and faculty members may enrol in the Master of Education program that is adaptable to a medical orientation.
- Discretionary funds have been applied to research start-up funds for newly recruited faculty and, where possible, supplemented by the Vice-President (Research).
- With Red River College, a combined certificate/degree program for Allied Health Sciences has been proposed.

Partnerships

- The Directorship of the newly named National Microbiology Laboratory in Winnipeg was negotiated with the Federal and Provincial governments. These arrangements take advantage of Dr. Francis Plummer's worldwide reputation as a scientist in a way that advantages the University and the Laboratory's academic potential.
- A proposal for a Centre for Research in Infectious Diseases has been made to the Senate Committee on Research.
- The Faculty has been involved in organizational restructuring: Review of Undergraduate Medical Curriculum, Review of Occupational Therapy Curriculum, and an operational merger of the Departments of Biochemistry and Human Genetics and the Department of Biochemistry and Medical Genetics.
- The Manitoba Medical College Foundation is undertaking an external review, supported by the Dean's Office and with the cooperation of Private Funding, to consider how to optimize the alumni relationships and fund raising potential of the Medical School.

Process

- Our investment in operating systems, to gain efficiency and effectiveness, and maintain the openness and flexibility appropriate to an academic community must be expressed in the operational streamlining of Senior Administration and in the Operating and Capital Budgets.

Faculty of Nursing

The Faculty of Nursing is building on its strengths and those of the University of Manitoba.

People

Faculty Members

- The Faculty is investing in faculty members (a mentoring program for tenure track faculty and a winter retreat), support staff (continuing education), and students (additional orientation sessions for all new students).
- Additional support staff are now present in the Manitoba Nursing Research Institute to offer research support services to all faculty.
- The Faculty is offering infrastructure support to facilitate a partnership with the University of British Columbia, enabling four faculty members to pursue their Ph.D. in Nursing.
- The Dean's Office is accommodating SSHRC Ph.D. fellowship holders within the Faculty of Nursing; i.e., reduced appointments.

Support Staff Members

- Support staff representation was added to the Executive Committee and Faculty Council.

Students

- The Faculty believes it has one of the best student advising teams at the University.
- Faculty at all sites (Fort Garry, Brandon, and Norway House) are offered technological assistance with computers and interactive technology.
- A workshop on SPSS use was held for all faculty and graduate students.
- Students are offered a forgivable loan permitting them to enrol in Nursing Summer Term.
- An Aboriginal Nurses Entry Stream was established as part of the UM-ACCESS program.
- A Health Access program was held in Norway House in January 2000; 13 of the 14 Aboriginal student participants will now enter into nursing in the fall of 2000.

Products

- The Faculty has established a Curriculum Development Committee and targeted 2002 as the date for implementation of a new Province-wide baccalaureate nursing program.
- A Co-op Experience will enable students to learn and work concurrently, especially during the summer months. Once implemented, the Co-op option will provide additional clinical experiences for students making them stronger clinicians upon graduation.
- The Faculty offers Primary Care Skills to Medical Services Branch and band-transferred registered nurses.
- The Association Dean (Graduate Program) has initiated a program review for the Master of Nursing program.

- The Manitoba Nursing Research Institute now surveys recent graduates to determine, in part, the quality of the experience in the Faculty and ways to improve the quality of education for future students.
- A curriculum working group has been established to revise the Baccalaureate Program for Registered Nurses.
- The Faculty of Nursing is implementing a "new-look" website.
- The Campus Health Resource Centre -- a unit focusing on the health and well-being of the campus community -- has been established.
- A forum (Nursing Careers '99) to permit perspective employers to "court" senior students has been established.
- The Faculty submitted a "Letter of Intent" for a Professorship in Nursing Care which was successfully funded.
- The Faculty established articulation with graduates of the Licensed Practical Nurses program at Assiniboine Community College.
- Teaching sites at Fort Garry, Norway House, and Brandon have been linked through the use of telecommunications technology.
- Web-based instruction of the Adult Intensive Care theory courses at the Brandon Regional Health Centre has been implemented.

Partnerships

- Manitoba Nursing Education strategy, a contract between the Faculty of Nursing and Manitoba Health/Department of Education and Training provides province-wide baccalaureate nursing education.
- Manitoba Keewatinowi Okimakanak and Medical Services Branch have developed a Primary Care Skills initiative for registered nurses in the north and isolated areas of the province.
- The Bachelor of Nursing education is offered at Norway House in conjunction with the Norway House Cree Nation.
- A Bachelor of Nursing has been developed with West China University Medical School (School of Nursing), Chungdu, China.
- Under the auspices of the Manitoba Nursing Research Institute, the Faculty is involved in two research projects with the Mayo Clinic, Rochester, Minnesota.
- Nursing has a partnership with the College of Midwives of Manitoba to establish a degree in midwifery.
- With the University of Manchester, a partnership agreement was signed with a focus on research linkages.
- With the University of Tennessee (Memphis), a partnership agreement was signed with a focus on clinical education at the graduate level.

- With St. Amant Centre, an agreement has been signed focusing on disability research.
- With Deer Lodge Centre, an Interdisciplinary Summer Research program has been developed.
- The Winnipeg Health Authority Affiliative Agreement (and its evolution into the Winnipeg Regional Health Authority Affiliative Agreement) has been signed.
- The Faculty is exploring partnerships and articulation with nursing programs offered at Brandon University.
- The Norther Medical Unit of the Faculty of Medicine assists the Faculty of Nursing with Advance Practice Nursing program and the Primary Care Skills program.
- The Faculty participates in the Option on Aging with Arts, Architecture, Human Ecology, Physical Education and Recreational Studies, and Social Work.
- The Faculty is engaging in discussions around a new partnership with the continuing Education Division.
- The Faculty participates in the Community Wellness Diploma along with other faculties and departments on campus.

Faculty of Pharmacy

The Faculty of Pharmacy continues toward implementation of the recommendations contained in the Task Force report.

People

Faculty Members

- In the Faculty, teaching excellence is being encouraged through continued participation in the Teaching Improvement Plan (TIPs) program. Last year all faculty were certified by TIPs, and individual faculty now contribute to the TIPs training program.
- The Faculty continues to work closely with the Office of the Vice-President (Research), developing its research expertise and contributing to University CFI and CIHR initiatives.
- Review of the annual performance appraisal system has been completed. Electronic activity report forms collecting relevant information are now completed by faculty annually and form the basis of appraisal interviews with the Dean. The portfolio that is generated is cumulative, and will essentially become a comprehensive electronic CV that better informs the appraisal process.

Support Staff Members

- Support staff are being required to take specific courses in order to develop skills in technologies needed for the functioning of the Faculty. Staff are encouraged to share skills attained through regularly scheduled meetings, and to partake of additional educational programs considered desirable for career development.
- Over the last twelve months, support staff have attended computer application courses (Excel, Word, Access), Phia training programs, Corporate Time workshops, and HRM workshops on the preparation of job descriptions.

- Performance planning and review for support staff will be in place by the end of January, 2001. Some of the objectives include: encouraging regular and ongoing communication between supervisor and employee; ensuring that both supervisor and employee have a good working knowledge of the employee's job; ensuring that the job and job description are kept up-to-date; and assessing the employee's performance to assist the employee in developing and improving his/her skills.

Partnerships

- The Faculty continues to pursue linkages between the Fort Garry and Bannatyne Campuses through the Health Sciences Council and greater integration with WHA Pharmaceutical Services.
- Linkages with the Manitoba Pharmacy registration body (MphA) and the Faculty Practice Group are being formalized to improve the undergraduate experiential clinical programs.

Faculty of Physical Education and Recreation Studies

People

Faculty Members

- The Faculty's success in obtaining research grants continues to increase.
- The Research Institute completed a successful internal and external senate review, resulting in a five-year renewal.
- A new faculty member, Dr. Joannie Halas, has been successful in obtaining an Employment Equity Incentive Grant for a project involving Aboriginal Inclusivity and Cultural Sensitivity. One outcome of the grant lead to the development of an Aboriginal Games and Activities courses which was offered very successfully during Intersession.

Partnerships

- The Research Institute initiated a community advisory board, similar to the advisory boards in place for the Faculty's undergraduate programs, in an effort to enhance our contact with the community.

Process

- The Faculty has begun to examine the Student Selection Committee for Physical Education in an effort to streamline the assessment of new students. In addition, the Faculty committee for Research Involving Human Subjects is to be replaced by the University wide committee.
- Budget information continues to be shared with the faculty on a regular basis.

School of Art

The School of Art has made substantial progress on recommendations.

People

Faculty Members

- The School of Art some years ago adopted a policy of providing new probationary faculty with a research startup grant and, if possible, a reduced teaching load during the first two years of their appointments. Unfortunately, reductions in course assignments have not been possible due to the shortage of full-time staff and the lack of qualified replacement faculty. New probationary faculty are encouraged to take advantage of all assistance provided by the University in developing their research and teaching capabilities.
- This year a formal process for an annual written evaluation of every faculty member in the School of Art was adopted.

Partnerships

- No further progress has been made on specific plans for a merger between the School of Art, Faculty of Architecture and the School of Music. Further progress requires confirmation of a home for a merged unit.
- Action on the plan for an interdisciplinary program in Graphic Communication developed jointly by the School of Art and the Faculty of Architecture has proceeded with the completion of the revision of the Graphic Design program in the School of Art to make integration with Architecture's program possible. Senate approval, funding for at least two full-time faculty and revision of Architecture's Option Year will be necessary for completion of the process.
- Review of the existing Art History programs in the Faculty of Arts and the School of Art was completed this year and revisions to both programs are awaiting Senate approval. The Faculty of Science is expected to join the interdisciplinary Art History program by offering a minor in Art History. All that remains to complete the action on this recommendation is for the Faculty of Arts to prepare a plan for the institution of four-year Advanced and Honours degrees. Both would likely have to wait for implementation until greater student enrolment in the three programs justified the addition of the new programs.

School of Music

People

Students

- The School of Music put in place an advisory system whereby each student is assigned an advisor from among the full-time faculty. Students are also assigned a Major Practical Study instructor. The new advisory system, then, ensures each student has two faculty members with whom to consult.
- Recruitment efforts in rural Manitoba and Saskatchewan have been particularly effective in recent years, sometimes taking the form of day-long workshops.
- Beyond the standard entrance audition, the School has reinstated an entrance examination which is carefully geared not to excluding students, but to apprising them of the need for a knowledge of rudiments if they are to succeed in certain core courses in first and second year.

Partnerships

- At the request of the President, and in tandem with Architecture, Art and the Libraries, the school undertook a detailed analysis of the prospective applications of technology in teaching, research and student employment opportunities, to determine the feasibility of a technology-based appeal in the capital campaign.
- Discussions have ensued concerning a merger of the School of Music, the School of Art and the Faculty of Architecture noting the prospective benefits and the problems. Where there is skepticism, it arises from the sense that any initiative under discussion – amalgamation, special technological development, etc. – is convergent with the issue of space.

Faculty of Science

The Dean reports that progress in complying with the Task Force Recommendations is almost complete as far as those specifically directed at the Faculty of Science.

Partnerships

- The Departments of Mathematics and Applied Mathematics have been amalgamated.
- A review has been completed of the Environmental Science Program. The Director of the Program is implementing the recommendations of the review report.
- With respect to the amalgamation of the Biology Departments, an alternative is to create a new program in Biology which would be a general program attractive to students in Education where they require a program in Biology which is less targeted at one department. In addition, a core of courses for all Biology Departments has been created which should allow more synergies between the three departments than existed before. Both of these changes have been approved by the Science Committee on Courses and approval of the new program in Biology is before COPSE.

The Faculty of Social Work

People

Students

- The Faculty is working with five Aboriginal Communities to provide opportunities for First Nation students to complete a Social Work degree through Distance Education.

Partnerships

- The Faculty has been working with Education, Physical Education and Recreation Studies, and Architecture on the Interdisciplinary Master's program. The program is presently awaiting approval from the Council of Graduate Studies.
- Social Work has been working with the Department of Family Studies on the design and implementation of a Bachelor of Social Work Program with an option in Child and Family Services and with an emphasis on Aboriginal models of programs and practices is in progress. This program is designed to respond to the increased demand provincially and nationally for skilled practitioners in this rapidly growing field of practice.

Student Affairs

People

Faculty and Support Staff Members

- Support staff participate in a wide range of professional development activities, within the university and the community. These have included workshops on Chronic Pain Management, Crisis Intervention, Early Interventions in Psychosis, Male Survivors of Childhood Sexual Abuse, Suicide Intervention and Prevention, among many others.

Students

- A number of entry and continuing scholarships for undergraduate students have been implemented.
- Recruitment activities and information has been a major focus. Recruitment initiatives have been directed at Aboriginal students, international students, and undergraduate students.

Partnerships

- An organizational review was completed in 1997/98 and recommendations implemented.
- Admissions and Financial Aid and Awards have merged into the Office of Enrolment Services.
- Student Resource Services and Student Advocacy Offices have merged.

University I

The Director reports that University I fits squarely within the vision and goals outlined by the *Building on Strengths* Task Force document by

- contributing to student recruitment,
- addressing the needs and concerns of entering students,
- assisting students with their choice of academic and career paths, and
- reaching out to the community in a positive way.

January 24, 2001

Report of the Senate Executive Committee

Preamble

1. The terms of reference for the Senate Executive Committee are found in Section 7.2 of the *Senate Handbook* (revised 2000).
2. The Senate Executive Committee held its regular monthly meeting on January 24, 2001.

Observations

1. **Speaker for the Senate Executive Committee**

Dean A Secco will be the Speaker for the Executive Committee for the February meeting of Senate.

2. **Comments of the Executive Committee**

Other comments of the Executive Committee accompany the report on which they are made.

Respectfully submitted,

Dr E J E Szathmáry, Chair
Senate Executive Committee

Terms of Reference: *Senate Handbook* (Revised 2000), Section 7.

/sgp

Report of the Senate Committee on Admissions concerning the Faculty of Dentistry's request to revise its admission requirements

Preamble

The eligibility requirements for the Faculty of Dentistry currently stipulate the successful completion of six "core" courses, namely six credit hours of university level English and six credit hours each of first year Chemistry, Organic Chemistry, Biochemistry, Biology and Physics. In addition to these core courses, all applicants must have completed six credit hours in the Social Sciences. The Faculty of Dentistry wishes to expand this last criterion and to remove English from the list of core courses (while maintaining it as a required course).

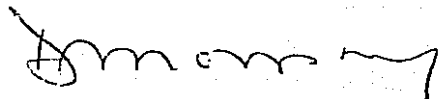
Observations

1. The social science requirement is deemed to be too narrow, excluding candidates who are otherwise qualified and competitive. The intent of the requirement is to ensure applicants present a varied academic record rather than one solely focussed on the sciences.
2. Many applicants are now presenting English courses from other universities focussing on communication and writing skills while others are presenting literature courses. The Faculty of Dentistry intends to continue the requirement for six credit hours of English but wishes to remove English from the calculation of the core grade point average, noting the lack of comparability of the courses presented and suggesting that this change will serve to level the playing field for applicants.

Recommendations

1. That the current social science requirement be expanded to include all courses found outside of the pure or applied sciences.
2. That English remain a required course but be removed from the calculation of the core grade point average.

Respectfully submitted,



Dr. J.S. Gardner, Chair,
Senate Committee on Admissions

Terms of Reference: Senate Handbook (Revised 1992), pp 10.6-10.8

2000.12.12

Comments of the Senate Executive Committee:

The Senate Executive Committee endorses the report to Senate.

Report of the Senate Committee on Admissions concerning a proposal from the Faculty of Physical Education and Recreation Studies to revise its admission requirements

Preamble

The Faculty of Physical Education and Recreation Studies wishes to require certification in basic first aid and CPR of applicants to the Athletic Therapy program (BESS degree) and to include in the selection process a written scenario designed to evaluate problem solving ability and judgment.

The Athletic Therapy program (BESS degree) is accredited by the Canadian Athletic Therapists Association, one of five such programs in Canada.

Selection to Athletic Therapy is a two stage process. The initial procedure is the same one used for all applicants to BESS: a ranking score (on a 100 point scale), derived from GPA (70 percent weighting), physical activity skills (15%) and leadership skills (15%), is used to identify the top ranked candidates. Top ranked applicants to Athletic Therapy are then selected for a personal interview, the second stage of the selection process. The personal interview is scored as a Personal Assessment Score (30%), and is used together with the initial ranking score (now weighted 70%) to select the top 20 students who are offered a place in the program.

Observations

1. CPR and First Aid Certification: All students enrolled in an accredited Athletic Therapy program are required to be members of the Canadian and Manitoba Athletic Therapists Associations. These memberships allow each candidate to collect practical hours towards certification, a core part of the BESS (AT) degree program (done in Clinical/Field practicum courses: 57.291, 57.391, 57.491). One of the major requirements to become a CATA/MATA member, is that the candidate must have valid CPR (Basic Rescuer level) and Standard First Aid (Red Cross/St. John's Ambulance) certification.

In addition to ensuring that students are eligible to register for the Clinical/Field practicum course (57.291) required at the commencement of their program, possession of valid certificates would benefit all applicants, by making the skills portion of their faculty application more competitive. Although successful applicants *could* complete the CPR and first aid courses in the summer prior to the beginning of their program, applicants without these certificates will be disadvantaged in the selection process (i.e., the proposed written scenario).

2. Written Scenario: Inclusion of a written exercise is deemed to be necessary, as it will better enable the selection committee to assess each candidate's ability to "problem-solve" in a logical manner, and to demonstrate sound judgment. Having a basic background in first aid will allow each candidate to prepare for the interview and written exercise, and thus improve the scoring of their performance. The written exercise will be based on a minor injury scenario because the candidate will be exposed to this type of situation in the Athletic Therapy curriculum, in particular in their practical placements (which begin in the first term of the first year). The exercise will not only evaluate the candidate's basic knowledge of first aid, but also their ability to present and organize a response.

Recommendations

1. That all applicants to the Athletic Therapy stream (BESS degree) be required to obtain valid certification in Basic Rescuer CPR and Standard Red Cross First Aid prior to applying to the Athletic Therapy stream.
2. That the Personal Assessment Score (PAS) be revised to include a written exercise as well as the personal interview. The PAS score will be weighted 30% in the final selection process, 25% based on the interview score, and 5% on the written exercise. The scenario for each exercise will be based on a minor injury-related problem, which will require the candidate to have very basic theoretical and practical knowledge of first aid assessment and management.

Respectfully submitted,



for
Dr. J.S. Gardner, Chair,
Senate Committee on Admissions

Terms of Reference: Senate Handbook (Revised 1992), pp 10.6-10.8

2000.12.12

Comments of the Senate Executive Committee:

The Senate Executive Committee endorses the report to Senate.

January 7, 2001

Report of the Senate Committee on Rules and Procedures

Preamble

1. The Final Task Force Report, *Building on Strengths*, Recommendation No. 73 b) recommended that Senate review its committees to consider whether they are all necessary. The Senate Executive Committee subsequently established the *Ad Hoc* Committee on Committees (the "*Ad Hoc* Committee") which reported to the Senate Executive Committee (SEC) on March 22, 2000 for final recommendation to Senate.

One of the recommendations of the *Ad Hoc* Committee report was that the Senate Committee on the Academic Evaluation of Students and the Committee on Instruction be disbanded, and that they be replaced by a single committee that would fulfill both functions. The *Ad Hoc* Committee recommended a name for the committee thus established (the Senate Committee on the Academic Evaluation of Students and Instruction), as well as its composition. These recommendations were approved by Senate at its meeting of April 3, 2000.

2. The *Ad Hoc* Committee further recommended that a working group be established to draft the terms of reference to be vetted by the Senate Committee on Rules and Procedures (SCRP) for final recommendation to Senate. [The terms of reference for the SCRCP are found in Section 8.33 of the online version of the *Senate Handbook*.] The chairs of the two disbanded committees (Professors G. Baldwin and J. Welsh) developed draft terms of reference and named representatives from each of the previous committees (Professors S. Cheng, A. Secco, K. Sharma and Mr. J. Ahorro) to form a working group. This group met on December 1st to finalize its recommendations. The SCRCP met on Tuesday, January 9, 2001 to consider the proposal.

Observations

1. The working group proposed that the name of the combined committee be "Senate Committee on Instruction and Evaluation" (SCIE), it being understood that the terms "instruction and evaluation" refer to the academic evaluation of teaching and the academic evaluation of students. The SCRCP agrees that this name reflects the role of the new committee.
2. The working group recommended a composition more in keeping with the finalized terms of reference. The SCRCP agrees that the streamlined composition will facilitate the important work of this body.
3. Given the importance of the work undertaken by this body, the SCRCP proposes that the new committee be chaired by a senior administrator, specifically, the Vice-President Academic (and Provost) or designate.

Recommendation

The Senate Committee on Rules and Procedures recommends that Senate approve the name, composition and terms of reference of the Senate Committee on Instruction and Evaluation as set out in Appendix A.

Respectfully submitted,

Comments of the Senate Executive Committee:

The Senate Executive Committee endorses the report to Senate.

A. Secco, Chair
Senate Committee on Rules and Procedures

/ls

PROPOSED TERMS OF REFERENCE

Senate Committee on Instruction and Evaluation (includes the former Committee on the Academic Evaluation of Students and the Committee on Instruction)

Terms of Reference:

1. To gather information about, monitor, and examine, any matters relating directly to academic instruction and evaluation* within the University and to recommend policies to Senate on any such matters. Such matters and policies may include, but are not limited to:
 - a) the quality, effectiveness, similarities and disparities of instruction and evaluation in all academic units of the University;
 - b) new techniques, methodologies and equipment for instruction;
 - c) the implementation of instructor/course evaluations in all academic units of the University;
 - d) the conduct and scheduling of final examinations, either by the Student Records Office or by academic units;
 - e) the conduct and scheduling of examinations and tests outside the regular examination periods, either by the Student Records Office or by academic units;
 - f) the use of term work in evaluating student performance and the assignment of grades;
 - g) the evaluation of practical work and professional suitability;
 - h) the grading system, together with related statements of retention or suspension of students;
 - i) calendar regulations relating to student academic responsibilities/obligations; and
 - j) the deadlines for voluntary withdrawal from classes.
2. To advise faculties/schools either at their request or arising from the Committee's monitoring role, with respect to instructor/course evaluations, student regulations and professional unsuitability bylaws.
3. To receive briefs or other submissions on the subjects of instruction and evaluation as they may be forthcoming from time to time.

Composition:

1. The Vice-President (Academic) and Provost (or designate) who shall serve as Chair;
2. Seven (7) members of the academic staff, at least one of whom shall be a Senator and at least one of whom should be teaching courses in University 1. These seven shall include one (1)

Dean or Director, at least one (1) member from each of the Faculties of Arts and of Science and at least two from the other faculties/schools (one of whom shall be from the Bannatyne campus);

3. Four (4) students, at least one of whom shall be a graduate student;

4. The following non-voting, *ex-officio*, resource persons:

- a) UMSU president or vice-president;
- b) Dean or Associate Dean of Graduate Studies;
- c) Director of University Teaching Services, or delegate;
- d) Director or Assistant Director of Student Records, or delegate; and
- e) Director of Student Advocacy, or delegate.

*The term "evaluation" refers to the academic evaluation of teaching and academic evaluation of students.

Senate Committee on the Academic Evaluation of Students and Instruction**Composition:**

1. Six members of the academic staff of whom at least one shall be a Senator and one should teach courses in University 1; these six shall include at least one each from the Faculties of Arts and Science and at least two from the other faculties/schools, one of whom shall be from the Bannatyne Campus;
2. Five students of whom at least two shall be graduate students;
3. UMSU President (or delegate);
4. Dean of Graduate Studies (or delegate);
5. Director of University Teaching Services (or delegate);
6. Vice-Provost (Academic Affairs) (or delegate); and
7. Vice-Provost (Student Affairs) (or delegate).

Approved by Senate April 3, 2000