

Minutes of a meeting of Senate held on the above date at 1:30 p.m. Remotely via Zoom Audio Conference

Members Present

Dr. M. Benarroch,
Chair
Dr. A. Abra
Dr. C. Adams
Mr. A.K.M. Monsurul
Prof. A. Alessi-Severini
Prof. J. Anderson
Ms. N. Andrew
Ms. M. Babb
Prof. M. Ballard
Prof. R. Biscontri
Prof. P. Blunden
Prof. N. Boorberg
Very Rev. R. Bozyk
Dean D. Brown
Prof. A. Bunt
Mr. J. Cariou
Ms. K. Cebula
Prof. R. Chernomas
Prof. N. Cicek
Prof. G. Clark
Dr. C. Cook
Prof. R. Currie
Mr. Wm. Dowie
Dean N. Dyck
Prof. E. Eftekharpour
Prof. M. Faubert
Prof. S. Ferris
Prof. R. Field
Prof. C. Figley
Prof. J. Frank
Dean M. Friesen
Prof. Y. Gajpal
Prof. M. Garcia-Holguera
Prof. J.-E. Ghia
Ms. S. George
Prof. J. Ghomeshi
Prof. N. Greidanus
Prof. A. Halayko
Dr. D. Hiebert-Murphy
Prof. M. Hudson
Prof. D. Ireland
Prof. I. Jeffrey

Dean R. Jochelson
Dean E. Jurkowski
Mr. M. Kalkat
Dean A. Kelekis-Cholakis
Ms. K. Kerr
Ms. A. Kilgour
Mr. M. Koldon
Prof. J. Lavoie
Dean M. Locher
Prof. H. Luo
Prof. L. MacDonald
Prof. K. MacKendrick
Ms. A. McGregor
Prof. M. McKenzie
Prof. K. McManus
Prof. D. Mackey
Acting Dean K. Main
Prof. S. Mallory-Hill
Acting Dean D. Mandzuk
Dean B. Mark
Ms. C. Neilson
Mr. D. Ness
Prof. G. Nickel
Mx. K. O'Brien
Ms. L. O'Hara
Prof. D. Oliver
Ms. S. Palani
Prof. J. Paliwal
Prof. T. Peter
Dean S. Pflugmacher
Lima
Ms. S. Phillips
Dean B. Postl
Prof. G. Prehna
Prof. S. Prentice
Dean K. Ragoonaden
Dean L. Raman-Wilms
Prof. A. Raouf
Prof. T. Reeve
Dean. M. Scanlon
Ms. L. Schnarr
Mr. B. Scott
Prof. K. Scott
Ms. P. Segal

Mr. M. Shaw
Dean B. Silvestre
Prof. J. Sinclair
Mr. G. Sobie
Prof. J. Sorensen
Prof. R. Souleymanov
Prof. V. Sparks
Mr. R. Talukder
Prof. M. Tamtik
Dean J. Taylor
Prof. G. Thompson
Prof. G. Tranmer
Dean R. Urbanowski
Prof. J. van Lierop
Mr. A. Vij
Prof. D. Walker
Prof. D. Watt
Mr. J. Leclerc,
University Secretary
Dr. S. Coyston,
Recording Secretary

Assessors Present

Mr. J. Adams
Ms. C. Cyr
Ms. O. Dingwall
Dr. J. Doering
Ms. E. Kalo
Prof. S. Kirkland
Prof. R. Lastra
Dr. T. Mondor
Ms. D. Radi
Prof. G. Smith
Dr. D. Stewart
Dr. M. Torchia
Ms. B. Usick

Regrets

Dr. J. Blatz
Prof. T. Bone
Rectrice S. Bouffard
Prof. M. Chung
Ms. C. Dika
Prof. A. Farenhorst

Prof. A. Farrell
Dr. D. Jayas
Mr. J. Kearsey
Chancellor A. Mahon
Prof. S. Passmore
Prof. J. Peeler
Mr. G. Prairie
Ms. M. Villegas
Prof. S. Webber

Absent

Ms. M. Bremfowaa-Mensah
Prof. S. Clark
Prof. G. Hicks
Ms. H. Jenkins
Prof. Q. Mujawar
Ms. K. Nicolasora
Ms. Z. Odribets
Ms. G. Romund
Ms. S. Sekander
Ms. H. Smeltzer
Dean M. Yellow Bird
Prof. F. Zeiler

Also Present

Ms. L. Chase
Mr. R. Daudet
Prof. M. Edwards
Ms. P. Gareau
Ms. R. Holliday
Prof. J. Hughes
Mr. B. McGillvary
Ms. K. McQuarrie Smith
Ms. M. Novak
Ms. L. Orsak-Williams
Ms. M. Sabourin
Prof. E. Thomson
Ms. P. Trupish
Ms. M. Watson
Ms. B. Woligroski

The Chair informed Senate that the Speaker of the Senate Executive Committee was Professor Derek Oliver, Faculty of Engineering.

The Chair welcomed to Senate Dean Locher, Faculty of Architecture, Dean Ragoonaden, Faculty of Education, Dean Jochelson, Faculty of Law, and Dean Mark, Faculty of Science.

**I CANDIDATES FOR DEGREES,
DIPLOMAS AND CERTIFICATES - OCTOBER 2021**

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A summary report on graduands was emailed to Senators, prior to the meeting. The full report was provided to the University Secretary by the University Registrar and Executive Director, Enrolment Services, and was available to Senators upon request.

Mr. Adams briefly reviewed requests from three academic units to award students a degree notwithstanding a deficiency.

- The Faculty of Arts was recommending a student for graduation with a Bachelor of Arts notwithstanding that the student was lacking 3 credit hours toward the residency requirement due to an advising error.
- The Clayton H. Riddell Faculty of Environment, Earth, and Resources was recommending that a student be granted posthumously a Bachelor of Science in Geological Sciences (Major) degree notwithstanding that the student had completed 108 of the 120 credit hours required.
- The School of Art was recommending a student for graduation with a Bachelor of Fine Arts degree notwithstanding that, due to an advising error, a student had been permitted to count a course with a grade of "D" toward the degree where the minimum required grade is "C."

Professor Oliver MOVED, on behalf of the Senate Executive Committee, THAT the candidates recommended for a degree notwithstanding a deficiency be approved.

CARRIED

Professor Oliver MOVED, on behalf of the Senate Executive Committee, THAT the list of graduands provided to the University Secretary be approved, subject to the right of Deans and Directors to initiate late changes with the University Registrar up to October 8, 2021.

CARRIED

**II REPORT ON MEDALS AND PRIZES
TO BE AWARDED AT THE OCTOBER CONVOCATION**

The Report was provided to the University Secretary by the University Registrar and Executive Director, Enrolment Services, and was available to Senators upon request.

Professor Oliver MOVED, on behalf of the Senate Executive Committee, THAT the report on medals and prizes provided to the University Secretary be approved by Senate.

The motion was **CARRIED**.

III MATTERS RECOMMENDED FOR CONCURRENCE WITHOUT DEBATE

1. **Report of the Faculty of Graduate Studies Executive Committee on Course and Curriculum Changes** Page 5
RE: Max Rady College of Medicine (Physician Assistant Studies Program)

Professor Oliver MOVED, on behalf of the Senate Executive Committee, THAT Senate approve the Report of the Faculty of Graduate Studies Executive Committee on Course and Curriculum Changes concerning the Max Rady College of Medicine (Physician Assistant Studies Program).

CARRIED

IV MATTERS FORWARDED FOR INFORMATION

1. **Revised Dates for Convocation Ceremonies, Fall 2021**
- (a) **Bannatyne Ceremony** Page 6
- (b) **Fort Garry Ceremonies** Page 7
2. **Reports of the Senate Committee on Awards**
- (a) **[June 10, 2021]** Page 8
- (b) **[August 24, 2021]** Page 21
3. **Report on Research Contracts Received, January 1, 2021 – June 30, 2021** Page 29
4. **Correspondence from President and Vice-Chancellor**
RE: Extension of Suspension of Admissions, President's Approval
- (a) **P.B.Cert. in E-Learning, P.B.Cert. in Applied Leadership, Extended Education Division** Page 36
- (b) **M.A. in Icelandic, Baccalaureate Program for Registered Nurses (B.P.R.N.), P.B.Dip. in Agrolgy** Page 37
5. **Correspondence from Deputy Provost (Academic Planning and Programs) RE: Extension of Suspension of Admissions, Approvals**
- (a) **Bachelor of Science (Honours), Bachelor of Science (Major) in Biotechnology, Faculty of Science** Page 38

	(b) Bachelor of Science in Pharmacy, <u>College of Pharmacy</u>	Page 40
6.	Items Approved by the Board of Governors <u>[June 22, 2021]</u>	Page 42
7.	Item Approved by the Board of Governors Executive <u>Committee [August 31, 2021]</u>	Page 44
V	<u>REPORT OF THE PRESIDENT</u>	Page 45

President Benarroch reported that bargaining between the University and the University of Manitoba Faculty Association (UMFA) was underway, with the bargaining teams meeting regularly. He thanked members of the bargaining teams for their efforts in what was an important process. Both the University and UMFA had come to the table in the spirit of finding an agreement. President Benarroch said he would return to this matter, as several questions related to the bargaining had been submitted for Question Period. The University had created a website with information on bargaining where members of the University community could find updated information.

President Benarroch said he was proud of the level of meaningful participation of members of the University community, in events organized on September 30th for the National Day of Truth and Reconciliation, including some that were led by faculty and staff. He commended the work of the National Centre for Truth and Reconciliation, which had connected with, and had a substantial impact on, more than 700,000 secondary students across the country. President Benarroch said he had participated the march and pow wow and it had been inspiring to see the large number of people who attended at St. John's Park. It was a very meaningful day for Canadians; a day to take stock of what was a dark mark on the country's history and to come to the realization that the country had to do better in future.

President Benarroch recalled that, at a Special Meeting of Senate on August 31st, Senate had approved a change to the 2021-2022 Academic Schedule, to accommodate the closure of the University on the National Day for Truth and Reconciliation. He reported that Mr. Adams, University Registrar and Executive Director, Enrolment Services, was considering adjustments to the framework for future Academic Schedules, to include the closure of the University on September 30th each year.

President Benarroch encouraged members of the University community to upload their proof of vaccination status, which they could do by visiting the website with COVID-19 updates, whether or not they were coming to the campus. Having information on the proportion of the community who were fully vaccinated would facilitate planning as the University continued its gradual reopening. He requested that Deans and Heads remind faculty members to register their information and that faculty members encourage students to do the same.

President Benarroch said, following a request from UMFA for a meeting to discuss decision-making related to COVID-19 vaccine planning, he had met with UMFA leadership and several faculty members, including from the Rady Faculty of Health Sciences. A wide range of issues had been discussed and several processes to be

followed were established. Specifically, it was agreed that: the UMFA representative on the COVID-19 Recovery Steering Committee could report back to the UMFA Executive on matters discussed immediately following a meeting; UMFA and the University's Human Resources would meet more regularly to discuss issues and decisions being made; plans for returning to work on campus would be slowed, as some individuals had indicated they were nervous about returning; UMFA would respond to questions from the University within five days.

VI QUESTION PERIOD

Senators are reminded that questions related to matters not on the agenda shall normally be submitted in writing to the University Secretary no later than 10:00 a.m. of the Monday preceding the meeting. Questions pertaining to items on the agenda can be asked during the Senate meeting and do not require submission in advance.

President Benarroch said four of the several questions received related to collective bargaining between UMFA and the University. He read aloud the four questions before providing a global response.

The following question was received from Professor Figley, Rady Faculty of Health Sciences:

The 0.75%, 0.75%, and 1% salary increases proposed in the administration's recent bargaining offer to UMFA appears similar to the wage restrictions outlined in the illegal and "draconian" (as per the Court of Queen's Bench ruling in June 2020) Public Services Sustainability Act. I would therefore like to ask you directly: Has the University received any type of mandate from the provincial government regarding UMFA salaries in the current bargaining round? [If possible, please begin with a definitive "yes" or "no" answer, before providing any additional details or explanation.]"

The following question was received from Professor Chernomas, Faculty of Arts:

The University of Manitoba Act with respect to the Powers of Senate enables us to "make recommendations to the board with respect to academic planning, campus planning, a building program, budget policies, procedures in respect of appointments, promotions, salaries, tenure and dismissals, and any other matters considered by the senate to be of interest to the university..."

You have travelled from one end of the campus to the other remarking that in all fairness UMFA members are owed an 8% salary increase-which would have to be raised at this point given further erosion of our salaries due to inflation, yet only 28% of BOG/Admin salary proposal is targeted at all UMFA members.

A stated goal of your administration has been equality. UMFA's salary proposals would provide considerably more equality to our university than the BOG/Admin proposal. Of significant concern is that the greater proportion of your salary offer is \$3M to be distributed by decanal edict according to some currently unstated market standard that would likely depend on a subvention from the central administration approved by the BOG. The university community has no idea as

to the criteria that will be used-will it be arranged to meet the priorities of the Conservative Government's egregious Bill 33, as ordered by the BOG members chosen by the Pallister Government who you answer to? Speaking of Bill 33 we have not heard a word from the BoG with respect to Bill 33 after you promised Senate you would carry our opposition to the Bill 33 to them. We are left with the conclusion that whatever is spent of this \$3M will further exacerbate inequality on campus. Markets generate inequality to the detriment of society-good governance mitigates not exacerbates inequality.

Beyond an unacceptable salary package, the administration also has several highly problematic governance proposals on the table. One example is the proposal on outside professional activities. We are told we now have to ask our Dean's permission even for non-remunerative activities because we don't understand conflict of interest, but our Dean's do, suggesting disrespect for UMFA members. This portends an attack on academic freedom, a bureaucratic morass and endless grievances.

An autocratic approach to salaries and governance is divisive and demoralizing. In a similar circumstance at a Town Hall meeting prior to the 2016 strike our colleague and current president of the CAUT Brenda Austin Smith referred to the actions of the Barnard Administration as creating a Hunger Games culture on campus. Unfortunately, her comment remains valid five years later.

Shouldn't your administration aspire to higher, more collegial standards, not centralized power and salary inequality? I recommend that the BOG committee that oversees bargaining respond appropriately to the real needs of the university in support of equality, collegiality and academic freedom.

The following question was received from Professor Hudson, Faculty of Arts:

The Manitoba Skills, Talent, and Knowledge Strategy released early this year has profound, and in my own view deeply troubling implications for academic programming, autonomy, and governance at the UM. One of the only bright spots in that Strategy is the objective that Manitoba will become a destination of choice for post-secondary education, through the promotion of the province as a center of research excellence, geared at attracting the best and brightest to our universities. Experience among Senators sitting on hiring committees confirms that a significant obstacle to achieving this goal is our low salaries relative to other comparator institutions. Will the President ask the Board, on behalf of Senate, how its mandate to the team currently bargaining with UMFA, and/or any directive from the provincial government on UM salaries, relates to the goal of attracting the best and brightest, and turning UM into a destination of choice for faculty and students?

The following questions were received from Ms. Dingwall, UMFA Assessor:

The Minutes from the December 2, 2020, Senate meeting recorded that:

"President Benarroch said he and his Executive Team remained committed to finding ways to improve salaries over time, and find solutions that would be

more sustainable. The current situation, which had seen salaries negatively impacted by inflation over the last five years, had been created over a period of time and had been accelerated over the last number of years. President Benarroch said he requested flexibility from the Minister of Finance in response to the Province's mandate, but appeals to the Province were not successful."

Based on this:

- a. Has the provincial government provided a mandate for UMFA's bargaining during this round of negotiations?*
- b. How will President Benarroch and his Executive Team maintain University autonomy, and prevent government overreach, so that "flexibility" does not have to be sought from the Minister of Finance?*

President Benarroch said there were legal restrictions on his ability to speak to what was happening at the table. Three of the questions received related to current negotiations with UMFA, with two of those questions having been submitted by individuals who also sit on UMFA's bargaining team. President Benarroch said the University was subject to labour legislation, which meant he needed to be very careful in what he said about an ongoing bargaining process. It would be inappropriate to engage in a broad discussion about the present bargaining with UMFA, but he would provide a general statement in response to the questions that were submitted.

In response to Professor Figley's question, Professor Benarroch confirmed the University of Manitoba and all other postsecondary institutions in the province are under a provincial mandate and had had been for a number of years. The University is an autonomous institution, but it is also dependent on provincial funding and must operate within certain contextual factors that are often outside of its control.

President Benarroch said there was a shared desire to have an institution that attracts and retains the best and the brightest individuals to work and study at the University. There was a continuing commitment to make the University a great place to work and to establish the institution on a trajectory to be competitive with other U15 institutions. In the current context, it would not be possible to catch up in one round of bargaining. President Benarroch clarified that what he had said publicly was that, from 2016 to 2020, inflation was 7.9 percent and salaries had increased by 1.75 percent, so salaries had fallen behind inflation by about 6 percent.

President Benarroch said the University was attempting to improve salaries, to the extent of its ability, in the current round of negotiations. To that end, the University had tabled an offer, with three structural changes to the collective agreement that were intended to make the University more competitive regionally and within the U15, deal with market issues identified by several faculties as an issue, and were within the mandate provided by the government. In addition to the current general salary increase offer of 0.75 percent, 0.75 percent, and 1 percent over three years, the structural changes included changes to the salary structure, to increase the floor and maximum salaries for (i) junior ranks, including Assistant Professors, by 4.5 percent to closely align with the 50th percentile salary of the U15 for those ranks; (ii) Associate Professors,

Senior Instructors, Instructor II's, Librarians, and Associate Librarians by 7 percent so the maximum for these ranks would closely align to the 50th percentile salary of the U15 for those ranks; and (iii) increasing the floor and maximum for the Professor rank by 7 percent so the maximum would closely align with the 25th percentile salary of the U15.

President Benarroch said the University's offer would benefit everyone in UMFA. The 0.75 percent, 0.75 percent, and 1 percent general salary increases represented 64 percent of the University's monetary offer over the three years of the collective agreement. The balance (36 percent over three years), which would result from the structural changes, was worth an additional 0.47 percent, on average.

President Benarroch said the University was proposing structural changes to market stipends, which at least four faculties had indicated were needed to be competitive. The University had not allocated any of the funds within its mandate to the market stipend proposal.

In response to Professor Chernomas's question, President Benarroch said he had spoken to the Board of Governors. Subsequently, he had spoken to the Minister to express the University's concerns with Bill 33 based on discussions with the Board.

President Benarroch said the collective bargaining process was being carried out the teams, and it involved exchanging proposals. It was his understanding that the University had made a substantial move at the table in the spirit of advance bargaining in a positive direction and as a signal that the University was serious about trying to reach a settlement at the table. Referring to the question submitted by Professor Chernomas, President Benarroch said the University had heard UMFA's issues with, and had withdrawn, its proposal on outside professional activities. The University had also agreed on parental leave benefits for both parents.

President Benarroch said he respected the bargaining process and had confidence in the bargaining teams. He expressed his hope that recent moves by the University would be taken in the spirit they were intended. He said he believed the University and the Faculty Association bargaining teams should and would be able to continue to work toward finding a settlement for the institution.

The following question was received from Ms. Dingwall:

In September, Western University made national news because of complaints and allegations of wide-spread gender-based violence during orientation week events. The University of Manitoba has highlighted numerous preventative and safety initiatives that are in place to ensure campus is a safe place. Does the University report on gender-based violence incidents that happen on our campuses? As far as we know, the reporting in the past has been limited to campus security reports and student discipline reports, that are almost silent on gender-based violence, and the Office of Human Rights and Conflict Management reports include only a handful of complaints. Without tracking and reporting mechanisms in place, how can the University community know how safe campus is?

President Benarroch invited Ms. Andrew, Vice-President (Administration) to respond.

Ms. Andrew said several units provide reporting on incidents of sexual violence on campus, including the Office of Human Rights and Conflict Management, the Sexual Violence Resource Centre, Security Services, and Student Advocacy. Much of the reporting connected to gender-based violence was categorized under sexual violence and did not necessarily include information on the gender impacted or the involved parties. The Office of Human Rights and Conflict Management reports annually on all incidents of sexual violence, including formal and informal complaints. The Office does not collect data on gender. It has developed a self-identification survey, which it anticipates will be circulated this Fall. The importance of reporting on gender-based sexual violence was emphasized in the report, *Responding to Sexual Violence, Harassment & Discrimination at the University of Manitoba: A Path Forward (August 2019)*, and in the revised *Sexual Violence* policy. The Office of Human Rights and Conflict Management has revised its annual reporting accordingly and updated reports would be available soon, on the Office's website.

Ms. Andrew observed that reporting helps identify trends and patterns and inform initiatives, but it provides an incomplete picture because the data reflects only those who come forward with a complaint. It is widely known that, in cases of gender-based violence, many people do not come forward. In terms of providing a safe campus, it is important to also look at soft indicators of how safe the campus is, including, for example, drop-out rates, rates of participation in sexual violence initiatives, such as Bringing in the Bystander, and feedback from students on whether they feel safe walking on campus after hours.

Ms. Andrew identified several steps the University has taken recently, in addition to reporting, to promote safety on campus, including to implement recommendations made in the *Path Forward* report, updates to the *Sexual Violence* policy (Board of Governors, September 29, 2020), establishment of the Sexual Violence Resource Centre, the creation of prevention-focussed education and modules, the expansion of accommodations for individuals impacted by sexual violence, safety programs, and training for Security Services.

The following question was received from Ms. Dingwall:

With Dr. Postl's term ending on June 30, 2022, the process has been initiated to create a Presidential Advisory Committee to appoint the next Dean, Rady Faculty of Health Sciences and Dean, Max Rady College of Medicine. When the Rady Faculty of Health Sciences was created there was mutual understanding throughout the Faculty that the Dean of the Max Rady College of Medicine would not also be the default Dean, Rady Faculty of Health Sciences. In that regard, will these two Dean positions be posted separately?

President Benarroch invited Dr. Hiebert-Murphy, Provost and Vice-President (Academic) to respond.

Dr. Hiebert-Murphy said Dr. Postl had resigned from his positions as Dean of the Rady Faculty of Health Sciences and Dean of the Max Rady College of Medicine, effective June 30, 2022. The proposal to establish the Faculty of Health Sciences that was approved by Senate (October 2, 2013) and the Board of Governors (October 18, 2013)

does not specify that the Dean of the Faculty would also serve as the Dean of the College of Medicine but it also does not preclude this possibility. The policy on *Deans of Faculties and Directors of Schools of the University: Appointment and Review* addresses the need to consider context in decision-making regarding Dean appointments. Dr. Hiebert-Murphy noted the current leadership structure had resulted in significant progress toward realizing the vision of the Faculty of Health Sciences but this work was evolving. There were benefits to continuing with the structure that had served the Faculty well since its inception, as the work to solidify and strengthen the structure to support ongoing progress continued. With this in mind, the decision was made to initiate the process to identify the next Dean of the Rady Faculty of Health Sciences, who would also serve as the Dean of the Max Rady College of Medicine.

Dr. Hiebert-Murphy said the President's Advisory Committee would be constituted according to the procedures approved by the Board of Governors in 2016, when Dr. Postl was considered for reappointment. The procedures ensure academic staff from all of the Faculty's constituent Colleges are represented on the Advisory Committee in a manner that aligns with the representation of the Colleges on the Faculty Executive Committee. The President's Advisory Committee would determine a process for consultation and broad input, so all members of the Faculty would have an opportunity for participation. Dr. Hiebert-Murphy said, as Chair of the Advisory Committee, she was committed to a process that was consultative and mindful of the breadth of the Faculty and the diversity of its membership across the Colleges. The goal of the process was to identify a candidate who was a collaborative, interdisciplinary leader who would seek to promote all health professionals and who would carry out their decanal responsibilities with fairness and equity while also providing leadership to the Max Rady College of Medicine.

**VII CONSIDERATION OF THE MINUTES
OF PREVIOUS MEETINGS**

a) June 16, 2021

Professor Biscontri MOVED, seconded by Professor Faubert, THAT the minutes of the Senate meeting held on June 16, 2021 be approved as circulated.

CARRIED

b) August 31, 2021

Professor Oliver MOVED, seconded by Dean Jurkowski, THAT the minutes of the Special Meeting of Senate meeting held on August 31, 2021 be approved as circulated.

CARRIED

VIII BUSINESS ARISING FROM THE MINUTES - none

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

1. Report of the Senate Executive Committee Page 63

Professor Oliver reported that the Senate Executive Committee met on September 23, 2021. The comments of the committee accompany the reports on which they were made.

**2. Report of the Senate
Planning and Priorities Committee**

Professor Watt reported that, at its meeting on August 30th, the Senate Planning and Priorities Committee (SPPC) had received a presentation on the role of the Office of the Vice-President (Indigenous), to inform how the SPPC might support the work of the Office and the University's strategic priority for Indigenous achievement. He thanked Dr. Cook, Vice-President (Indigenous) and staff in her Office for the presentation. At the same meeting, the SPPC had considered proposals from the Faculties of Law and Social Work for undergraduate course changes beyond nine credit hours.

Professor Watt reported that, at its meeting on September 27th, the SPPC had received a presentation on the University's 2022/23 preliminary estimates submission to Manitoba Advanced Education, Skills and Immigration. It had also considered several program proposals from the Faculty of Arts and had reviewed changes to the SPPC Financial Form.

Professor Watt said the comments of the committee accompany the reports on which they were made.

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

**1. Graduate Course Changes Beyond Nine Credit Hours
RE: Asper School**

**a) Report of the Faculty Council of the Faculty of Graduate
Studies on Course, Curriculum and Regulation Changes Page 64**

b) Report of the Senate Planning and Priorities Committee Page 66

- M.B.A. with Co-operative Education Option
- M.Fin. with Co-operative Education Option

Acting Dean Main said the Asper School of Business was proposing to: introduce three Finance courses, which had previously been taught as topics course sections, as regular, permanent course offerings; modify FIN 7140 – Financial Modeling, to update the prerequisite; and introduce IDM 7140 – Co-op for Professional Graduate Programs, as part of proposals to introduce Co-operative Education Options for both the

Master of Business Administration and the Master of Finance degrees. Proposals to establish the Co-operative Education Options responded to significant student demand to have the options for this sort of programming, and the proposals outlined consultations with stakeholders, including students. Supplemental regulations for the two degrees would be updated to reflect the proposed course and program changes, including to outline admission requirements for the Co-operative Education Options. Several editorial changes would also be made.

Professor Watt said the SPPC had met on May 31, 2021, to consider the proposals from the Asper School of Business. He said the Asper School would create one FTE AESES support staff position. Revenue to cover the salary and benefits for this position as well as a stipend for a Professional Graduate Co-operative Education Program Faculty Advisor would be generated by co-op fees based on a certain number of enrolments. The Asper School indicated that it would cover the balance of these costs in the first year, when enrolment would not be high enough to cover the full cost of these positions. Also, it had confirmed that it would not request any new or additional subvention from the University Fund to support the course introductions, including for the Co-operative Education Options.

Acting Dean Main MOVED, seconded by Professor Lavoie, THAT Senate approve the Reports of the Faculty Council of the Faculty of Graduate Studies and the Senate Planning and Priorities Committee concerning graduate curriculum and course changes beyond nine credit hours in the Asper School of Business, effective for the next available term.

CARRIED

2. **Report of the Faculty Executive Council of the Rady Faculty of Health Sciences RE: Revised Interdisciplinary Health Program Council Bylaw** Page 104

Professor Edwards recalled that the Interdisciplinary Health Program (IHP) had been established in 2006, with the Faculties of Arts and Science, and the former Faculty of Human Ecology as partners. With the closure of the latter Faculty in 2015, responsibility for administration of the IHP was transferred to the Faculty of Health Sciences, which became a new partner in the program. Within the last year, the IHP received a request from the Faculty of Science to withdraw from the partnership. The Faculty had indicated it could continue to offer science courses to students in programs offered by the IHP without being a partner. Given this development, the Rady Faculty of Health Sciences was proposing revisions to the Interdisciplinary Health Program Council Bylaw, to reflect the changes to the membership of the Council.

Professor Faubert MOVED, seconded by Professor MacDonald, THAT Senate approve changes to the membership of the Interdisciplinary Health Program Council, as set out in the revised Interdisciplinary Health Program Council Bylaw, effective upon Senate approval.

The motion was **CARRIED**.

3. **Report of the Senate Committee on Admissions** Page 116
RE: Revised Admission Requirements, Bachelor of Education, Faculty of Education

Ms. Schnarr recalled that, in June, Senate had approved a proposal from the Faculty of Education to allow applicants to the Bachelor of Education to exclude one D grade from the calculation of their Adjusted Grade Point Average for admission, for courses completed in specified COVID-19 pandemic effected terms. At its meeting on June 13th, the Senate Committee on Admissions (SCADM) endorsed a subsequent proposal from the Faculty that addressed the potential for certain applicants to be disadvantaged by the previous change. Specifically, the current proposal would give applicants the option to exclude a either a grade of C or D. It was determined that without this adjustment, an applicant who requested that a D grade for a qualifying course be excluded could rank higher than an applicant who had obtained a grade of C in the same course.

Ms. Schnarr MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Admissions concerning revised admission requirements for the Bachelor of Education, Faculty of Education, effective for the Fall 2022 intake.

CARRIED

4. **Report of the Senate Committee on Nominations** Page 122

Professor Edwards said the Senate Committee on Nominations was recommending nominations to fill vacancies on various Senate committees, including vacancies for student representatives.

Professor Edwards MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Nominations [dated September 8, 2021].

CARRIED

5. **Reports of Senate Committee on University Research**

a) **RE: Proposals for Professorship in Family Medicine Research and Innovation and Professorship in Quality Improvement, Max Rady College of Medicine** Page 137

Dr. Doering said the Max Rady College of Medicine was proposing to establish two professorships in the Department of Family Medicine. The Professorship in Family Medicine Research and Innovation would support a clinician-researcher to carry out research and scholarship in family medicine in areas that lead to innovative delivery of primary care services consistent with the Patient Medical Home model. The Professorship in Quality Improvement would support a clinician-research, for research and scholarship in quality improvement and patient safety in Family Medicine/Primary Care. The Professorships would be for three-year

terms, renewable twice, for a duration of nine years. Both Professorships would be funded by endowment funds of \$1.2 million established by the Department, which would seek to raise additional support when it marks its 50th anniversary in 2023. The endowments would fund at least 20 percent of the salary plus research support for Professorship, as required by the *Chairs and Professorships* policy.

Dr. Doering MOVED, on behalf of the committee, THAT Senate recommend that the Board of Governors approve the Report of the Senate Committee on University Research concerning proposals to establish the Professorship in Family Medicine Research and Innovation and the Professorship in Quality Improvement, effective upon approval by the Board of Governors.

CARRIED

b) RE: Revised Terms of Reference, MPI Professorship in Neurosciences Page 147

Dr. Doering said the terms of reference for the MPI Professorship in Neurosciences were being revised to: make reference to two specific departments, specify the requirement to hold a clinician appointment at the Health Sciences Centre, change the term from three to five years, identify the conditions of a successful performance review, and clarify the membership of the selection committee.

Dr. Doering MOVED, on behalf of the committee, THAT Senate recommend that the Board of Governors approve the Report of the Senate Committee on University Research concerning revised terms of reference for the MPI Professorship in Neurosciences, effective upon approval by the Board of Governors.

CARRIED

XI ADDITIONAL BUSINESS

1. Strategic Plan - Supplement Page 154

President Benarroch referred Senators to the document, *Our Shared Future: Building on Our Strategic Plan*, which included an opening message from the President and the Provost. The document was the result of community consultations at a variety of levels and involving an estimated 2,000 members of the University community. The five strategic priorities, as well as the mission, vision, and values set out in the strategic plan, *Taking Our Place, 2015 – 2020*, would continue over the next twelve to eighteen months. The five priorities the University would focus on in that period, which build on the existing strategic priorities, include:

- support and sustain a post-COVID teaching, learning, research, and work environment;
- develop and publish a university-wide anti-racism strategy, to be led by the Vice-President (Administration) and the Vice-President (Indigenous);

- enhance and expand opportunities for experiential learning, including research opportunities for students, with centralized support of staff in the Centre for the Advancement of Teaching and Learning;
- deliver on the University's commitment to Indigenous achievement and engagement;
- create a more accessible, equitable, diverse, and inclusive community.

President Benarroch clarified that, although sustainability was not specifically noted as one of the five priorities, it was an overarching principle that the University remained committed to, as reflected in the opening message from him and Dr. Hiebert-Murphy.

Professor Figley suggested the supplement to the *Strategic Plan* should also include building research excellence as a priority to focus on in the coming months. While many individuals were striving to do this already, the suggested revision might increase focus on the priority to bolster research enterprises in areas of particular importance locally or particular areas of research strength.

President Benarroch said one of the five priorities in the *Strategic Plan (Taking Our Place, 2015-2020)* was Driving Discovery and Insight through excellence in research, scholarly work and other creative activities. He agreed that it was something that could be enhanced in the supplementary document, *Our Shared Future: Building on Our Strategic Plan*, to be clear that research excellence was always a high priority for the University.

Referring to President Benarroch's earlier remark that some faculty and staff were hesitant to return to campus, Dean Ragoonaden asked whether he could elaborate on plans or considerations for flexible work.

President Benarroch said the University was continuing to explore a flexible approach for a return to campus, which changed as the number of cases fluctuated over time. He recalled that the University had set targets for sixty, seventy, and eighty percent of staff and faculty to return. What the University had heard back from units was that this might be difficult to achieve in some areas and that there were various factors to be considered, including, for example, that some people continued to be nervous about returning to the campus, some also had children under twelve years of age at home and so were requesting flexibility. Possibilities that were being considered included whether there might be some areas that do not necessarily have to return to campus and what those might be. Decisions would need to be made locally rather than centrally and units were encouraged to allow for some flexibility.

Professor Lavoie MOVED, seconded by Professor Faubert, THAT Senate recommend that the Board of Governors approve a supplement to the *Strategic Plan, Our Shared Future, Building on our Strategic Plan*, effective upon approval by the Board of Governors.

In response to a question, President Benarroch confirmed that Professor Figley's comments regarding the need to comment on a continued focus on research excellence would be reflected in a revised final document.

President Benarroch acknowledged the work of Ms. Jansen, Alumni and Donor Relations, who had drafted the document to reflect comments and feedback provided by members of the community.

CARRIED

XII MATTERS TO BE CONSIDERED IN CLOSED SESSION

**1. Report of the Senate Committee on Honorary Degrees
[September 20, 2021]**

In keeping with past practice, the minutes of this agenda item are not included in the circulated minutes but appear in the original minutes, which are available for inspection by members of Senate.

XIV ADJOURNMENT

The meeting was adjourned at 2:54 p.m.

These minutes pages 1 to 16 together with the agenda, pages 1 to 162, comprise the minutes of the meeting of Senate held on October 6, 2021.