

Minutes of a meeting of Senate held on the above date at 1:30 p.m. in the Senate Chamber, Room E3-262 Engineering and Information Technology Complex

Members Present

Dr. D. Barnard,
Chair
Ms. K. Adams
Prof. S. Alward
Prof. John Anderson
Prof. Judy Anderson
Prof. J. Asadoorian
Prof. B. Bacon
Dean J. Beddoes
Prof. P. Blunden
Ms. C. Bone
Prof. T. Booth
Very Rev. R. Bozyk
Prof. M. Brabston
Rector D. Bracken
Prof. T. Chen
Prof. L. Coar
Prof. E. Comack
Dean D. Crooks
Mr. T. Daodu
Prof. M. Edwards
Prof. B. Elias
Prof. J. Embree
Ms. S. Enns
Dr. E. Etcheverry
Dean H. Frankel
Prof. M. Freund
Prof. M. Gabbert
Mr. O. Gagne
Rectrice R. Gagné
Prof. J. Gilchrist
Ms. S. Gottheil
Prof. J. Guard
Ms. J. Guise
Dean N. Halden
Prof. J. Hanesiak
Prof. R. Hechter
Prof. P. Hess
Prof. P. Hultin
Prof. J. Irvine
Ms S. Jasper
Dr. D. Jayas
Prof. E. Judd
Mr. P. Karari

Dr. A. Katz
Mr. J. Kearsey
Dr. J. Keselman
Prof. W. Kinsner
Prof. S. Kouritzin
Mr. W. Liang
Prof. J. Linklater
Mr. R. Lucenkiw
Dean R. MacMillan
Prof. B. McIlwraith
Prof. A. McIntosh
Prof. D. McMillan
Mr. N. Marnoch
Prof. J. Morrill
Prof. S. Palahicky
Prof. T. Podolsky
Prof. K. Polyzois
Prof. S. Prentice
Prof. M. Pritchard
Mr. L. Sader
Prof. M. Scanlon
Ms. J. Sealey
Mr. H. Secter
Dean G. Sevenhuysen
Prof. W. Simpson
Prof. D. Smyth
Dean R. Stern
Prof. L. Strachan
Ms. C. Tapp
Dean J. Taylor
Dean M. Trevan
Dr. C. Trott
Prof. J. Trottier
Dean L. Turnbull
Prof. K. van Ineveld
Prof. J. Van Rees
Prof. C. Van Winkle
Prof. P. Venkatesh
Dean L. Wallace
Dean J. Watkinson
Prof. D. Watt
Ms. M. Wayne
Ms. M. Wetzel
Dean M. Whitmore
Prof. K. Wrogemann

Prof. A. Young
Mr. J. Leclerc,
University
Secretary
Dr. S. Coyston,
Recording
Secretary

Assessors Present

Ms. J. Chen
Dr. D. Collins
Ms. A. Ducas
Mr. P. Dueck
Dr. B. Hann
Prof. C. Morrill
Ms. N. Rashid
Prof. E. Worobec

Regrets

Prof. K. Coombs
M. G. Csepregi
Dean N. Davies
Dean E. Dawe
Prof. R. Desai
Mr. L. Ford
Dr. K. Grant
Ms. J. Krahn
Mr. E. Kuz
Mrs. D. McCallum
Prof. D. Mann
Mr. P. Panchhi
Prof. S. Pistorius
Dean B. Postl
Dr. D. Smith
Dr. L. Smith
Dr. R. Tate

Absent

Mr. R. Akther
Prof. I. Davidson-
Hunt
Dean J. Doering
Prof. M. Enns
Prof. M. Eskin
Mr. A. Fazaluddin
Dr. G. Glavin
Prof. J. Hughes
Dean T. Iacopino
Mr. A. Kassum
Ms. C. Laforge
Mr. R. McQuire
Dr. K. Matheos
Prof. J. Ngo
Prof. K. Plaizier
Mr. A. Reisacher
Dr. I. Ripstein
Dr. J. Ristock
Ms. D. Salem
Prof. L. Simard
Prof. H. Soliman
Dr. M. Torchia
Prof. M. Vrontakis
Dr. D. Wirtzfeld

Also Present

Mr. J. Beaupre
Ms. M. Brolley
Ms. M. Carlberg
Ms J. Graham
Mr. K. Keegan
Dr. G. MacLean
Prof. M. McKay
Mr. P. Nawrot

The Chair informed Senate that the speaker of the Senate Executive Committee was Professor Emily Etcheverry.

I MATTERS TO BE CONSIDERED IN CLOSED SESSION

1. Report of the Senate Committee on Honorary Degrees

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.

II MATTERS RECOMMENDED FOR CONCURRENCE WITHOUT DEBATE -

1. Proposed Academic Schedule for 2012-2013 Page 3

2. Report of the Senate Committee on Curriculum and Course Changes on Course and Program Changes Page 7

3. Report of the Senate Committee on Curriculum and Course Changes on Deletion of Lapsed Courses Page 90

Professor Etcheverry MOVED, on behalf of the Senate Executive Committee, THAT Senate approve the proposed academic schedule for 2012-2013, the Report of the Committee on Curriculum and Course Changes on Course and Program Changes [dated November 21, 2011], and the Report of the Committee on Curriculum and Course Changes on Deletion of Lapsed Courses [dated November 21, 2011].

CARRIED

III MATTERS FORWARDED FOR INFORMATION

1. Report of the Senate Committee on Awards [October 24, 2011] Page 94

Referring to the Eugene Reimer Scholarship for Numerical Sciences, Professor John Anderson noted that criterion (3) precludes students in the Bachelor of Computer Science Honours degree from holding the scholarship. This does not appear to be in keeping with the intent of the award. Professor Hultin recommended that revised terms which open the scholarships to students in the B.Comp.Sci.(Hons.) program might be presented to the Senate Committee on Awards. Dean Whitmore supported the recommendation, adding that the Faculty might take the opportunity to address one or two other issues concerning the terms.

Professor J. Morrill observed that terms of reference for some awards, including the Harry Cross Music Bursary, include eligibility criteria but do not have criteria for ranking the candidates. She asked whether the award would be shared by all eligible candidates in such cases. Professor Hultin noted that this is a common structure for award terms where a recipient is not to be determined by GPA or some other purely objective criterion and the donor does not wish to specify particular ranking criteria. The selection committee will make a judgment.

Where the terms state that there are one or more bursaries, the value of individual awards is determined by candidates' demonstrated financial need and the number of bursaries is determined by the amount of revenue available. Professor Worobec asked why recipients of the Manitoba Health Research Council (MHRC) Grants and Awards are not eligible for the University of Manitoba Tri-Council Top-Up Award. She noted that the selection process for the MHRC Grants and Awards is very rigorous. It is also one of only a few awards open to international students. Professor Judy Anderson suggested the purpose of the award is to encourage recipients of the Tri-Council awards to register at the University. Professor Hultin concurred. He indicated that he would communicate Professor Worobec's suggestion, that the third paragraph of the terms of reference be deleted, to the Faculty of Graduate Studies.

Noting that the terms for the John Blumberg Memorial Prize indicate that a fund was established with a contribution of \$1,000, Professor C. Morrill asked if the value of the award was just \$30 and if the University has established a minimum award value. Professor Hultin replied that the prize may have been established decades ago and additional monies may have since been added to the fund. He said he would look into the question and report back to Senate. Mr. Leclerc confirmed that a minimum contribution is required to establish an award fund. He noted that the former secretary of the Senate Committee on Awards, who was present at the meeting, had communicated that the fund for the prize is long established and the current prize value is greater than \$30.

2. **Report of the Senate Committee on Admissions Concerning a Proposal from the Clayton H. Riddell Faculty of Environment, Earth, and Resources for Direct Entry to that Faculty's Undergraduate Programs [October 21, 2011]** Page 104
3. **International College of Manitoba Annual Report** Page 105

Dr. Collins reported that, as of September 2011, 510 students from forty-three countries have registered at the International College of Manitoba (ICM). Approximately 90 percent of the 275 students who have completed the program have transferred to second year studies at the University. The ICM Annual Report presented to Senate January 5, 2011, reported on the first 23 students who entered second year studies in 2009-2010. The current report concerns the next cohort of 93 students who transferred to the University in 2010-2011. Dr. Collins noted that another 130-150 students have transferred to the University for the current academic session. Final enrolment statistics from the Office of Institutional Analysis are pending and will be included in next year's annual report.

Dr. Collins observed that students who have completed the ICM program have performed at least as well as other international students in the second year of their university programs. The 2009-2010 cohort (23 students) and the 2010-2011 cohort (93 students) have achieved average degree GPAs of 2.93 and 2.71, respectively. International students at the same level of study achieved average degree GPAs of 2.48 and 2.49, in each of the same academic sessions.

Dr. Collins reported that the average degree GPA for students who completed the ICM program in 2010-2011 is 2.96 compared to 2.88 the previous year.

Dr. Collins said that the first two ICM alumni to complete their university studies graduated from the Faculty of Arts at the Fall 2011 convocation.

Dr. Collins noted the annual report does not address articles 4 through 6 of the terms of reference for the International College of Manitoba and University of Manitoba Academic Advisory Council. Regarding article 4, he said that recruitment activities remain the same as reported at Senate, January 5, 2011. Dr. Collins hopes to provide information on the degree to which ICM and University recruitment activities overlap in the next annual report. Obtaining relevant data is complicated by the fact that the University is currently reviewing its international recruitment efforts as part of its strategic enrolment planning. Concerning article 5, Dr. Collins apologized for having omitted to do an analysis of departmental workloads. He indicated that this analysis would be completed. Referring to article 6, Dr. Collins said no ICM instructors had expressed concerns about working conditions to ICM or to his office.

Professor Young recalled that, during initial discussions of ICM at Senate between December 2007 and March 2008, senior administrators had indicated that the objects of the agreement with Navitas were to ensure success of international students and to improve retention of international students. At that time, 850 international students were enrolled in University 1 which, Professor Young suggested, does not coincide with the numbers of students successfully completing the ICM program. She enquired about supports and initiatives that either the University or Navitas provide to ensure the success and retention of other international students. She remarked that, as a department head, she has received numerous reports from instructors that international students continue to face challenges.

Dr. Collins stated that retention of international students is a major issue for the University but indicated that it is not possible to speak to specific initiatives to improve retention at this time. This issue is presently being considered as part of a review of the strategic enrolment (SEM) process, as the institution is considering increasing enrolment of international students. Dr. Collins remarked that retention of all students is central to the SEM process. He added that the issue of retention is not addressed in the report given the relatively short history of ICM, but it is clearly something the University will have to be concerned with.

Several members suggested that Senate would benefit by receiving more comprehensive information comparing retention and success of ICM graduates and other international students, reported by program, including the distribution of degree GPAs and rates of voluntary withdrawal. Dr. Collins indicated that he would ask the Office of Institutional Analysis to compile a report with data on retention rates of ICM alumni and other international students by program. Given the relatively small number of ICM graduates enrolled at the University, he said it is not possible to provide a distribution of degree GPAs by program at this time, as it would be possible to identify individual students in the report. The Office of Institutional Analysis would establish cells with a minimum of five students. This type of report will be possible over time as more students complete the ICM

program and enter the University. Dr. Collins agreed to consider a member's request to report on the average degree GPA for each program instead.

Professor Judy Anderson asked that Senate receive comparative information on grade distributions for courses offered in the first year of the ICM program and the equivalent first year University courses. She suggested, based on her knowledge of biological sciences courses, that the performance of ICM students has not been as high as was initially anticipated by the College. Dr. Collins said it would be possible to provide this data.

Referring to an assertion in the report that ICM courses are taught and examined with the same rigour as they would be taught at the University, Professor Guard asked on what basis the statement was made. She observed that, unlike courses offered by ICM, University courses are vetted by academic departments and by Senate and instructors appointed by departments are always well-qualified, most holding doctorate degrees. She added that, in some instances, academic departments are not aware that courses in their subject area are being offered through ICM.

Dr. Collins replied that, in all cases, instructors employed by ICM are approved by a course coordinator at the University and, in most cases, these instructors also teach in University programs. ICM curricula, too, are approved by University course coordinators. Dr. Collins commented that the fact that some departments choose not to approve ICM courses and instructors has been an issue largely isolated in the Faculty of Arts, where assessments of instructors and courses have been completed by an individual designated by the Dean.

Professor Gabbert proposed that the section on quality assurance might be less general, to reflect that this is quite uneven across the faculties involved. He recalled that, at the time ICM was established, Senate had been assured that participation by departments would be voluntary. In the Faculty of Arts, only one department has elected to participate. Where departments have chosen not to participate, courses offered through ICM are not reviewed by the relevant department. Rather, they are vetted by the Provost, who has delegated the responsibility of reviewing course outlines and final exams to the Associate Dean Undergraduate Studies, who does not have expertise in all subject areas.

Professor Comack noted that, although data presented in the annual report suggest that ICM graduates perform slightly better than other international students, language used in the document indicates that they are 'performing at least as well.' She asked if the intent of ICM was not to provide better outcomes for its graduates as compared to other international students. Dr. Collins agreed that the data do suggest that ICM graduates perform better than other international students. The language used in the report reflects that there are not valid data to confirm that this is the case.

4. **In Memoriam: Dr. Alexander (Sandy) Gordon**

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Dr. Taylor honoured Dr. Alexander Gordon, Professor Emeritus, Department of French, Spanish, and Italian, who died October 17, 2011.

5. **In Memoriam: Dr. Denis O. Krause** Page 112

Dr. Trevan offered a tribute to Dr. Denis Krause, Department of Animal Science, who passed away in October. Dr. Krause's passing is a huge loss to the Department and the Faculty of Agricultural and Food Sciences given his active collaboration with many research networks within these units.

6. **Items approved by the Board of Governors [November 15, 2011]** Page 114

IV REPORT OF THE PRESIDENT

Dr. Barnard said that, at a town hall held on November 28th, he had reported on progress made with respect to Indigenous achievement, a pillar in the strategic planning framework. Dr. Barnard reported that Ms Deborah Young, Executive Lead, Indigenous Achievement, has developed a framework, 'Pathways to Indigenous Achievement,' which includes four components: building partnerships and supporting communities; celebrating successes; promoting Indigenous knowledge and research; and supporting students. Ms Young will be invited to an upcoming meeting to speak to Senate about this initiative.

Dr. Barnard reported that, at the same town hall, he had spoken about the results of the first employee experience survey. He briefly reviewed a number of positive results. Dr. Barnard noted attention must be paid to several results where a significant gap exists between the importance employees have assigned to particular aspects of the workplace and the degree to which the University has met those expectations. In order to reduce these gaps over time, the survey data will be broken out into area reports that will be circulated to unit heads so they might address matters that require attention in their particular area.

In response to a question, Dr. Barnard indicated that a summary of the results of the Employee Experience Survey are available on the University's website (http://umanitoba.ca/admin/human_resources/lds/outstanding_workplace/framework/survey%20results.html). More detailed results by unit will be made available to unit heads, including deans and directors. Professor Judd requested that the detailed results by unit be provided to the entire University community, so they are available to participants and not just unit managers. Dr. Barnard said that he would consider the request noting that it would be imperative not to publicize information that would identify individual respondents.

Dr. Barnard invited Dr. Jayas, Vice-President (Research and International) to make a number of announcements.

Dr. Jayas informed members that the national granting agencies had recently released a new Tri-Agency Framework: Responsible Conduct of Research, which is available on the Government of Canada's web page (<http://www.rcr.ethics.gc.ca/eng/policy-politique/framework-cadre/>). The document has been distributed to associate deans, research, to be circulated to faculty. He encouraged members to review the document and to contact him if they had questions or concerns.

He reported that the University will purchase course materials on research ethics that will be available online for faculty and students who wish to complete the course. Additional information will be provided once the University has obtained a site license.

Dr. Jayas said the Truth and Reconciliation Commission of Canada has announced a call for submissions for the National Research Centre on Residential Schools, which will house the permanent records of the residential school system. The University of Manitoba will consider making a submission.

He announced that the federal government has announced a competition for ten new Canada Excellence Research Chairs (CERC). The Office of the Vice-President (Research and International) is exploring areas where the University might make a submission.

Dr. Barnard commented on problems being experienced with the University's email system. He acknowledged that the problems are significant. He assured members that staff in Information Services and Technology were working seriously to address the issues.

Dr. Barnard expressed his hope that members will have an opportunity to rest, relax, and to experience some of the peace of the holidays, in preparation for the upcoming term.

V **QUESTION PERIOD**

The Chair reminded Senators 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.

The following questions were received from Professor Cameron Morrill, UMFA Assessor.

At the October 25, 2011 meeting of the AUCC, a new statement on academic freedom was adopted unanimously by the university presidents in attendance at the meeting. This statement placed a number of limitations on academic freedom as identified in an open letter written by CAUT on November 4, 2011. For example, the AUCC statement made no mention of the freedom of extramural utterance and action nor did it acknowledge that academic freedom includes the right to criticize the institution where one works.

Was President Barnard in attendance at this meeting and if so did he vote in favour of this new statement on academic freedom? What is the position of the University of Manitoba administration on the scope of academic freedom? Will the University of Manitoba consider following the lead of the President of the University of Toronto who raised serious concerns about the content of the statement and the need for institutions to affirm the statement as a condition of AUCC membership?

Dr. Barnard indicated that he was present at the meeting and had voted in favour of the AUCC statement. He said the position of the University of Manitoba administration on academic freedom is set out in Article 19.A.1 of the University of Manitoba – University of Manitoba Faculty Association Collective Agreement. Dr. Barnard read aloud both this article and the AUCC statement on academic freedom. He said he had no discomfort in supporting the AUCC statement as he finds it to be consistent with the University's position on academic freedom as enshrined in Article 19.A.1 of the collective agreement.

Given this, Dr. Barnard indicated that he does not intend to follow the lead of the President of the University of Toronto.

Professor Gabbert remarked that there is a long-standing practice at the University pertaining to the right of faculty members to criticize the employer. He asked whether, on the basis of having voted in favour of what Professor Gabbert considers a defective and retrograde statement on matters of academic freedom, the President intends to impose restrictions on this right, which is not covered in the new definition of academic freedom from the AUCC. Dr. Barnard indicated that he has no intention of doing so.

**VI CONSIDERATION OF THE MINUTES
OF THE MEETING OF NOVEMBER 2, 2011**

Professor McIlwraith MOVED, seconded by Professor Kinsner THAT Senate approve the minutes of November 2, 2011, as circulated.

CARRIED

VII BUSINESS ARISING FROM THE MINUTES - none

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

1. Report of the Senate Executive Committee Page 140

Professor Etcheverry reported that Senate Executive had met on November 23, 2011. The comments of the committee accompany the reports on which they were made.

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

Ms. Ducas informed members that the Senate Planning and Priorities Committee is currently considering two program proposals; a proposal for the Community Recreation and Active Living program, from the Faculty of Kinesiology and Recreation Management, and a proposal for the Internationally Educated Agrologists Program, from the Faculty of Agricultural and Food Sciences.

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

**1. Report of the Joint Senates Committee on Joint Master's
Programs Between the University of Winnipeg and
Manitoba [June 3, 2011] Page 141**

Dr. MacLean said the Committee had considered a proposal from the Joint Disciplinary Committee (JDC) in Religion to include the names of both participating institutions on the degree parchments for the Joint Master's Program in Religion, which is in line with the practice for other Joint Master's Programs. The Committee had also considered a request from the JDC in History to make a number of revisions to the regulations for that body, in the document 'Regulations Governing the Joint Master's Programs.'

Dr. MacLean MOVED, on behalf of the committee, THAT Senate approve the Report of the Joint Senates Committee on Joint Master's Programs RE Proposals of the Joint Discipline Committees of Religion and History [dated June 3, 2011].

CARRIED

- 2. Report of the Senate Committee on Admissions Concerning a Proposal from the Faculty of Agricultural and Food Sciences to Change Admission Requirements for its Agriculture Diploma Program [October 21, 2011]** Page 143

Ms Gottheil informed Senate that the Faculty of Agricultural and Food Sciences is recommending that the admission average for entry to the Agriculture Diploma program be increased from 50 percent to 60 percent, to ensure student success. Students with an admission average lower than 60 percent might be considered for admission where there are extenuating circumstances.

Ms Gottheil MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Admissions concerning a proposal from the Faculty of Agricultural and Food Sciences to change admission requirements for its Agriculture Diploma program, effective September 2013 [dated October 21, 2011].

CARRIED

- 3. Report of the Senate Committee on Admissions Concerning a Proposal from the Faculty of Dentistry to Eliminate the Transfer Applicant Category from the Faculty of Dentistry Admission Process [October 21, 2011]** Page 144

Ms Gottheil noted that the Faculty of Dentistry is proposing that the Transfer Applicant category be eliminated. The category has not been used in the last ten years and, given the dissimilarity of dentistry programs at Canadian universities, it is difficult for students to transfer into the second year of the program.

Ms Gottheil MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Admissions concerning a proposal from the Faculty of Dentistry to eliminate the Transfer Applicant Category from the Faculty of Dentistry admission process, effective September 2012 [dated October 21, 2011].

CARRIED

XII ADDITIONAL BUSINESS - none

XIII ADJOURNMENT

The meeting was adjourned at 2:45 p.m.

These minutes, pages 1 to 9, combined with the agenda, pages 1 to 145, comprise the minutes of the meeting of Senate held on December 7, 2011.