

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. A. Akano
Prof. A. Alessi-Severini
Prof. C. Anderson
Prof. G. Anderson
Prof. J. Anderson
Mrs. S. Araujo
Prof. B. Austin-Smith
Prof. L. Balneaves
Mr. J. Bass
Dean S. Baum
Dean J. Beddoes
Prof. R. Biscontri
Dean J. Black-Branch
Prof. P. Blunden
Prof. T. Booth
Very Rev. R. Bozyk
Prof. M. Brabston
Prof. F. Burczynski
Prof. T. Chen
Prof. D. Churchill
Prof. N. Cicek
Prof. P. Dass
Dean E. Dawe
Prof. D. Delay
Ms. L. Demczuk
Prof. M. Domaratzki
Ms. A. Ducas
Mr. A. Fischer
Prof. M. Gabbert
Prof. D. Gardner
Ms. S. Gawryluk
Prof. J. Gilchrist
Ms. S. Gottheil
Dean N. Halden
Prof. J. Hare
Prof. R. Hechter
Dean G. Hepburn
Prof. P. Hess
Acting Dean G. Jacoby
Dr. D. Jayas
Ms. L. Johnson
Prof. S. Karimi

Prof. W. Kinsner
Mr. D. Kushner
Ms. N. Lam
Prof. L. Landrum
Mr. A. Latif
Prof. S. McClement
Ms. J. McConnell
Dean D. Mandzuk
Ms. C. Mastromonaco
Mr. A. Menon
Dean, T. Mondor
Ms. T. Nagra
Ms. D.
Nedohin-Macek
Dean B. O'Connell
Prof. D. Oliver
Ms. S. Olson
Prof. J. Paliwal
Prof. S. Passmore
Prof. T. Peter
Dean B. Postl
Ms. C. Reitano
Prof. G. Restall
Prof. A. Schultz
Prof. B. Shay
Ms. K. Sigurdson
Ms. A. Smith
Mr. G. Sobie
Prof. R. Tate
Dean J. Taylor
Prof. C. Trott
Prof. D. Walker
Prof. D. Watt
Prof. P. Wener
Dean K. Wittenberg
Ms. L. Zapshala-Kelln
Mr. B. Zhang
Mr. J. Leclerc,
University Secretary
Dr. S. Coyston,
Recording Secretary

Assessors Present

Mr. J. Adams
Dr. D. Collins

Dr. J. Doering
Mr. M. Haroon
Prof. D.
Hiebert-Murphy
Ms. A. Kilgour
Prof. R. Lastra
Dr. L. Lavallée
Mr. N. Marnoch
Mr. C. Neumann
Mr. M. Shaw
Prof. G. Smith
Dr. D. Stewart

Regrets

Ms. A. Ameis
Prof. R. Bhullar
Ms. S. Blanchard
Prof. T. Bone
Prof. O. Botar
Dean. D. Brown
Prof. S. Clark
Ms. S. Connelly
Recteur G. Csepregi
Mr. S. Dorge
Prof. A. Farenhorst
Mr. C. Friesen
Prof. J. Honeyford
Dean A. Iacopino
Mr. J. Kearsey
Ms. E. Kiely-Smith
Prof. B. Milne
Dean J. Mulvale
Dean L. Raman-Wilms
Prof. M. Rastegar
Dr. J. Ristock
Dr. M.-J. Romaniuk
Prof. A. Schwann
Dr. H. Sector
Prof. C. Van Winkle
Mr. I. Veloso
Ms. M. Villegas

Absent

Dr. C. Adams

Dr. J. Blatz
Prof. J. Cranston
Ms. E. Cummings
Prof. R. Desai
Mr. L. Dojack
Mr. R. Duarte
Fernandez
Mr. N. Eissa
Prof. W. El-Matary
Prof. B. Elias
Ms. J. Forster
Ms. C. Gabrielle
Prof. M. Gallant
Dr. G. Glavin
Mr. M. Gundhu
Prof. B. Hallman
Ms. H. Jalbani
Ms. M.-A. Kandrack
Prof. E. Khafipour
Prof. S. Logsetty
Prof. B. Mark
Ms. K. Metcalfe
Mrs. K. Pearson
Ms. S. Popowich
Ms. S. Ragheb
Mr. S. Saad
Prof. C. Schmidt
Dr. M. Torchia
Dean R. Urbanowski

Also Present

Prof. D. Barber
Ms. A. Davidson
Mr. G. Flemming
Ms. P. Gareau
Ms. B. Karlaftis
Mr. A. MacIsaac
Prof. M. McKay
Mr. D. Rollins
Prof. J. Scanlon
Ms. P. Trupish
Ms. S. Utsunomiya
Ms. M. Watson
Ms. M. Yoshida

The Chair informed Senate that the Speaker of the Senate Executive Committee was Professor John Anderson, Faculty of Science.

The Chair informed Senate that it was the final Senate meeting for Dean O'Connell, College of Nursing, whose term as Dean would end on October 31, 2017. He thanked her for her contributions to the University.

**I CANDIDATES FOR DEGREES,
DIPLOMAS AND CERTIFICATES - OCTOBER 2017**

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A copy of the list of graduands was available at the meeting for examination by members of Senate.

Mr. Marnoch said the Faculty of Science was recommending one student for a degree notwithstanding a deficiency. Due to an advising error that had resulted in a course being double-counted, the student was missing a 3 credit hour elective course.

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

CARRIED

Professor J. Anderson MOVED, on behalf of the Senate Executive Committee, THAT the list of graduands provided to the University Secretary by the Registrar be approved, subject to the right of Deans and Directors to initiate late changes with the Registrar up to October 6, 2017.

CARRIED

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

The report was available at the front table in the Senate Chamber for examination by members of Senate.

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

CARRIED

III MATTERS TO BE CONSIDERED IN CLOSED SESSION - none

IV MATTERS RECOMMENDED FOR CONCURRENCE WITHOUT DEBATE

1. **Modification of the Certificate in Adult and Continuing Education (CACE), Division of Extended Education**

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2. **Revision to the Academic Schedule for 2017-2018, Occupational Therapy**

Page 38

3. **Report of the Executive Committee of Graduate Studies on Course and Curriculum Changes RE: Asper School of Business, Departments of Dental Diagnostic and Surgical Sciences and Human Anatomy and Cell Science, Physician Assistant Studies Program, Université de Saint-Boniface, [June 28, 2017]** Page 39

Professor J. Anderson MOVED, on behalf of the Senate Executive Committee, THAT Senate approve:

- the modification of the Certificate in Adult and Continuing Education (CACE), Division of Extended Education;
- a Revision to the Academic Schedule for 2017-2018, Occupational Therapy;
- the Report of the Executive Committee of Graduate Studies on Course and Curriculum Changes RE: Asper School of Business, Departments of Dental Diagnostic and Surgical Sciences and Human Anatomy and Cell Science, Physician Assistant Studies Program, Université de Saint-Boniface [June 28, 2017].

CARRIED

V **MATTERS FORWARDED FOR INFORMATION**

1. **Reports of the Senate Committee on Awards**
- a) **Part A - [June 26, 2017]** Page 43
- b) **August 24, 2017** Page 66
- The Chair informed Senators that the Report of the Senate Committee on Awards – Part A [June 26, 2017] was approved by the Executive Committee of the Board of Governors at its meeting on August 29th.
2. **Reports of the Senate Committee on Academic Review**
- a) **RE: Undergraduate and Graduate Program Reviews** Page 84
- b) **RE: Annual Report on the Status of Academic Program Reviews and Accredited Programs, May 1, 2016 – May 15, 2017** Page 133
3. **In Memoriam: Dr. Cynthia F. Cameron-Whalen** Page 143

Professor Scanlon, College of Nursing, offered a memorial tribute to Dr. Cynthia Cameron-Whalen, who was an Associate Professor in the Faculty of Nursing when she retired from the University in 2001. Dr. Cameron-Whalen began her career at the University in 1975. Among her various contributions to the institution, she served for three years as the Associate Dean (Graduate Programs), for one year as Acting Dean, and as the Chair of the Task Force, Faculty Status, when the School of Nursing brought forward a proposal for faculty status, in 1988.

Dr. Cameron-Whalen was an advocate for the aged population both in her research in gerontology, which focussed on elderly caregivers and the impact of caregiving on spouse and families and the role of nurses in support of this population, and in her many contributions to the nursing and broader communities.

4.	<u>Report on Research Contract Funds Received, January 1 – June 30, 2017</u>	Page 145
5.	<u>Correspondence from the President and Vice-Chancellor:</u>	
a)	RE: Extension of Suspension of Admissions to Undergraduate (B.Sc. in Textile Sciences, P.B.Dip. in Agrology) and Graduate Programs (Ph.D. in Cancer Control, M.Sc. in Family Social Sciences, M.A. in Icelandic, M.Sc. in Textile Sciences)	Page 149
b)	RE: Temporary Increases to Admission Targets for the 2017/2018 Academic Year	
i)	<u>I.H. Asper School of Business</u>	Page 150
ii)	<u>Bachelor of Kinesiology, Faculty of Kinesiology and Recreation Management</u>	Page 152
6.	<u>Correspondence from the Provost and Vice-President (Academic)</u>	
a)	<u>RE: Closure of the Bachelor of Human Ecology (General)</u>	Page 157
b)	RE: Temporary Suspension of Admissions to Integrated <u>Bachelor of Music / Bachelor of Education Degree</u>	Page 159
c)	RE: Implementation of the Master of Science in <u>Prosthodontics</u>	Page 161
7.	<u>Items Approved by the Board of Governors</u>	
a)	<u>May 17, 2017</u>	Page 163
b)	<u>June 27, 2017</u>	Page 164
8.	Items Approved by the Board of Governors Executive <u>Committee on August 29, 2017</u>	Page 165
VI	<u>REPORT OF THE PRESIDENT</u>	Page 166

President Barnard welcomed Senators back for another academic year. He referred them to the Report of the President provided with the agenda, which described various activities that had occurred at the University since Senate had last met in June.

President Barnard said the University was continuing to celebrate its 140th anniversary, including at recent Homecoming 2017 events. He said the University was fortunate to have enthusiastic alumni who were involved in various Homecoming activities. He commented on their contributions and said it was inspiring to spend time with them.

President Barnard provided updates on a number of activities and initiatives at the University:

- As part of the ongoing Front and Centre Campaign, the BMO Financial Group had announced a gift of \$1 million, to enhance Indigenous education and student leadership development, earlier the same day.
- A joint UMFA – University of Manitoba labour-management committee would be established under the UMFA Collective Agreement 2017 – 2021 that had been finalized recently. The joint committee would be an important forum for UMFA and University Administration to remain engaged on an ongoing basis.
- Implementation of a new budget model was underway. Processes would be refined moving forward, based on experience gained as the budget model was implemented over the coming year. The objectives were to arrive at a budget process that was more transparent and decentralized.
- The University continued to engage provincial and federal governments about the important role of the University of Manitoba in the community, the province, and nationally.
- The University would host the Royal Society of Canada (RSC) meetings in November. Professor Perry (Department of History, Faculty of Arts) and Professor Matthews (Marcel Desautels Faculty of Music) had been elected as Fellows of the RSC in 2017. Professor Afifi and Professor Mahmud, both faculty members in the Rady Faculty of Health Sciences, were elected as members of the RSC's College of New Scholars, Artists and Scientists.
- The third phase of the Taché Arts Project was recently completed and construction on the Stanley Pauley Engineering Building was underway.

President Barnard observed that KPMG's report to the province, *Manitoba Fiscal Performance Review, Phase 1 Report, September 30, 2016*, which was recently released and was, in part, focused on post-secondary funding, might be expected to generate discussion.

President Barnard reported that, at an annual meeting of members of the Arctic Science Partnership, he had travelled to Aarhus University, in Denmark, in the summer as a member of an external advisory group to the Dean, Faculty of Science. There, he had made a presentation on the University's experience with several international research collaborations, including work that was being done in the areas of (i) arctic system science, involving the Clayton H. Riddell Faculty of Environment, Earth, and Resources, (ii) population health, involving researchers in the Rady Faculty of Health Sciences, and (iii) food safety and security, involving the Department of Biosystems Engineering and the Faculty of Agricultural and Food Sciences. President Barnard expressed pride in the

research completed by the University's faculty members and said a colleague from the University of Cambridge, who had been at the same annual meeting, had observed that the University of Manitoba should be exceptionally proud of the accomplishments of its researchers.

VII 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.

The following question was received from Professor Cicek, Faculty of Agricultural and Food Sciences:

Following the recent ratification of the collective agreement between the University of Manitoba and UMFA, I would like to raise the issue of recruitment and retention of high quality scholars and researchers to achieve our targets of teaching and research excellence at this institution. Having served on a number of hiring committees and spoken to colleagues who have done so over the last fifteen years, I can firmly state that it is not unusual to have offers refused by the top candidate due to lack of proper compensation. During conversations with current University of Manitoba academics, particularly over the last couple of years, I have encountered many instances where highly productive researchers are considering leaving the University of Manitoba due to compensation. When we can't recruit the best or are in danger of losing existing excellence, we are jeopardizing the health and reputation of the University of Manitoba. The growing deficit in human capital deserves as much if not more attention than the infrastructure and programming deficits that the University is aiming to address through the Front and Centre campaign.

Would the University administration, in partnership with UMFA, strike a commission on closing the compensation gap between the University of Manitoba and other U15 Universities? A public campaign on this issue needs to be conducted by a unified front. Our national and global reputation depends on it.

Dr. Barnard said the need to be competitive in the current environment, with respect to faculty recruitment and retention, was a challenge that many were aware of across the University. The provincial government had expressed significant concerns with the provincial deficit and had taken steps to control public sector compensation, as employment costs account for approximately three-quarters of the provincial budget. *The Public Services Sustainability Act* had been passed into law but had yet to be proclaimed. Dr. Barnard said the provincial government also provided public sector institutions with non-legislative mandates concerning compensation-related issues.

Dr. Barnard said the University had repeatedly raised the issue of faculty recruitment and retention with the government and had emphasized that, as the only research-intensive university in the province and as a member of the U15, it was imperative to recruit research experts nationally and internationally. The University had argued that treating all public sector employees in the same way might hinder rather than help the province achieve its goals. Dr. Barnard said the University had not convinced the government but was committed to continuing to raise these issues with the province.

Dr. Barnard said the University needed to identify creative ways to make the institution an attractive place, including things apart from compensation that make the University of Manitoba an attractive place to conduct a scholarly career. He invited Senators to share their ideas. He suggested that the recently established UMFA – University of Manitoba labour-management committee would be an ideal forum to have this discussion and committed to proposing this as an early agenda item.

The following question was received from Ms. Kilgour, Vice-President (Advocacy), UMSU, on behalf of the Student Senate Caucus.

In the past few months, allegations of sexual harassment and sexual misconduct perpetrated by a University of Manitoba Professor have come to light. Understandably, due to confidentiality concerns, the full details of this incident have not been released. However, students remain concerned about the safety of our institution, and the effectiveness of our policies. In the President's Report of the October 4th 2017 Senate Agenda, the President made note of two items relevant to this issue. The first is the initiation of a review on the Respectful Work and Learning Environment (RWLE) Policy, the Sexual Assault Policy, and the RWLE and Sexual Assault Procedure in order to align them with new provincial Standards. The second item is a statement made by the President on Sexual Misconduct, stating the significance of this issue in post-secondary institutions, the need for increased employee training, and the University's dedication to prevention strategies and victim support.

The Student Senate Caucus is pleased to see these issues being addressed in the President's report, but would like to hear how the University of Manitoba plans to address the following points:

- What assurances can students be given that a review of policies will result in concrete change, and will the University go beyond simply meeting Provincial standards?
- Will the University be looking to make changes to ensure that perpetrators of sexual violence are held accountable to their actions?
- How can the University improve accountability and transparency of these issues, particularly to survivors?

Lastly, though it is more of a request than a question, the Student Senate Caucus would like assurances that any policy review process that takes place will involve student participation in a significant manner.

Dr. Barnard said this was an issue of paramount importance to him and to the University leadership. He assured students, faculty, and staff that he recognized that this had been a very difficult time for members of the University community and for students and faculty in the Desautels Faculty of Music, in particular. He said a number of measures had been taken to respond to the situation in the Faculty, as Ms. Kilgour had identified in the background to the questions from the Student Senate Caucus. Dr. Barnard said Dean Dawe had had several meetings with students in the Faculty, to hear their concerns and share information. The Provost and Vice-President (Academic), the Vice-

President (Administration), and the Vice-Provost (Students) had met with students in the Faculty to hear their concerns and receive feedback on how to move forward, and there was a commitment to engage in ongoing dialogue. Dr. Barnard said he was committed to meeting with the complainants associated with the recent investigation and to working with the University to ensure that it is a safe and respectful environment for everyone.

Dr. Barnard invited Ms. Gottheil, Vice-Provost (Students) to respond to the questions submitted by Ms. Kilgour.

In relation to the first question, Ms. Gottheil recognized that students want and need a strong voice in the process of policy review and development. She noted that provincial legislation (*The Sexual Violence Awareness and Prevention Act*) required that students be consulted and that policies should continue to reflect best practices in the field and lessons learned at the institution. She said the University was committed to a thorough review of its behavioral policies that would include an extensive consultation process with the entire University community, including students, faculty and staff, to identify concerns with current policies and procedures and to consider changes. Ms. Gottheil said discussions with UMSU, the Faculty of Music Students' Association, and the GSA on how to best proceed with a review had begun. Any changes to the policies and procedures would be brought to Senate and the Board of Governors for discussion and approval, as appropriate.

Ms. Gottheil said provincial standards in sexual assault legislation were used as a base guideline for the University's policies. The policies also adhered to other pieces of legislation. Ms. Gottheil said the University was also committed to ensuring that the policies reflect our community. While it was necessary to meet minimum requirements in legislation, the University could establish other requirements beyond these that would meet specific needs of the institution.

Regarding the second question, Ms. Gottheil said the University did not envision establishing quasi-judicial tribunals or committees to punish perpetrators of sexual violence; this was the responsibility of the criminal justice system. She said the University did have disciplinary policies and collective agreements for students, staff and faculty. She said members of the University would be welcome to comment on the disciplinary by-laws during the consultation process.

In response to the third question, Ms. Gottheil said it would be important to continue to talk about issues of sexual harassment and misconduct, to attend workshops, and to be informed about these issues while supporting one another. She acknowledged that survivors of sexual violence expect that any violations of the University's policies on *Respectful Work and Learning Environment* and *Sexual Assault* would be treated in a serious manner. This included the survivor's right to know they were no longer in any danger on campus and that any and all threats to their safety had been mitigated. Ms. Gottheil welcomed suggestions to improve accountability and transparency through the consultation process.

President Barnard said the issues of sexual assault and sexual harassment were ones that mattered to all members of the University, and recent events had been traumatic for the University community as a whole and particularly for those directly or closely

involved. He said the intention was to learn, to improve, and to be continually in that mode.

**VIII CONSIDERATION OF THE MINUTES
OF THE MEETING OF JUNE 21, 2017**

Professor Kinsner MOVED, seconded by Dean Mandzuk, THAT the minutes of the Senate meeting held on June 21, 2017 be approved as circulated.

CARRIED

IX BUSINESS ARISING FROM THE MINUTES - none

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

1. Report of the Senate Executive Committee Page 180

Professor J. Anderson said Senate Executive met on September 20, 2017. The comments of the committee accompany the reports on which they were made.

Professor Anderson reported that the Senate Executive Committee had approved revised terms of reference for the Implementation Working Group for the Cooper Commission Report, to give the Working Group the responsibility to review and comment on draft BFAR statements from units prior to their entering the approval process, effective for the period from September 20, 2017 through June 30, 2018. He referred Senators to the revised terms of reference that were attached to the Report.

Professor Balneaves said the College of Nursing had created graduate BFAR statements, which had been developed with input from the BFAR Facilitation Team, in the Centre for the Advancement of Teaching and Learning, and endorsed by the Council of the College of Nursing. She asked if graduate BFAR statements developed by Nursing and other units that were at a similar stage in the process would be referred to the Working Group for review before being considered by the Faculty of Graduate Studies and Senate, for approval.

Mr. Leclerc said the Working Group had received draft BFAR statements for graduate programs in the College of Nursing and several other units. The Working Group would meet on October 20th to consider these. He anticipated that the additional step would not delay the approval process. He explained that Senate Executive had had questions about proposed BFAR statements submitted to the committee last spring. In order to expedite approvals, the committee thought it would be useful for the Working Group to review draft graduate BFARs before the proposals entered the approval process.

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

Ms. Ducas said the Senate Planning and Priorities Committee had completed its review of three Articulation Agreements between the Faculty of Agricultural and Food Sciences at the University and three universities in China, including

Huazhong Agricultural University, Lanzhou University, and Nanjing University of Finance and Economics. The committee was considering a proposal from the Faculty of Law, for undergraduate course changes beyond nine credit hours.

XI REPORTS OF OTHER COMMITTEES OF SENATE, FACULTY AND SCHOOL COUNCILS

1. **Report of the Senate Committee on Awards – Part B** Page 182
[June 26, 2017]

Professor Brabston MOVED, seconded by Dean Halden, THAT Senate recommend that the Board of Governors approve the Report of the Senate Committee on Awards – Part B [dated June 26, 2017].

CARRIED

2. **Proposal to Revise the Name of the Department of** Page 197
Anesthesia, Rady Faculty of Health Sciences

Dean Postl said the Department of Anesthesia was proposing to change the name of the Department, to reflect the work now done by faculty in that unit.

Dean Postl MOVED, seconded by Dean Wittenberg, THAT Senate recommend that the Board of Governors approve a proposal to change the name of the Department of Anesthesia, in the Max Rady College of Medicine, Rady Faculty of Health Sciences, to the “Department of Anesthesiology, Perioperative and Pain Medicine,” effective January 1, 2018.

CARRIED

3. **Report of the Senate Committee on Nominations** Page 200

The Chair said Professor Edwards, Chair of the Senate Committee on Nominations, was not available for the meeting.

Professor Biscontri said the committee had met on September 22nd to fill seven vacancies on five committees. He referred Senators to the committee’s nominations in the Report.

There were no further nominations.

Professor Biscontri MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Nominations [dated September 22, 2017].

CARRIED

XII ADDITIONAL BUSINESS

1. **Request from President for Senate to Nominate** Page 207
Dr. Mary-Jo Romaniuk to Public Library Advisory Board

Mr. Leclerc said that, under *The Public Libraries Act*, Senate was entitled to nominate an individual to serve on the Public Library Advisory Board. Ms. Adams, the past University Librarian had served on the Board for several years. The current University Librarian, Dr. Romaniuk, had indicated that she was willing to serve.

Dean Taylor MOVED, seconded by Professor Kinsner, THAT Senate approve the nomination of Dr. Mary-Jo Romaniuk, University Librarian, to serve as the representative of the Senate of the University of Manitoba on the Public Library Advisory Board of the Province of Manitoba, for a three-year term.

CARRIED

XIII ADJOURNMENT

The meeting was adjourned at 2:08 p.m.

These minutes pages 1 to 11, combined with the agenda, pages 1 to 208, comprise the minutes of the meeting held on October 4, 2017.