

February 6, 2019

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
Dr. C. Adams
Prof. B. Albensi
Dean J. Beddoes
Prof. M. Bieringer
Dean J. Black-Branch
Dr. J. Blatz
Mr. M. Block
Prof. P. Blunden
Prof. T. Bone
Prof. O. Botar
Ms. T. Brenan
Dean. D. Brown
Prof. F. Burczynski
Prof. T. Chen
Mr. M. Colley
Prof. R. Currie
Prof. D. Delay
Ms. L. Demczuk
Ms. S. Dika
Mr. L. Dojack
Prof. M. Domaratzki
Ms. B. Dorais-Fleming
Dean N. Dyck
Mr. A. Fischer
Mrs. L. Forsythe
Prof. M. Gabbert
Ms. S. Gottheil
Dean N. Halden
Prof. B. Hallman
Prof. E. Haque
Prof. C. Hauseman
Dean G. Hepburn
Ms. R.-L. Holter-
Ferguson
Prof. J. Honeyford
Prof. T. Ivanco
Dean G. Jacoby
Dr. D. Jayas
Ms. L. Johnson
Dean E. Jurkowski
Prof. S. Karimi
Mr. H. Katz

Mr. J. Kearsey
Prof. L. Landrum
Prof. M. Lê
Prof. D. Lobb
Ms. K. Macaliniao
Prof. D. MacPherson
Prof. K. Main
Dean D. Mandzuk
Mr. D. Martens
Prof. C. Miller
Dean, T. Mondor
Prof. K. Nixon
Mr. C. F. Nwaiwu
Ms. L. O'Hara
Prof. D. Oliver
Ms. S. Olson
Prof. J. Paliwal
Prof. S. Passmore
Prof. T. Peter
Prof. L. Pozzer
Mr. A. Prenovault
Prof. S. Prentice
Mr. P. Raghunatha
Dean L. Raman-Wilms
Prof. M. Rastegar
Prof. T. Reeve
Prof. B. Rice
Dr. J. Ristock
Mr. J. Sanderson
Prof. A. Schwann
Mr. M. Shaw
Ms. A. Slagerman
Prof. M. Smith
Mr. G. Sobie
Ms. J. Steffano
Prof. R. Tate
Dean J. Taylor
Prof. C. Trott
Prof. X. Wang
Prof. P. Wener
Ms. L. Zapshala-Kelln
Mr. J. Leclerc,
University Secretary

Dr. S. Coyston,
Recording Secretary

Assessors Present

Mr. J. Adams
Ms. S. Bonner-Proulx
Dr. J. Doering
Prof. M. Hudson
Prof. R. Lastra
Mr. N. Marnoch
Mr. C. Neumann
Prof. G. Smith
Dr. M. Torchia
Ms. B. Usick

Regrets

Prof. A. Alessi-Severini
Prof. B. Austin-Smith
Prof. S. Clark
Dr. D. Collins
Recteur G. Csepregi
Prof. M. Czubryt
Prof. S. Dhingra
Mr. S. Dorge
Prof. B. Elias
Prof. A. Farenhorst
Mr. M. Garrett
Dr. G. Glavin
Prof. J. Hare
Dr. D. Hiebert-Murphy
Ms. C. Kachulak
Prof. W. Kinsner
Prof. R. Koop
Ms. N. Lam
Ms. J. MacKenzie
Prof. S. McClement
Prof. S. Popowich
Dean B. Postl
Ms. C. Reitano
Prof. G. Restall
Mr. D. Samra
Dean. M. Scanlon
Dr. H. Sector
Dr. D. Stewart

Ms. I. Supel
Ms. V. Truong
Dean R. Urbanowski

Absent

Prof. C. Anderson
Dean S. Baum
Very Rev. R. Bozyk
Mr. C. Bruce
Ms. J. Dela Cruz
Ms. A. Deol
Prof. D. Gardner
Prof. J. Gilchrist
Mr. H. Guzman
Mr. M. Haroon
Dean A. Iacopino
Mr. A. LeClair
Prof. B. Mark
Mr. J. Reynolds
Mr. M. Sharma
Ms. L. Stoyko

Also Present

Ms. Malak Abas
Prof. J. Carlberg
Ms. K. Casalla
Mr. J. Danakas
Ms. S. Foster
Ms. P. Gareau
Ms. K. Jameson
Ms. B. Karlaftis
Ms. C. Mastromonaco
Ms. S. Utsunomiya
Ms. M. Watson
Ms. M. Yoshida

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

I CANDIDATES FOR DEGREES, DIPLOMAS AND CERTIFICATES – FEBRUARY 2019

A complete list of candidates, provided by the Registrar, was available at the front table for perusal by Senators.

Mr. Marnoch said the Department of Electrical and Computer Engineering and the Faculty of Graduate Studies were recommending ten students for graduation with a Master of Science degree notwithstanding a deficiency of 6 credit hours. He recalled that, at the January 2019 meeting, Senate had approved a proposal to reduce the number of credit hours required in the program from 18 to 12 credit hours. The students recommended for graduation in February had completed 12 credit hours.

Mr. Marnoch said the School of Art was recommending a student, who had not met a requirement for 93 credit hours with a grade of C or better, for a Bachelor of Fine Arts degree, notwithstanding this deficiency. The student had completed two 3 credit hour courses with D grades. There had been an error in advising, which had been put into writing, and the School felt this was a commitment made to the student.

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

CARRIED

Professor Blunden 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 February 8, 2019.

CARRIED

II MATTERS TO BE CONSIDERED IN CLOSED SESSION - none

III MATTERS RECOMMENDED FOR CONCURRENCE WITHOUT DEBATE

1. **Report of the Faculty Council of Graduate Studies on Program, Curriculum and Regulation Changes RE: Faculty of Music and Department of Physical Therapy** Page 4
2. **Request to Change Effective Date of Academic Regulations for Postgraduate Medical Education Program, Max Rady College of Medicine** Page 20

Professor Blunden MOVED, on behalf of the Senate Executive Committee, THAT Senate approve:

- **the Report of the Faculty Council of Graduate Studies on Program, Curriculum and Regulation Changes concerning the Faculty of**

Music and the Department of Physical Therapy, effective September 1, 2019;

- a request from the Max Rady College of Medicine, to have the following academic regulations take effect immediately:
 - revisions to the CPGME Resident Assessment, Promotion, Remediation, Probation, Suspension and Dismissal policy, for Postgraduate Medical Education Residents in time-based residency programs;
 - proposed policy on CPGME Resident Assessment, Progression/Promotion, Remediation, Probation, Suspension and Dismissal/Withdrawal for Competency-Based Medical Education Residency Programs (RCPSC);
 - proposed policy on CPGME Resident Assessment, Progression/Promotion, Remediation, Probation, Suspension and Dismissal/Withdrawal for Competency-Based Medical Education Residency Programs (CFPC).

CARRIED

IV MATTERS FORWARDED FOR INFORMATION

1. **Report of the Senate Committee on Awards – Part A** Page 22
[December 18, 2018]

Professor Prentice said that, recently, a concern had been raised that the University’s use of language related to the non-acceptance of discriminatory awards was offensive. She suggested it might be time to revisit the language, in the context of affirmative action, employment equity, and reconciliation.

Mr. Leclerc said the *General Terms and Conditions for Student Awards* and the policy on the *Non-acceptance of Discriminatory Awards* were currently under review, including a review of the language in question. It was anticipated that a new awards policy would be brought to Senate for consideration shortly. Mr. Adams confirmed that, after significant consultations, a revised policy would be submitted to the Office of Legal Counsel in the coming days, as part of the established governing document development and review process.
2. **Report of the Senate Committee on Appeals [January 7, 2019]** Page 37
3. **Annual Report of Student Accessibility Services, 2017-2018** Page 39
4. **Correspondence from Provost and Vice-President (Academic)** Page 48
RE: Implementation of Sport, Physical Activity and Recreation in the Community (SPARC) Certificate
5. **Correspondence from Vice- Provost (Integrated Planning and Academic Programs)**

a)	<u>RE: Suspension of Admissions to Bachelor of Human Ecology in Family Social Sciences and Bachelor of Human Ecology in Family Social Sciences, After-Degree Programs, Implementation</u>	Page 49
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b)	<u>RE: Implementation of Certificate in Business Analysis</u>	Page 51
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V	<u>REPORT OF THE PRESIDENT</u>	Page 52
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President Barnard reported that several Elders, the Vice-Presidents, members of the University's leadership team, and other staff members, had met with a group of Indigenous students, at their request, prior to the holiday break. A second meeting with some of those students and Elders, which carried on from the previous conversation, had taken place the previous week. The students had talked about their experiences as Indigenous people at the University, both in their academic pursuits and more generally as members of the campus community. Much of what was shared was deeply moving and too much of it was very disturbing. It is clear that Indigenous students face racism at the University of Manitoba. President Barnard said he was saddened to hear from students about the depth and extent of the racism they experience on the University's campuses.

President Barnard said that, through the shared efforts of many people, multiple generations of students, faculty and staff, the University community had, for several decades, embraced a variety of initiatives intended to support Indigenous students, celebrate Indigenous cultures, share Indigenous knowledges, welcome Indigenous scholars, and help all members of the University community to seek and contribute to Reconciliation.

- The traditional graduation pow wow, which celebrates the success of Indigenous students, would have its 30th anniversary this year.
- Migizii Agamik – Bald Eagle Lodge – opened just over a decade ago as a space for Indigenous students.
- Indigenous faculty members have been part of the University for a long time, with significant increases in numbers in recent years.
- The Department of Native Studies is renowned for its excellent teaching and scholarly work in the area and has been for many years.
- Departments and faculties have shaped curricula and research areas on the real issues that they could identify in their own areas, to address some of these matters.
- In several cases, pathways are in place to attract Indigenous students to succeed in different programs.
- The position of Vice-Provost (Indigenous Engagement) evolved from attempts in the past decade to recognize the need for leadership in this area and to find a way to fit it comfortably into the University's structure.

President Barnard expressed his gratitude for these initiatives and thanked those involved for their contributions, recognizing what many people have done over a sustained period of time. He expressed his appreciation for the dedication of faculty,

staff, and students who had helped shape the environment at the University over this long period of time, as well as the University of Manitoba's agenda in the years that he had been at the institution, when there had been an eagerness to identify opportunities and to root out problems.

President Barnard said recent meetings with Indigenous students were a stark reminder that initiatives like those he had identified are not enough and would not be enough, if the University community did not address the racism that persists. This racism comes in different forms. It can be overt, in things people do or say. There can also be systemic racism in that the institution's structures, rules and processes, well intentioned as they are, can create and sustain barriers. There is a need to recognize and deal with both types of racism.

President Barnard called upon Senators and other members of the University community, to face racism together and to improve the situation for Indigenous students, faculty, and staff. He said this was not only what the University had committed to do in its Strategic Plan, but it was the right thing for the University to do. As individuals and collectively, it is necessary to continue the good work that many in the University community had been involved in for a long time. He encouraged people to think creatively about what could be done to move forward together, to create a campus community that is safe and welcoming for all of its members.

President Barnard said conversations with Indigenous students would continue and the University would try to be responsive to what it had heard. He remarked that the conversation had been a deeply moving experience for those who took part and that the experiences that students related were somewhat shocking. He suggested that after some reflection, the University might think and talk about finding ways to move forward.

VI QUESTION PERIOD

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

The following question was submitted by Professor Jim Hare, on behalf of the Faculty of Science Senators.

Senators from the Faculty of Science are disappointed that the Board of Governors, at their meeting of January 29, 2019, voted not to act upon the motion duly passed by Senate to restructure the Presidential search process to make it more open to the University community. We remain resolved that a more open process will ensure that we obtain the person best-suited to serve as the next President of The University of Manitoba. An open process will also build much-needed trust between senior administration and the rest of the campus community. We ask if there is any mechanism by which the Board of Governors could be compelled to reconsider their decision on the recommendation of Senate to engage in a more open search process?

Before he addressed Professor Hare's question, Mr. Leclerc read aloud a letter from Mr. Lieberman, Chair, Board of Governors, to Senate (dated February 5, 2019), which outlined the Board's response to Senate's recommendation to the Board regarding the

presidential search process. A copy of the letter is appended to the minutes of the meeting. The letter was also circulated to Senators following the meeting.

Responding to Professor Hare's question, Mr. Leclerc said *The University of Manitoba Act* grants specific powers to Senate and the Board. The Board's powers include the power to appoint a president. *The Act* provides Senate certain authorities, including to make recommendations to the Board concerning any matter considered by Senate to be of interest to the University. Senate exercised this power in January, in making its recommendation to the Board, and the Board exercised its power to determine the presidential search process at its last meeting. Mr. Leclerc said there was no mechanism by which the Board could be compelled to reconsider its decision.

Professor Gabbert expressed his appreciation for the explanation of the Board's decision. He restated his view that the University community should know who the short-listed candidates are and that conducting a presidential search on the basis established by the Board was not satisfactory. He proposed, as a compromise, that the process might be amended to have short-listed candidates make a presentation in a closed session of Senate, where Senators could represent the University community.

Professor Gabbert MOVED, seconded by Mr. Prenovault, THAT Senate strongly recommends that the Board of Governors modify its procedures for the presidential search to stipulate that the names of the short-listed candidates be made known to Senate in Closed Session, that each short-listed candidate deliver a presentation of their vision of the University to a Closed Session of Senate, and that Senators be permitted to make submissions to the Search committee regarding their assessments of the short-listed candidates.

Professor Gabbert said that, if the presidential search procedures were modified as proposed in his motion, the search would, essentially, remain closed, as Senate would not know the names of others who had applied and discussions at the Search committee would remain confidential. The proposed process would allow some members of the University committee to have meaningful input but the final decisions would still rest with Search committee and Board of Governors.

CARRIED

Professor Gabbert said he felt it was important for Senate to be persistent and thanked Senators for supporting his motion. He acknowledged that the Board has a fiduciary obligation and expressed appreciation for the tone of Mr. Liberman's letter to Senators.

**VII CONSIDERATION OF THE MINUTES
OF THE MEETING OF JANUARY 9, 2019**

Professor Botar MOVED, seconded by Professor Chen, THAT the minutes of the Senate meeting held on January 9, 2019 be approved as circulated.

CARRIED

VIII BUSINESS ARISING FROM THE MINUTES

One matter of business arising was addressed under item VI.

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

1. Report of the Senate Executive Committee Page 63

Professor Blunden said the Senate Executive Committee had met on January 23, 2019. The comments of the committee accompany the reports on which they were made.

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

Professor Main said she had nothing to report. The January meeting was cancelled, as no agenda items were received.

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

**1. Report of the Senate Committee on Awards – Part B
[December 18, 2018] Page 64**

Professor Carlberg said the Senate Committee on Awards had endorsed one award that appears to be discriminatory. He said the Chloe Patricia Jean Bushie Memorial Scholarship would be offered to students enrolled in any undergraduate program, who had first Nation Treaty Status.

Professor Carlberg MOVED, on behalf of the committee, THAT Senate recommend that the Board of Governors approve the Report of the Senate Committee on Awards – Part B [dated December 18, 2018].

CARRIED

**2. Reports of the Faculty Council of Graduate Studies on
Course, Curriculum and Regulation Changes**

a) RE: Faculty of Architecture Page 67

Dean Mondor said the Faculty of Architecture was introducing a Co-operative Education / Integrated Work option for full-time graduate students enrolled in a Master's program offered through the Faculty.

b) RE: Asper School of Business Page 81

**(i) Master of Science, Doctor of Philosophy in
Management Page 82**

Dean Mondor said the Asper School of Business was proposing to revise the admission requirements for the M.Sc. in Management, to increase the minimum required Graduate Management Admissions Test (GMAT) score. It was proposing to introduce a maximum credit hour limit for the Ph.D. in Management, to be set at 30 credit hours for the Business

Administration and Marketing stream and 36 credit hours for the Finance stream.

(ii) Master of Business Administration

Page 134

Dean Mondor said the Asper School was proposing to amend the course exemption policy for the M.B.A. program. It was also proposing to increase the minimum required scores for two English-language tests.

(iii) Master of Finance

Page 174

Dean Mondor said the Asper School was proposing to modify the admission requirements for the M.Fin. degree, to allow applicants with a three-year undergraduate degree to be eligible. This was in line with admission requirements for the M.B.A. program. It was also proposing to change the minimum scores required on various English language tests and to exempt some applicants from submitting a GMAT score.

c) RE: Department of Environment and Geography

Page 193

Dean Mondor said the Department of Environment and Geography was proposing to modify the requirements for the Master of Environment, to no longer require that students complete GEOG 7360. The number of credit hours required in the program would remain unchanged.

d) RE: Department of Occupational Therapy

Page 195

Dean Mondor said the Department of Occupational Therapy was proposing to increase the proportion of spaces available in the Master of Occupational Therapy reserved for Canadian Indigenous people from 15 percent to 20 percent. The non-academic program requirements would be revised to require an Adult Abuse Registry Check.

e) RE: Department of Pathology

Page 201

Dean Mondor said the Department of Pathology was amending the admission requirements for the Master of Science in Pathology, Pathologists' Assistant Program, to include a Self-Declaration Criminal Record Form.

f) RE: Department of Physiology and Pathophysiology

Page 222

Dean Mondor said the Department of Physiology and Pathophysiology was proposing to increase the minimum financial support required for students in the M.Sc. and Ph.D. programs in Physiology and Pathophysiology to \$18,400 from \$18,000. Requirements for admission to the Ph.D. program would be revised to allow for direct admission from an undergraduate honours degree, with a requirement for a minimum of 12 credit hours of course work.

Dean Mondor MOVED, seconded by Dean Halden, THAT Senate approve the Reports of the Faculty Council of Graduate Studies on Course, Curriculum and Regulation Changes, with changes to take effect September 1, 2019:

- RE: Faculty of Architecture;
- RE: Asper School of Business;
- RE: Department of Environment and Geography;
- RE: Department of Occupational Therapy;
- RE: Department of Pathology;
- RE: Department of Physiology and Pathophysiology.

CARRIED

3. **Report of the Senate Committee on University Research** Page 243
RE: Periodic Review of the Centre for Defence and Security Studies

Dr. Jayas said the Senate Committee on University Research had completed a periodic review of the Centre for Defence and Security Studies. The committee had identified as a concern that the Centre was not integrating researchers from across different disciplines, as required by section 2.1(a)(iii) of the policy on *Research Centres, Institutes and Groups*. Given this, the committee was recommending that the Centre be renewed for a two-year period, following which it would be asked to submit (i) a plan that addressed ways to broaden its membership and (ii) a new five-year plan.

Dr. Jayas MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on University Research concerning the periodic review of the Centre for Defence and Security Studies, including a recommendation that the Centre be renewed for a term of two years, from January 7, 2019 – January 6, 2021, with the stipulations set out in the Report.

CARRIED

XI **ADDITIONAL BUSINESS** - none

XII **ADJOURNMENT**

The meeting was adjourned at 2:06 p.m.

These minutes, pages 1 to 9, together with the agenda, pages 1 to 246, and a letter to Senate from the Chair, Board of Governors (dated February 5, 2019) comprise the minutes of the meeting of Senate held on February 6, 2019.