



**Minutes of the OPEN Session of the
Board of Governors
September 28, 2022, at 4:00 p.m.**

Present: L. Hyde, Chair
J. Leclerc, Secretary

J. Anderson	M. Benarroch	A. Bindra	D. Brothers	J. DeSouza-Huletey
I. Fakankun	D. Finkbeiner	K. Lee	S. Li	L. Magnus
A. Mahon	K. Osiowy	V. Romero	J. Rykiss	S. Sekander
J. Taylor				

Attending via Teleconference

W. Lazarenko

Regrets:

D. Hiebert-Murphy	D. Jayas	N. Murdock	S. Prentice	D. Roussin
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Absent:

A. Raizman

Assessors:

M. Shaw	S. Woloschuk
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Officials:

N. Andrew (<i>via Teleconference</i>)	C. Cook	V. Koldingnes	M. Watson
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Presenters:

T. Chen	M. Emslie
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ANNOUNCEMENTS

The Chair began the meeting by acknowledging that the University of Manitoba is located on the original lands of the Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples and on the homeland of the Métis Nation and that we respect the treaties made on these lands and commit to resolving harms and mistakes of the past.

The Chair explained that Friday, September 30th is the National Day for Truth and Reconciliation, and encouraged Board members to use this as an opportunity for self-reflection and continued learning and engagement in reconciliation. She noted that several events will be held within and external to the University of Manitoba throughout the week and applauded the

leadership of the National Centre for Truth and Reconciliation, including Ms. Stephanie Scott and Dr. Catherine Cook.

The Chair welcomed everyone to the first Board meeting of the new academic year, thanking Dr. Benarroch and University staff, faculty and students who have worked so diligently to support students and the university's academic mission. The Chair provided an overview on the areas of focus for the Board over the next year, that include:

- Continuing efforts in improving Board Governance and working to implement the new Board Committee structure and address other recommendations of the Governance Working Group. The Chair thanked Ms. Magnus and members of the Working Group for their continued leadership.
- Continue to align the Board's work with a values focus, building on progress made during the Board of Governor's Spring Retreat.
- Board engagement in the strategic planning process, providing advice and approving a plan that will guide the University in the years to come.
- Continue to discuss trust and reinforce fostering a culture of trust at the University.
- Continue to learn collectively in the areas of key strategic importance, including Equity, Diversity, and Inclusion.

The Chair shared that an outline of the priorities for the year ahead, in addition to educational topics in advancing professional development for Board members, will be provided at the next Board meeting. She noted that this information was collected and compiled from Board member feedback.

The Chair shared her excitement for the year ahead with the University community returning to in-person activity, thanking the leadership of Dr. Benarroch and his executive team. She also shared that today is the last Board meeting for Dr. Digvir Jayas, Vice-President (Research and International), after a distinguished 14-year term in the role. She noted that Dr. Jayas unfortunately could not attend today's meeting however wanted to express the Board's appreciation for his leadership, dedication, and championing of research at the University of Manitoba and around the world. The Chair explained that under Dr. Jayas' leadership, the University of Manitoba research enterprise has grown significantly, due in large part to his active engagement with, and promotion and support of our researchers. She shared that Dr. Jayas will soon be honored and inducted into the Canadian Agricultural Hall of Fame. She thanked Dr. Jayas and wished him all the very best in the years ahead.

Dr. Benarroch shared that he has had the privilege to work with Dr. Jayas for several years, previously as the Dean of the I.H. Asper School of Business, as most recently as President. He explained that Dr. Jayas is selfless and entirely committed to the University of Manitoba in advancing research at this institution. He noted that the contributions of Dr. Jayas and his leadership have continued the growth and engagement of research at the University of Manitoba, sharing his appreciation for Dr. Jayas' positive leadership style. Dr. Benarroch

thanked Dr. Jayas for his dedication to the University of Manitoba and wished him all the very best.

The Chair also shared details for an upcoming book launch where Chancellor Mahon will be launching her third book, *Overcome: Stories of Women who Grew up in the Child Welfare System*. The Chair congratulated Chancellor Mahon and expressed her appreciation for her work and dedication in sharing these stories that need to be heard.

FOR ACTION

1. APPROVAL OF THE AGENDA

It was moved by Mr. Rykiss and seconded by Ms. Kee:

THAT the agenda for the September 28, 2022 meeting be approved as circulated.

CARRIED

2. MINUTES (Open) Session

2.1 Approval of the Minutes of the June 28, 2022 Open Session as circulated or amended

It was moved by Mr. Finkbeiner and seconded by Dr. Taylor:

THAT the minutes of the June 28, 2022 Open session be approved as circulated.

CARRIED

2.2 Business Arising

There was no business arising from the minutes.

3. PRESENTATION

The Chair welcomed and introduced Dr. Tina Chen, Executive Lead for Equity, Diversity, and Inclusion, noting that . Dr. Chen has been in her role since February of 2022 and has been working to implement the recommendations of the President's Task Force on EDI.

Dr. Chen thanked the Chair for her introduction and shared that today's presentation will be to update the Board on the progress of work that has taken place thus far in creating the structures and foundations in implementing the recommendations from the President's Task Force on EDI.

In providing a high-level overview, Dr. Chen explained that this update is to reflect on the work and engagement by members and teams of university community. Within her presentation, Dr. Chen shared the different components necessary in advancing EDI that include building an inclusive community, leadership planning and policy/practice and monitoring, in addition to increasing equity and diversity.

Dr. Chen explained that since beginning her role as Executive Lead, messaging throughout the University community has been that while the goals are to build an inclusive community and increase diversity, to do so in a sustainable and meaningful way, there is need to foreground equity and to acknowledge and recognize where systemic inequities exist and to be willing to understand how this impact the lives of others, with the intention to include equity based practices and approaches within the work taking place.

Dr. Chen shared the need for a multi-faceted strategy that addresses education, engagement, support, and safety. She shared the first recommendation, which is to create an administrative structure for advancing EDI, envisioning a network of leaders that engage units across the entire institution. In providing an overview of the current administrative structure, in addition to her role as Executive Lead, Dr. Chen shared the two roles including the Director of EDI Research and Projects (appointed in July of 2022) as well as the EDI Coordinator (appointed in August of 2022). Dr. Chen also provided an overview of EDI – CAT (Centralized Approach Team), which is comprised of unit level staff leads responsible for implementing EDI and best practices, in addition to an EDI Action Network, that will include Chairs of faculty and unit EDI committees and EDI leads. This group will provide on-going opportunities for university-wide networking, dialogue, and information sharing. Dr. Chen added that looking to the future, next stages of building on the administrative structure will look at how the university can work with its many units to consider how the different parts of anti-oppression can be brought together and building on that moving forward.

In referring to the second recommendation, Dr. Chen noted that integration of EDI within academic and administrative units is supported through the policies and guidelines governing the University of Manitoba and shared the importance to continue to work collaboratively on university wide approaches including the review of gender diverse language and definitions for persons with disabilities within governing documents.

Dr. Chen noted that one of the five priorities of Our Shared Future: Building on Our Strategic Plan includes the creation of a more accessible, equitable, diverse, and inclusive university, explaining that next steps include determining which areas needs to be prioritized and how to do so moving forward. She explained that the EDI Action Network will have a key role in encouraging unit level plans, noting that units will need to develop plans in ways that are meaningful and establish sustainable processes. She also shared that the UM-UMFA EDI Joint Committee has been established and the work with engaging unions is ongoing, adding that she will be speaking at the AESES fall retreat.

Dr. Chen explained that the third recommendation: monitoring, measuring progress and accountability, will entail the development of processes for evaluating and reporting on goals. She noted the importance of equity-based research, data collection and analysis, adding that there is a strong leadership team at the university to help guide this process. Dr. Chen also shared the importance of participation in the current, local, and national dialogue for data and data governance in informing strategies and best practices, adding that the university is working

on resource guidelines that will assist units with best practices and building of trust in relation to aggregated data.

The fourth recommendation is to increase diversity and equity across the University of Manitoba, and in doing, many workshops and presentations for faculty, staff and students are taking place to provide an understanding of the importance of equity and the centering and valuing of equity within the workplace.

Dr. Chen explained that the fifth recommendation, accessibility, is to ensure central planning and support for increasing accessibility at the University of Manitoba. She added that this involves the relationship between the University's legal requirements for accessibility as well as the accessibility and barriers of physical and mental health, sharing the importance to consider the effects of ableism. Dr. Chen explained that the work to coordinate and understand these among units on campus continues, adding that the "Taking Down Ableism" Working Group, established at the Rady Faculty of Health Sciences, has now been broadened to a university-wide scope and will continue to lead the work in this area.

Dr. Chen explained that the sixth recommendation is based on building awareness and support for EDI through education, awareness building and strategies for engagement. She noted the work continues which includes training, workshops, student-centered strategies and initiatives, communication strategies, and website development, in addition to the new credential-based EDI professional development certification.

In referring to recommendation number seven, Dr. Chen explained that this will address EDI within academic programs. She explained that a great deal of work is taking place through the Centre for the Advancement of Teaching and Learning, the support from the Canada Research Chairs Program Grant, in addition to new positions dedicated to supporting EDI aspects of research and the framework for building capacity for internal assessment of EDI within research and teaching.

Dr. Chen noted that recommendation eight will focus on developing and implementing a plan that will promote a greater sense of inclusion and safety both university-wide and unit-specific, encouraging engagement and participation of students, faculty staff. She shared that an Ad Hoc Committee on Safety and Human Rights has been established, in addition to the development of an anti-racism strategy by the Anti-Racism Task Force, with the intention to listen to students to identify and respond to areas that may provide gaps in support for certain groups. Dr. Chen also shared that her team is working on pilot projects that would provide for safer spaces for gathering and connecting for members of the university community who experience systemic oppression and barriers. Dr. Chen explained that her team is working with groups to determine the best way for engagement, including considering online engagement and on-going learning.

In response to a question, Dr. Chen provided an overview on the tools available to allow people to feel safe in talking and sharing of their experiences and feelings. These include the "Speak

Up” button at the Rady Faculty of Health Sciences and considering the effectiveness of this tool and how to respond, in addition to the pilot project that will look at “pop- up” equity cafes, providing a dedicated space as intentional communities for individuals to feel safe and open to share, particularly for individuals and groups to gather who may not otherwise feel safe to do so. She added that the hope is to build relations of trust overall, and that this work is for everyone.

Dr. Shaw commended Dr. Chen and her team on their accomplishments thus far and asked what the University of Manitoba is doing to provide supportive employment programs for adults with disabilities, noting that other institutions have established these types of programs. Dr. Chen thanked Dr. Shaw for his comments and asked that he share with her office, details on the strategies and programs that are currently in place at other institutions.

The Chair thanked Dr. Chen for her presentation, applauding her and her team for all their work and engagement that has and continues to take place.

4. COMMITTEE REPORTS

4.1 Report of the Finance and Human Resources Committee

Ms. Lee noted that at its September 13th meeting, the Committee considered the revisions to the Sexual Violence Policy as well as the revised Governing Documents Development and Review Policy, with both items being presented to the Board for approval.

Ms. Lee shared that the Committee has reviewed in detail, the revisions to the Sexual Violence Policy, in addition to receiving a presentation and update on the progress on implementing the 43 recommendations of the report, *Responding to Sexual Violence, Harassment & Discrimination at the University of Manitoba: A Path Forward*, noting that 26 recommendations have been implemented with 13 currently in progress.

a) Revisions to the Sexual Violence Policy

It was moved by Ms. Lee and seconded by Ms. DeSouza-Huletey:

THAT the Board of Governors approves the revised Sexual Violence Policy, effective immediately.

CARRIED

a) Revision to the Governing Documents Development and Review Policy

Ms. Lee noted that these revisions to the Governing Documents Development and Review Policy will allow for updates and changes to be made within governing documents that may be out of date and/or contain non-inclusive language.

Dr. Benarroch added that a similar document is being considered by Senate, for policies related to Senate and Senate Committees, to ensure consistency in language throughout those governing documents.

It was moved by Ms. Lee and seconded by Mr. Finkbeiner:

THAT the Board of Governors approve the revisions to Section 2.14 of the Governing Documents Development and Review Policy as noted below:

Previous Version:

2.14 The Office of the University Secretary is authorized to update contact information, cross references and to correct typographical errors in Governing Documents, provided that such changes do not materially affect their substance or content.

Proposed Revision:

2.14 The Office of the University Secretary is authorized to approve minor changes to university Governing Documents, provided that such changes do not materially affect the substance or content of the Governing Document. Such minor changes include:

- (a) corrections of typographical errors
- (b) changes in contact information or position titles;
- (c) changes in names of units or departments;
- (d) amendments to reflect new or amended Governing Document titles;
- (e) amendments to incorporate inclusive language with respect to persons with disabilities and accessibility, and inclusion as it relates to gender identity and sexual orientation, race and ethnicity and Indigenous peoples and nations; and
- (f) amendments to update references to website links included within the Governing Documents.

The University Secretary shall report annually to the President on any minor Governing Documents amendments approved under this section.

CARRIED

5. NEW BUSINESS

5.1 Request for Increase to Admission Target, Bachelor of Respiratory Therapy, College of Rehabilitation Sciences

Dr. Benarroch reminded Board members that the Board had recently considered and approved a request to increase the number of seats within the program from sixteen to twenty, with twenty seats being the maximum capacity for the program as it currently stands. To address the extreme market shortage for respiratory therapists, a further request from government was

made to increase this class size from twenty to forty. He explained that doubling the cohort of 20 is quite a significant undertaking, and cannot be accomplished within the current capital structure, in addition to the current staff and faculty compliment within the program.

Dr. Benarroch explained this proposal has been shared with the Senate Planning and Priorities and Senate Executive Committees. He shared that the request for resource and capital within the Rehabilitation Therapy Program is noted within the proposal, in addition to the same for the two associated faculties, Science and Arts, as students who are admitted into this program will be required to take courses within those two faculties.

Dr. Benarroch noted that this is the last piece of consultation before making the decision whether this proposal will move forward to government, reminding Board members that the President has the authority to increase program enrolment, in consultation with the Senate, the Board of Governors and university community. Dr. Anderson thanked Dr. Benarroch for the ancillary considerations made for the two associated faculties. Dr. Benarroch reminded Board members that the University has made a commitment to consider and include all resources when considering these proposals.

Mr. Finkbeiner asked if any protocol in terms of communications among other institutions had been considered, to gain an understanding of whether other institutions may be going through a similar program expansion, and if they are, how those may occur. Dr. Benarroch explained that respiratory therapy is mixed in terms of being offered at other universities and colleges, noting that while there hasn't been much conversation on these types of communications, most University of Manitoba graduates are working and staying in Manitoba. He noted that the University works with government and health care associations to consider the local labor market and the demands moving forward.

Ms. Magnus thanked Dr. Benarroch and asked whether there would be a requirement for these 40 seats, to designate a specific number of seats for students within Manitoba and/or out of province. Dr. Benarroch informed that he would check into this and respond with that information shortly.

Dr. Shaw shared his appreciation that Dr. Benarroch has gone above and beyond his role in seeking input from members of the university community, however commented that substantive changes such as this proposal appears to exceed the intention the policy, and particularly from a collegial governance standpoint, these larger enrolment increases require larger opportunity from the Senate, Board of Governors and other collegial bodies to provide for directives and expressed the view that such proposals should be considered as it would be if this were a new program proposal.

Mr. Rykiss explained that students are struggling to register for courses and asked if there are any concerns or anticipated issues for students registering for required courses when they join this program. Dr. Benarroch explained that this expansion is to bring in a separate cohort of

twenty students, rather than doubling the number of students within the same cohort. He noted that resources would be allocated for additional capital for facilities used for student training, as well as the hiring of staff, research track faculty members and instructors, in addition to resources that will allow the faculties of Science and Arts to provide courses necessary to ensure that it will not impact their current course and program offerings. Dr. Benarroch added that the University has learned from previous experience.

In response to the question, Dr. Benarroch explained that while contingencies are in place, contingency funds are designed for shorter term decreases in revenue. He explained that performance-based funding would be based on the University's overall provincial funding, as opposed to funding going to specific faculties, and although it's possible that funding to this program could be affected, contingencies are in place to be able to handle those shorter-term instances.

Ms. Magnus commented that this program proposal, in addition to the expansion of the nursing program, is a very important step for the University of Manitoba in living up to its mission and contributing to the well-being of Manitobans and Canadians in addressing the shortage of health care professionals.

5.2 Preliminary Fall Enrolment Update

Dr. Benarroch explained that last year, the University of Manitoba reached a record-high enrolment of 30,953 students. He noted that the first decrease in enrolment was in the Winter 2022 term, with a continued decrease in the Summer of 2022. Dr. Benarroch shared that in comparison to the Fall 2019 term, there is an overall decrease of enrolment by 0.6%. He explained that the University has anticipated this decrease and budgeted for that accordingly. He shared that the university is carefully monitoring enrolment numbers, adding that the largest drop in enrolment has been for part-time domestic students, whereas the largest increase during the pandemic was for part-time students. Dr. Benarroch noted that the labor market and greater opportunities for work, in addition to the return to in-person education, as made it more difficult for part-time students to justify and/or continue their studies as they would have been able to do during the pandemic.

In response to the question, Mr. Emslie confirmed that while student enrolment overall has decreased, the largest change in enrolment was for domestic students with a decrease of 3 – 4%, with a decrease in international student enrolment by .5%. Dr. Benarroch added that the international student enrolment would have likely increased, however the backlog in the government processing student's visas has impacted this.

Dr. Benarroch explained that a more fulsome demographic breakdown will be available later this year or early next year, once the final drop date has past and the final enrolment details from November 1, 2021 to November 1, 2022 can be evaluated. He explained that the University has an enrolment strategy with targets geared towards faculties. He added that the university is experiencing lower enrolment in areas that generally have higher numbers, explaining that there are several variables for both domestic and international student enrolment that can be

assessed once the fulsome breakdown can be provided, and will be done so to adjust the enrolment targets accordingly.

M. Rykiss asked if the decrease in student enrolment is based on a decrease in credit hours that students are enrolled in, or if this is a decrease in student enrolment overall. Dr. Benarroch explained that during the pandemic, there was an increase to both the number of students registering and the average number of credits that students were taking. Mr. Emslie added that currently, the University is seeing a decline in the number of students on campus however an increase to the number of courses students are enrolled in. He added that on average, students are taking a higher course load, however there is a decline in part-time students not taking a full course load. Mr. Osiowy commented that while the information within the preliminary update can be useful, particularly to units and faculties, it would be very helpful and allow the Board to provide better feedback with a more in depth and detailed report.

Dr. Taylor shared that the undergraduate student credit hours reflect an overall decrease of 2.8%, which speaks to the greater decrease in part-time students as well as what enrolment for future years may look like. He added that student enrolment within Extended Education has increased by 6.7%, reiterating Dr. Benarroch's comments that these assessments should be considered with caution due to the effect that the pandemic had on student enrolment overall.

6. UNANIMOUS CONSENT AGENDA

It was moved by Dr. Anderson and seconded by Mr. Finkbeiner:

THAT the Board of Governors approve and/or receive for information the following:

THAT the Board of Governors approve, as recommended by Senate:

- A. Report of the Senate Committee on Awards (dated August 23, 2022)**
- B. [subject to Senate approval, October 6, 2022] Proposal for Manitoba Multiple Sclerosis Research Centre, Rady Faculty of Health Sciences**

The Board received for information/consultation the following:

- Request for Increase to Admission Target, Bachelor of Midwifery, College of Nursing, President's Approval
- Provincial Approval - Closure of Bachelor of Commerce (Honours) in Operational Research Operations Management
- Implementation of Undergraduate Degree Programs:
 - e-1) Bachelor of Science (Honours) and Bachelor of Science (Major) in Environmental Geoscience
 - e-2) Bachelor of Arts (Advanced) in German
 - e-3) Bachelor of Arts (Honours) in Global Political Economy
- Request for Increase to Admission Target, Bachelor of Respiratory Therapy, College of rehabilitation Sciences
- Preliminary Fall Enrolment Update

MOTION TO MOVE TO CLOSED AND CONFIDENTIAL SESSION

It was moved by Mr. Rykiss and seconded by Ms. Romero:
THAT the meeting move into Closed and Confidential Session.

CARRIED

Chair

University Secretary