

**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 and Room A207 Chown Building**

---

**Members Present**

Dr. M. Benarroch,  
Chair  
Dr. A. Abra  
Prof. K. Anderson  
Prof. M. Anderson  
Prof. J. Arino  
Prof. L. Balneaves  
Prof. M. Bertone  
Prof. R. Biscontri  
Dean D. Brown  
Ms. A. Bruce  
Prof. S. Bruce  
Prof. C. Charles  
Prof. J. Chen  
Prof. R. Chernomas  
Prof. A. Chudyk  
Prof. D. Churchill  
Prof. N. Cicek  
Prof. S. Ciurysek  
Prof. S. Clark  
Prof. R. Coates  
Ms. O. Dingwall  
Prof. M. Docker  
Prof. A. Doshi  
Ms. M. Dumontet  
Dean N. Dyck  
Prof. P. Eck  
Prof. P. Ferguson  
Prof. S. Ferris  
Prof. C. Figley  
Acting Dean A.  
Fredericksen  
Prof. N. Frey  
Dean M. Friesen  
Ms. F. Ganiyu  
Prof. M. Garcia-  
Holguera  
Ms. J. Groisman  
Dr. D. Hiebert-Murphy  
Prof. M. Hudson  
Mr. O. Jakpa  
Ms. J. Ji

Dean R. Jochelson  
Ms. V. Koldingnes  
Prof. T. Lakowski  
Prof. D. Lobb  
Prof. N. MacLeod  
Schroeder  
Dean K. Main  
Dean B. Mark  
Prof. D. Martin  
Dean H. Marx  
Prof. D. Medoro  
Prof. C. Miller  
Dean P. Nickerson  
Prof. D. Oliver  
Prof. J. Patzer  
Prof. J. Peeler  
Ms. A. Pham  
Prof. S. Prentice  
Mr. C. Provost  
Prof. M. Rafay  
Prof. K. Rochon  
Prof. B. Rose-Lovett  
Dean M. Scanlon  
Ms. L. Schnarr  
Ms. A. Sharma  
Ms. D. Sharma  
Prof. M. Shaw  
Dean B. Silvestre  
Ms. R. Smith  
Mr. G. Sobie  
Prof. J. Sorensen  
Prof. V. Sparks  
Dean J. Stewart  
Prof. A. Stewart-  
Tufescu  
Prof. S. Strachan  
Prof. V. Swain  
Prof. S. Teetzel  
Ms. J. Ticknor  
Prof. G. Tranmer  
Prof. D. Walker  
Prof. BC Wang  
Prof. S. Webber  
Mr. C. Yendt

Mr. J. Leclerc,  
University Secretary  
Dr. S. Coyston,  
Recording Secretary

**Assessors Present**

Mr. J. Adams  
Mr. S. Batla  
Dr. T. Chen  
Ms. C. Cyr  
Ms. L. Deane  
Ms. R. Dhaliwal  
Prof. K. Kumar  
Dr. T. Peter  
Prof. J. Tichon  
Dr. M. Torchia  
Dr. G. Smith  
Prof. H-J Wieden

**Regrets**

Dr. C. Adams  
Ms. A. Allan  
Ms. N. Andrew  
Prof. W. Bonness  
Rectrice S. Bouffard  
Prof. A. Bunt  
Prof. M. Campbell  
Prof. A. Clay  
Ms. E. Cromarty  
Dean P. Donahue  
Prof. N. Greidanus  
Ms. S. Han  
Dean E. Jurkowski  
Prof. S. Kirkland  
Dean U. Kothe  
Prof. S. Kuss  
Dean M. Locher  
Chancellor A. Mahon  
Prof. P. Mai  
Prof. J. Mammei  
Prof. H. Marzban  
Ms. L. O'Hara  
Dr. M. Pinto

Prof. A. Raouf  
Ms. S. Sudhakar  
Prof. R. Souleymanov  
Prof. G. Thompson  
Dean R. Urbanowski  
Acting Dean L.  
Vercaigne  
Ms. V. Wainikka

**Absent**

Prof. N. Bartlett  
Very Rev. R. Bozyk  
Mr. D. Dai  
Prof. A. Farenhorst  
Prof. M. Hart  
Mr. G. Jhanji  
Dean A. Kelekis-  
Cholakis  
Prof. M. Kramer  
Ms. T. Lanre Hassan  
Prof. F. Laurencelle  
Ms. S. Marks  
Mr. R. Shami  
Ms. C. Shaw  
Ms. B. Usick

**Also Present**

Mr. R. Daudet  
Ms. C. Davidson  
Ms. E. Jung  
Ms. K. McQuarrie Smith  
Ms. J. Marchant  
Dr. O. Ogbu  
Ms. L. Orsak-Williams  
Prof. K. Reynolds  
Ms. M. Sabourin  
Ms. L. Taylor  
Ms. M. Watson  
Ms. M. Yoshida

The Chair informed Senate that the Speaker of the Senate Executive Committee was Professor Shawna Ferris, Faculty of Arts.

The Chair welcomed new and returning Senators, including Acting Dean Vercaigne, College of Pharmacy, Dean Donahue, Faculty of Social Work, and Dean Marx, Faculty of Arts.

**I Candidates for Degrees, Diplomas and Certificates – October 2024 Page 4**

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

Mr. Adams indicated that the Faculty of Social Work was recommending that one student be granted a Bachelor of Social Work degree notwithstanding that the student had not completed the University requirement for a Mathematics course due to a medical reason. The student had completed 123 of the 126 credit hours required for graduation.

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

**CARRIED**

**Professor Ferris MOVED, on behalf of the Senate Executive Committee, THAT the list of graduands provided to the University Secretary by the University Registrar and Executive Director, Enrolment Services, be approved, subject to the right of Deans and Directors to initiate late changes with the University Registrar up to October 4, 2024.**

**CARRIED**

**II Report on Medals and Prizes to be Awarded at the October Convocation**

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

**Professor Ferris 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 Election of Senate Representatives**

**1. Election of a Student Member to the Senate Executive Committee**

**Page 5**

The Chair reminded Senators that the composition of the Senate Executive Committee provides for one voting member and one assessor member, to be chosen by and from the student Senators.

**Ms. D. Sharma MOVED, on behalf of the Student Senate Caucus, nominating Mr. Christopher Yendt to serve as the voting member on the Senate Executive Committee.**

**CARRIED**

Ms. D. Sharma informed Senate that the Student Senate Caucus had appointed Ms. Halley Ritter (Faculty of Education) to serve as the Student Assessor.

**2. Election of the Chancellor**

Page 6

An election was required, to elect three Senate members who are not students and two Senate members who are students, including one undergraduate and one graduate student, to serve on the Chancellor Search Committee. President Benorroch said Chancellor Mahon will have completed her second term at the end of June 2025, and she has indicated that she will not continue in the role.

The Chair called for nominations from the floor, to nominate three Senate members who are not students.

On motions duly moved and seconded, Dr. Abra, Professor Bruce, Professor Cicek, and Professor Miller were nominated.

On a motion duly moved and seconded, nominations were closed.

A ballot was conducted. Professor Bruce, Professor Cicek, and Professor Miller were **ELECTED** to the Chancellor Search Committee.

The Chair called for nominations from the floor, to nominate one undergraduate student Senator.

On a motion duly moved and seconded Ms. D. Sharma was nominated.

On a motion duly moved and seconded, nominations were closed.

Ms. D. Sharma was declared **ELECTED** to the Chancellor Search Committee, as the undergraduate student Senator.

The Chair called for nominations from the floor, to nominate one graduate student Senator.

On a motion duly moved and seconded Mr. Yendt was nominated.

On a motion duly moved and seconded, nominations were closed.

Mr. Yendt was declared **ELECTED** to the Chancellor Search Committee, as the graduate student Senator.

**V Matters Recommended for Concurrence Without Debate – none**

**VI Matters Forwarded for Information**

**1. In Memoriam**

**a) Professor Louis M. Lenz**

Page 8

Dean Scanlon offered a memorial tribute for Professor Louis Lenz, who had retired from the University in 1995 following thirty-one years in the Department of Plant Science. Professor Lenz was a researcher in the area of landscape horticulture, specifically in the area of breeding ornamentals. In 2000, he was recognized for his contributions to horticulture in Manitoba with an Honorary Life Membership in the Canadian Society of Horticultural Science.

**b) Dr. Walter Stephen Good**

Page 9

Dean Silvestre and Dean Main offered a memorial tribute for Dr. Walter Good, who joined the University as an Assistant Professor in 1969. Dr. Good served in the Faculty of Management for forty years before retiring in 2009. During his tenure, he had served as Associate Dean of the Faculty and as Head of the Department of Marketing. Dr. Good was a recipient of the Queen Elizabeth II Silver Jubilee Medal among other awards. He was highly respected in the marketing community, a dedicated coach and mentor to students and colleagues.

**c) Dr. James D. House**

Page 11

Dean Scanlon offered a memorial tribute for Dr. James House who passed away on September 10<sup>th</sup>. Dr. House joined the Department of Animal Science, Faculty of Agricultural and Food Sciences, in 1998, with a cross-appointment in the Department of Human Nutritional Sciences, in the former Faculty of Human Ecology. Beginning in 2009, he served for eleven years as the Head, Department of Food and Human Nutritional Sciences, overseeing the successful merger of the Department of Human Nutritional Science and the Department of Food Science, in 2017. His research was focused on three primary areas, protein quality, nutritional regulation of sulphur amino acid metabolism, and sustainable egg production. Among his many awards, Dr. House was a Fellow of the Canadian Nutrition Society (CNS) and a recipient of the prestigious Earl Willard McHenry Award awarded by the CNS. He was a past President of the CNS and had recently been appointed as the Manitoba Strategic Chair in Sustainable Protein at the University.

Dean Scanlon invited Senators to participate in a celebration of Dr. House's life that was to be held the following Monday in the Manitoba Room, University Centre.

**2. Reports of the Senate Committee on Awards**

**a) June 18, 2024**

Page 12

**b) August 20, 2024**

Page 27

**3. Report on Research Contracts and Amendments Received, January 1 – June 30, 2024**

Page 59

**4. Correspondence from President and Vice-Chancellor**

**a) RE: Request for Admission Target Increase, Master of Nursing, Nurse Practitioner Program, College of Nursing (for consultation)**

Page 74

The Chair reminded Senators that, under the *Admission Targets* policy, it is the President who approves changes to, or the introduction of, enrolment limits following consultation with the dean or director and with Senate and the Board of Governors, subject to the provisions of the provincial *Programs of Study Regulation*.

Dr. Smith recalled that, in March 2023, the Rady Faculty of Health Sciences had brought forward a request to increase the annual admission target for the Master of Nursing, Nurse Practitioner Stream, from twenty-five (25) to forty-five (45) seats. As discussions concerning that request proceeded with the province and within the College, a decision was made to modify the initial request, including to request an additional five (5) spaces in the program and to request a modification to the mode of delivery. Specifically, to expand the online program offering. The modifications are intended to support the College's objectives to increase accessibility to training for individuals living in rural and northern locations in the province, including by reducing additional costs and challenges associated with attending the program in person in Winnipeg, for registered nurses living and working in other parts of the province. Students enrolled in the online program offering will complete theoretical courses online and practical courses will be completed in-person at settings closer to their places of residence.

Dr. Smith said the rationale for requesting an additional five spaces in the program is to allow the College to admit twenty-five (25) students in each of the Fall and Winter Term intakes, which will facilitate class scheduling and the coordination of clinical placements.

Professor Shaw asked about the impact on teaching staff, including whether they will have a choice of whether to teach in the online offering of the M.N., Nurse Practitioner Stream, and whether the extra supports necessary for online course delivery will be available to instructors. Referring to recommendations 6, 7, and 9, in the *Report of the Joint Committee on Technology in Teaching and Learning*, included under the next agenda item (VI 5. (a)), he asked whether these recommendations had been taken into account as part of the discussions within the College.

Dean Dyck said faculty in the College of Nursing were consulted and supported the proposal. The College is working with educational designers to develop the online course offerings. Dean Dyck underscored the objective to make the program accessible to registered nurses who are working in northern, rural, and urban areas in the province. The proposal also recognizes and is intended to address the current situation, which is that registered nurses in the province are enrolling in online nurse practitioner programs offered by postsecondary institutions in other provinces. Dean Dyck noted that the University of Manitoba is the only postsecondary institution in the province that trains Nurse Practitioners. Maintaining in-person delivery and adding an online delivery option will ensure that the College can continue to meet the needs of nurses across the province who wish to pursue this training.

In response to a question about how the request for one-time capital funds relates to the requested change to the program delivery mode, Dean Dyck said the capital funds would be used for renovations to create offices for faculty and staff, to support the requested enrolment expansion.

President Benarroch said the request to increase the admission target for the M.N., Nurse Practitioner Stream, will be forwarded to the Board of Governors, for consultation.

- b) **RE: Temporary Increase to Admission Target,  
Doctor of Pharmacy, College of Pharmacy -  
President's Approval**

Page 106

5. **Correspondence from Provost and Vice-President (Academic)**

- a) **RE: Report of the Joint Committee on Technology in  
Teaching and Learning (for discussion)**

Page 107

Senate received the *Report of the Joint Committee on Technology in Teaching and Learning*, for information and discussion. President Benarroch observed that the recommendations made in the *Report* will be useful for units to consider when developing proposals to introduce new programs.

Dr. Hiebert-Murphy said the Joint Committee on Technology in Teaching and Learning was created in response to a letter of understanding between the University and the University of Manitoba Faculty Association (UMFA) concerning technology in teaching and learning, as part of the *University of Manitoba – University of Manitoba Faculty Association 2021-2024 Collective Agreement*. The Joint Committee had completed its work and met with UMFA leadership, and the *Report of the Joint Committee* was being disseminated for further discussion of the recommendations. Dr. Hiebert-Murphy said the Report includes many useful recommendations that have been shared with relevant administrative units and the Senate Committee on Instruction and Evaluation (SCIE).

Dr. Hiebert-Murphy invited Professor Hudson, Co-chair of the Joint Committee, to comment on the Report.

Professor Hudson reviewed the membership of the Joint Committee. He encouraged Senators to review both the recommendations and the literature review included with the Report. The literature review is a rich source of information, for units considering whether and how to use other than in-person modes of instruction. It identifies situations in which online learning might be usefully applied and some limitations, as well. Professor Hudson said the Report considers the opportunities that new technologies create but also recognizes there are some barriers to using the technologies that must be considered, including with respect to resource allocation, workload, obligations of instructional faculty, and concerns related to academic freedom.

Dr. Torchia thanked members of the Joint Committee for their work.

Professor Prentice expressed appreciation for the Report and for the synthesis of the literature on the possibilities and risks associated with various modes of delivery included with it. Observing that the Report was included on the agenda for Senate's information, she asked about its formal status, including whether Senate will be asked to approve the Report and the recommendations it contains at some point. She recognized that the Report bears on collective bargaining that has taken place between the University and UMFA but sought to understand any approvals that might be sought from Senate.

Dr. Hiebert-Murphy said the Report has been accepted and brought forward to Senate for information and discussion, with the understanding that it will be disseminated to various units, including Information Services and Technology (IST) and the Centre for the Advancement of Teaching and Learning, and with governing bodies, including SCIE,

for consideration and implementation of the recommendations contained in the Report. Mr. Leclerc added that specific recommendations may be brought forward to Senate for approval, where these fall within Senate's jurisdiction. Some recommendations will be approved administratively at the unit level, where Senate approval is not required; for example, the recommendations for IST.

President Benarroch observed that it will be important for members of the University community to consider the information and recommendations included in the Report, as these will guide decisions about the use of technology and different modes of course delivery. There are also important collegial principles to be considered, including those noted by Professor Hudson.

- |      |  |          |
|------|--|----------|
| b)   | <b>RE: Implementation of Micro-Diploma in Canadian Private Law, Micro-Diploma in Canadian Public Law</b>   | Page 272 |
| <br> |  |          |
| 6.   | <b><u>Correspondence from Vice-Provost (Academic Planning and Programs)</u></b>  |          |
| a)   | <b>RE: Notification of Closure of Bachelor of Arts (General) in Linguistics and American Sign Language - English Interpretation</b>  | Page 273 |
| b)   | <b>RE: Extension to Suspension of Admissions to Bachelor of Science (Major) and Bachelor of Science (Honours) in Biotechnology, Faculty of Science – Provincial Approval</b>         | Page 274 |
| <br> |  |          |
| 7.   | <b>Correspondence from Vice-President (Research and International) RE: Notification of Establishment of Dream Big Collaborative Piano Research Group, Desautels Faculty of Music</b> | Page 276 |
| <br> |  |          |
| 8.   | <b><u>Items Approved by Board of Governors [June 25, 2024]</u></b>   | Page 284 |
| <br> |  |          |
| 9.   | <b><u>Items Approved by Board Executive Committee [September 3, 2024]</u></b>  | Page 287 |

## VII **Report of the President**

### 1. **Report of the President**

President Benarroch remarked on the number of events that had been held across the University, including events centred in the College of Nursing, to mark the National Day for Truth and Reconciliation. In addition, individuals from the University community had participated in the march in downtown Winnipeg that was organized by Wa-say Healing Centre, and in educational activities. The engagement of members of the University community shows the strength of the community and the work the University is engaged in, to advance reconciliation.

President Benarroch said the federal government had recently announced that it will further reduce the number of international study permits to be issued next year by 10 percent, and it will extend the requirement for a provincial attestation letter to applicants

to graduate programs. Additionally, it has announced that work permits will not be issued to spouses of international undergraduate students and it will reduce the number of hours international students can work off campus from forty to twenty hours per week.

President Benarroch said first year international student enrolment, including undergraduate and graduate enrolment, decreased by 30 percent compared to the previous year, following previous changes by the federal government to reduce the number of study permits and to revise the application process, including to require a provincial attestation letter. He said the University had not used its full allotment of attestation letters for the current academic year, as many international applicants who had been offered admission did not want to pay the required deposit. President Benarroch said the University was aware that some students who were issued an attestation letter were not granted a study permit.

President Benarroch reported that students who were admitted to the International College of Manitoba (ICM) this fall also required an attestation letter from ICM. The most recent changes to the federal government's rules for international students will require that these students obtain a second attestation letter when applying for admission to the University and they may also be required to make a new application for a study permit.

President Benarroch observed that the federal government's changes to the system have created uncertainty and a chill for international applicants and students. He said the University will continue to monitor the situation, and the U15 and Universities Canada will continue to have conversations with the federal government.

Professor Miller asked if there had been any discussion among the university Presidents about highlighting the contributions that international students and international graduate students in particular make to innovation in Canada, rather than focusing on the housing crisis. President Benarroch said Universities Canada has provided the government with information on this. He said the provincial government is also concerned about potential ramifications for the labour force in the province.

President Benarroch said preliminary enrolment data for 2024-2025 show that overall enrolment increased by 2.2 percent over the previous year, driven by higher domestic student enrolment (4.1 percent). Indigenous student enrolment increased by 9.8 percent over the previous year to 3,007 students. Graduate student enrolment declined by just over 1 percent and overall international student enrolment declined by 4.6 percent.

In response to a question, President Benarroch said projections based on demographic data for the province show that domestic undergraduate student enrolment will continue to increase steadily over the next fifteen years. He noted that the proportion of high school graduates admitted to the University each year has been fairly stable over time. Given these two things, the University has already raised with the province that it currently does not have the space needed to accommodate the anticipated enrolment increases of 4,000 – 5,000 students per year.

In response to a question about the financial implications of increasing domestic student enrolment and declining international student enrolment, President Benarroch noted that a 5 percent decrease in international student enrolment translates to a \$5 million to \$7 million decrease in annual tuition revenue. Because international students pay higher



tuition fees than domestic students, the difference cannot be offset only by increasing tuition fees for domestic students.

In response to questions concerning the attestation letters, President Benarroch said the University cannot carry forward unused attestation letters for the current year into the next academic year. With respect to whether the University or the province would decide on the number of attestation letters that will be allocated for undergraduate and graduate applicants, President Benarroch said the process was yet to be worked out with the province.

Professor K. Anderson asked if there was any information on whether applicants from particular countries saw more significant declines than other countries. President Benarroch said the number of applicants from Nigeria and Ghana saw the largest declines, but the University has also recruited a large number of students from Nigeria in recent years. The number of applicants from India also declined significantly, which might also be related to tensions between the Canadian and Indian governments recently.

President Benarroch said the ICM also experienced a significant decline in registrations this fall, which will impact international student enrolment at the University in future years. He said 40 – 50 percent of international students admitted to the University are admitted from ICM.

President Benarroch said the University had recently received its funding letter from the province. The letter sets out a 1.5 percent increase to the operating budget and a 3.5 percent increase to tuition fees as planning parameters. The letter also communicates that the institution should not expect higher amounts in future years, given the government's priority to balance the provincial budget within the period of its current mandate.

President Benarroch said the University will review the *Flag Etiquette* policy and procedure. Questions were received following the passing of the Assembly of Manitoba Chiefs Grand Chief Merrick, when, consistent with the policy and procedure, the Canadian flag on the Administration Building had been lowered but flags on University Crescent initially had not been lowered. The flags on University Crescent were subsequently lowered following requests from the community.

President Benarroch encouraged Senators, if they had an opportunity, to attend a concert at the Desautels Concert Hall, which had its grand opening on September 5<sup>th</sup>. He said it was an amazing facility that was a beautiful addition for the University community.

## **2. Presentation: UM Taskforce on Mental Health and Wellbeing**

The Chair invited Dr. Peter, Vice-Provost (Academic Affairs), to speak to Senators about the Taskforce on Mental Health and Wellbeing, which was launched in the spring. The Taskforce is an initiative that arises from *MomentUM: Leading Change Together, University of Manitoba Strategic Plan, 2024-2029*, which includes wellbeing as a core value and emphasizes the importance of safety, respect, and social connection as essential to mental health and wellbeing for the University community. The Taskforce

reports to Ms. Andrew, Vice-President (Administration), and Dr. Hiebert-Murphy, Provost and Vice-President (Academic). A copy of the presentation is appended to the minutes.

Dr. Peter invited Professor Reynolds, Associate Professor, Department of Sociology and Criminology, Faculty of Arts, to lead the consultation session with Senators. She indicated that Senators could also provide their feedback online.

Question 1: What is the U doing well to support and promote mental health and well-being (as you define them) among faculty, staff and students?

- Several Senators commented on the availability and strengths of services for students. Specific student supports that Senators identified are:
  - various services provided by Student Support, including the Sexual Violence Resource Centre, Student Advocacy, Student Counselling Centre.
  - student counselling services provided by Student Support that are embedded within some academic units, which serves to reduce barriers for students to access the services.
  - students supports and services provided by other units, including the Indigenous Student Centre at Migizii Agamik, the Family Centre at the Rady Faculty of Health Sciences, and the Office of Equity Transformation, in terms of the work that Office does to eliminate barriers for different for students (and other groups), which benefits peoples' mental health and well-being.
- Also related to supports for students, Senators remarked on the importance of Student Advocacy, the Sexual Violence Resource Centre, and Migizii Agamik for students, the dedication of staff in these areas to supporting students who use these services, and the need to ensure these areas are adequately resourced at both the Bannatyne and Fort Garry Campuses. Related to Student Advocacy, in particular, it was noted that insufficient resources can cause delays for students to have their appeals heard, which can add to the students' stress.
- With respect to staff, it was observed that there are fewer supports for mental health and well-being available for staff.
- A Senator expressed appreciation for a recent expansion of group insurance benefits to cover costs associated with a wider range of mental health and wellness services. The Senator observed that these types of services will continue to be under resourced, nonetheless, because these types of services are under resourced in the provincial health care system.

Question 2: What is needed to advance mental health and well-being (as you define them) among students, staff, and faculty?

- Several Senators identified the need to address workload – or to have frank discussions about workload - for academic and support staff. Suggestions for addressing workload included increasing the number of full-time permanent academic staff and assessing/measuring workload to ensure there is a fair and equitable distribution of the workload amongst faculty / staff in a unit.
- Senators identified a need for more supports for early career academic staff, in particular. Specifically, to provide structured, systematic mentorship and other

- supports, to provide guidance on balancing the demands of launching their teaching and research careers and other expectations, given the variety of options available to individuals to participate in activities in their department, faculty, or at the institution.
- A Senator identified the need to address policies and processes that create unnecessary bureaucratic barriers that reduce the time available to academic staff to spend on their work (teaching and research). The Senator described the bureaucracy as “exhausting.”
  - Related to students and staff, a Senator asked whether there are any supports or guidelines that academic and administrative units might use to identify the “red flags” when students and staff are experiencing mental health issues, so these individuals can be directed to any appropriate supports that are available.

**3. Guiding Principles for Institutional Statements (for discussion) Page 288**

President Benarroch referred Senators to the *Guiding Principles for Institutional Statements*, which were shared with Senate for review and discussion. The document is not presented as a policy. Rather, it sets out several principles that the President’s Executive Team has been reflecting on and wishes to receive feedback on. President Benarroch said feedback already received shows that members of the University community are far from being of one mind on this issue and with respect to the *Freedom of Expression Statement* that was discussed at Senate in May.

President Benarroch said that, moving forward, he will show significant restraint when asked to make statements on behalf of the institution. One reason for not taking an institutional stance on a given issue is to leave space for faculty members, students, and other members of the University to make their own statements on the issue.

Professor Tichon suggested the document reads apologetically, which was a concern at this point in history when there are attacks on higher education, tenure and academic freedom are being eroded around the world, and governments in some jurisdictions are eroding the authority of Senates as they attempt to manage curricula based on their political perspectives. She contended that it is important for the institution and its leaders to make strong statements on issues, and to be clear they are doing so in the defense of academic freedom and freedom of expression, which are important and core values for the University. The document should also be clearer that the University will defend the right of faculty and students to make individual statements on geopolitical events, and that it will not disavow these statements even when they might anger donors or the wider public.

Professor Tichon proposed that senior leaders of the University might sign their names to the document, as leaders of the University of Chicago had done ten years earlier when that institution adopted the “Chicago Principles,” to show their commitment to the principles set out in the document and that they are willing to take a stand at a point in time when institutions of higher education are under attack.

Professor Chudyk supported Professor Tichon’s remarks. She suggested the *Guiding Principles for Institutional Statements* could be clearer about the institution’s commitment to freedom of speech rather than framing the document as a commitment to neutrality.

President Benarroch said he had anticipated there would be a clearer consensus about this among members of the University community than there appeared to be based on feedback that had been received. This might reflect that the reasons for creating a statement on neutrality could be clearer. Before the document is formalized, it will be important to ensure that the intent of the document is understood and that members of the University community are comfortable with the document.

President Benarroch assured Senators that, when concerns are received about statements that individuals have made, the University does communicate that faculty members are exercising their academic freedom or freedom of expression and that an individual faculty member's views do not necessarily represent the views of the institution.

In response to a question regarding whether the final document will be brought forward to Senate for approval, President Benarroch said the first decision to be made is whether to establish either guiding principles or a policy on institutional statements. He will reflect on comments that had been received from across the University, in response to this question. Some faculty are concerned that establishing a policy might silence people and others are concerned that the adopting guiding principles reflects that the University cannot protect them from the views of other individuals that might be distasteful but are views that the individuals have a right to express.

Ms. Orville suggested it would be easier to understand how both the *Guiding Principles for Institutional Statements* and the *Freedom of Expression Statement*, which are being contemplated, relate to governance and other structures at the University, if these were established as policies.

Professor Shaw said any guiding principles for institutional statements should not prohibit the institution's collegial governing bodies from making bold statements on the climate crisis, for example, and other matters that should drive the priorities and actions of the institution. He asserted that there is a distinction to be drawn between the Office of the President and the Senate making a statement on a particular issue.

President Benarroch said this was one part of the challenge; to draft guiding principles that would provide for Senate to make statements while also providing guidance about when it might do so.

## **VIII Question Period**

Senators are reminded that questions related to matters not on the agenda shall normally be submitted in writing to the University Secretary no later than 10:00 a.m. of the Monday preceding the meeting.

The following questions were received from Professor Jenna Tichon, Assessor for the University of Manitoba Faculty Association.

1. In regards to the Freedom of Expression statement, what does it mean for it to be a statement as opposed to a policy and how does it relate to other university policies? Will the university commit to reviewing other relevant policies, such as disciplinary related policies or gift/donation policies, to bring them into alignment with the statement?

2. Our UM liaison librarians are essential to the university but, in some areas, there has been a constant revolving door of which librarian is assigned a liaison area, creating a disruption in service for faculty and students, and an unrealistic expectation for librarians to change their liaison areas so frequently. What are the underlying causes that created so much upheaval and so much instability? And recognizing that four Arts, Humanities and Social Sciences Liaison Librarian positions have just been posted, what assurances can be provided to faculty and students that the new liaison librarians will be properly supported so they can have stability in their liaison positions?
3. Given that the *Accessibility for Manitobans Act* and its *Accessible Information and Communication Standard* have now come into full effect for the University, does the University, including Student Accessibility Services, have the necessary capacity to meet its obligations to coordinate services for students, and to provide assistance and support to instructors in accommodating students? Who will be handling accessible format requests when instructors require assistance to meet web standards (for e.g. math documents produced in LaTeX do not meet web standards), and do they have the staffing, resources, and availability to provide the necessary support to help instructors should students need large volumes of materials converted?

In response to the first question, President Benarroch replied that his current thinking is that a *Freedom of Expression Statement* should identify guiding principles, in the same way that the strategic plan identifies the University's values, as principles the institution adheres to, as part of a commitment to fostering open dialogue and diverse perspectives on campus. He contemplated that there would be challenges associated with creating a policy on freedom of expression, including to identify appropriate disciplinary actions. He noted that many other institutions have adopted freedom of expression statements, with guiding principles.

President Benarroch said, based on feedback received on the draft *Freedom of Expression Statement* that was shared with Senate in May, that there currently is not consensus on the guiding principles. The intent is to reach some form of consensus before bringing a final draft forward for approval. Following approval of a statement, he contemplated that it will be necessary to review the University's policies and procedures, including the *Respectful Work and Learning Environment* policy and procedure, for example, to consider how guiding principles are connected to other governing documents.

In response to Professor Tichon's second question concerning liaison librarians, Dr. Hiebert-Murphy said liaison subject assignments for librarians are affected by the need to cover research study leaves, other types of leaves, and vacancies that occur when a librarian moves to a new position. She noted that eight of the fifty-five librarians are currently on a research study leave. Liaison assignments change as each department and faculty must be covered. Generally, assignments are for similar areas where a librarian is comfortable with the resources used in that area, and where there are similar expectations for teaching and research support. When that is not possible, the Libraries provides training in the new subject area. Dr. Hiebert-Murphy said the Libraries has also been moving to a team-based approach to liaison work so that liaison librarians will more

easily be able to cover within a division for a librarian on leave and to regularly share their knowledge of their liaison areas within their teams. This work is continuing, with ongoing discussions with the liaison librarians about how to improve the model and ensure that faculty and students are properly supported.

Dr. Hiebert-Murphy said the new liaison positions in Arts, Humanities, and Social Sciences that have been posted will be supported through the continuation of team development in the Libraries and through the on-boarding processes, which includes training, mentoring, and ongoing support from the head of the unit.

In response to the third question, Dr. Hiebert-Murphy said the Centre for the Advancement of Teaching and Learning and Student Accessibility Services (SAS) have partnered to support instructors when such a need arises. Additional funding has been allocated to SAS for a full time individual to act as the liaison between students and instructors and engage the supports at the Centre. Staff at the Centre will collaborate with instructors to ensure that the content and course material are accessible to the degree required. Also, SAS has an Assistive Technologist who will work with Alternate Format Manitoba to ensure textbooks and other course materials are available in alternate formats.

Dr. Hiebert-Murphy noted that coaching for instructors is available at the Centre to review specific course elements or a full course to assist instructors in designing for inclusion. She suggested, given the new legislative imperative, that there is a responsibility for instructors to become more familiar and comfortable with what universal design means and how to embed that in course materials as these are developed moving forward.

#### **IX Consideration of the Minutes of the Meeting of June 19, 2024**

**Professor Sorenson MOVED, seconded by Professor Fredericksen, THAT the minutes of the Senate meeting held on June 19, 2024, be approved as circulated.**

**CARRIED**

#### **X Business Arising from the Minutes**

- 1. Correspondence from Deputy Registrar and Director of Admissions RE: Response to Senate regarding Canadian Indigenous Ancestry Admission Category, Interdisciplinary Health Program and Doctor of Medicine Program**

Page 290

President Benarroch recalled that, at the June Senate meeting, Senate had approved the Report of the Senate Committee on Admissions concerning a proposal from the Interdisciplinary Health Program, Rady Faculty of Health Sciences, to modify the admission process for the Canadian Indigenous ancestry admission category. The proposal involved the introduction of an Indigenous identity verification process. Senate had approved the proposal with one amendment. Senate had noted that the proposal was not sufficiently clear about the documents that will be accepted to support a self-declaration of Indigenous ancestry. It had approved the proposal with the understanding that the Faculty would work with the Office of the Registrar and Enrolment Services and the Office of the Vice-President (Indigenous) to develop revised language, to clarify that

the reference to First Nations applicants referred to both Status and Non-Status individuals. The need to make the same amendment to the admission process for Canadian Indigenous applicants to the Doctor of Medicine program, in the Max Rady College of Medicine, was also noted.

President Benarroch referred Senators to the revised language included in the memo from Ms. Stone, Deputy Registrar and Director of Admissions, which was provided to Senate, for information.

Mr. Adams said the revisions had been made in consultation with the Office of the Vice-President (Indigenous).

## **XI Reports of the Senate Executive Committee and the Senate Planning and Priorities Committee**

### **1. Report of the Senate Executive Committee Page 291**

Professor Ferris said the Senate Executive Committee met on September 18, 2024. The comments of the Committee accompany the reports on which they are made.

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

Professor Oliver informed Senate that no items of business were submitted for the meeting of the Senate Planning and Priorities Committee (SPPC) that had been scheduled on October 1<sup>st</sup>. He reported that the SPPC had met on September 19<sup>th</sup> to provide input into the University's Estimates Submission to the province.

## **XII Reports of other Committees of Senate, Faculty and School Councils**

### **1. Report of the Senate Committee on Admissions Page 292 **RE: Revised Admission Requirements, Bachelor of Social Work, Cohort Delivery Site, Faculty of Social Work****

Ms. Schnarr said, at its meeting on June 20<sup>th</sup>, the Senate Committee on Admissions considered a proposal from the Faculty of Social Work, to modify the admission requirements for the Bachelor of Social Work program, for applicants to the Cohort Delivery Site. Specifically, the Faculty is proposing that applicants be at least 21 years old by the program start date rather than by the application deadline, as currently required. The objectives for the change are to reduce barriers to admission for mature students and to align the admission requirements with those for the B.S.W. Inner City and Northern Access delivery sites, which were recently revised to make the same change (Senate, March 6, 2024).

**Ms. Schnarr MOVED, on behalf of the Committee, THAT Senate approve the Report of the Senate Committee on Admissions concerning revised admission requirements for the Bachelor of Social Work, Cohort Delivery site, Faculty of Social Work, effective for the 2025 Fall intake.**

**CARRIED**

**2. Report of the Senate Committee on Nominations  
[September 20, 2024]**

Page 297

Professor Biscontri noted one correction to the Report. In the list nominees to fill vacancies on the Senate Committee on Admissions, Dean Silvestre's jurisdiction should be indicated as being the Faculty of Management.

**Professor Biscontri MOVED, on behalf of the Committee, THAT Senate approve the Report of the Senate Committee on Nominations [dated September 20, 2024], as amended.**

**CARRIED**

**XIII Additional Business – none**

**XIV Adjournment**

The meeting was adjourned at 3:22 p.m.

These minutes pages 1 to 16, together with the agenda, pages 1 to 308, and the presentation, *Taskforce on Mental Health and Wellbeing, Consultation with Senators*, comprise the minutes of the meeting of Senate held on October 2, 2024.



# Task Force on Mental Health and Well-being

Consultation with Senators



**University  
of Manitoba**

# Task Force Purpose

UM's strategic plan, **MomentUM: Leading the Change Together**, identifies well-being as a core value and emphasizes the importance of safety, respect and social connection as essential to mental health and well-being for the UM community and its individual members.

To advance this priority, UM has established a Mental Health and Well-being task force. Their work will build upon previous mental health and wellness initiatives to design a robust and comprehensive strategy that reflects present-day opportunities and challenges.

# Membership

## Chairs

- Tracey Peter, Vice-Provost (Academic Affairs)
- Laurie Schnarr, Vice-Provost (Students)
- René Ouellette, Associate Vice-President (Human Resources)

## Student reps

- Divya Sharma, President, UMSU
- Christopher Yendtz, President, UMGSA
- Lenna Regi Saleth, HSGSA rep

## Staff members

- Leah Deane, Director, Student Services at Bannatyne
- Edgar French, Coordinator, Spiritual Care and Multi-faith Centre
- Carla Loewen, Director, Indigenous Student Centre
- Christine Nairn, Director, Office of Sustainability

## Faculty members

- Danna McDonald, Student Counselling Centre
- Shay-Lee Bolton, Max Rady College of Medicine
- Kristin Reynolds, Faculty of Arts
- Jennifer Watt, Faculty of Education

## Administrators

- Angie Bruce, Vice-President (Indigenous)
- Ayush Kumar, Associate Dean, Faculty of Science
- Kelley Main, Dean, Faculty of Graduate Studies
- Leisha Strachan, Associate Dean, Faculty of Kinesiology & Recreation Management

## Resource members

- Don Stewart, Executive Director, Student Supports
- Oluchi Ogbu, Faculty Relations Specialist
- Janique Philippe, Employee Wellness Specialist
- Arlana Vadnais, Associate Director, Wellness & Prevention
- Sarah Vanderveen, Communications Coordinator



# Working Groups

The Task Force has identified four working groups to inform their work towards developing a new UM mental health and well-being strategy.

- **Baseline Data** - What data are being collected across the University in relation to mental health and well-being?
- **Environmental Scan** - What is currently being done to advance health and well-being at the unit level?
- **Literature Review** - What have other institutions done? What has the UM previously done with other mental health and well-being strategic initiatives?
- **Community Consultations** - What University groups should be consulted? What questions should guide the consultations?

# Online Feedback



## Question 1

What is the University doing well to support and promote mental health and well-being (as you define them) among faculty, staff, and students?

## Question 2

What is needed to advance mental health and well-being (as you define them) among students, staff, and faculty?

## Question 3

In the next 5 years, what could you envision in terms of changes to support, advance, and promote mental health and well-being at UM?

- What challenges do you foresee in implementing these changes?
- How might these challenges be addressed?



# Online Feedback

