

**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**

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**Members Present**

Dr. M. Benarroch,  
Chair  
Dr. C. Adams  
Prof. K. Anderson  
Prof. M. Anderson  
Prof. J. Arino  
Prof. N. Barlett  
Prof. M. Bertone  
Dean D. Brown  
Ms. A. Bruce  
Prof. S. Bruce  
Prof. A. Bunt  
Prof. C. Charles  
Prof. J. Chen  
Prof. R. Chernomas  
Prof. N. Cicek  
Prof. S. Ciurysek  
Prof. S. Clark  
Prof. A. Clay  
Ms. E. Cromarty  
Prof. L. Delgado  
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  
Prof. S. Greening  
Ms. S. Han  
Prof. M. Hudson  
Mr. C. Ives  
Mr. O. Jakpa  
Ms. J. Ji  
Dean R. Jochelson

Dean E. Jurkowski  
Ms. V. Koldingnes  
Dean U. Kothe  
Prof. T. Lakowski  
Dean M. Locher  
Prof. N. MacLeod  
Schroeder  
Prof. P. Mai  
Dean K. Main  
Dean B. Mark  
Ms. S. Marks  
Prof. D. Martin  
Dean H. Marx  
Prof. D. Medoro  
Dean P. Nickerson  
Ms. L. O'Hara  
Prof. D. Oliver  
Prof. J. Patzer  
Prof. S. Prentice  
Mr. C. Provost  
Ms. H. Ritter  
Prof. K. Rochon  
Prof. B. Rose-Lovett  
Dean M. Scanlon  
Ms. A. Sharma  
Ms. D. Sharma  
Ms. C. Shaw  
Prof. M. Shaw  
Ms. R. Smith  
Prof. J. Sorensen  
Prof. R. Souleymanov  
Prof. V. Sparks  
Dean J. Stewart  
Prof. S. Strachan  
Prof. V. Swain  
Prof. S. Teetzel  
Prof. G. Thompson  
Prof. E. Thomson  
Ms. J. Ticknor  
Prof. G. Tranmer  
Acting Dean L.  
Vercaigne  
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. S. Batla  
Dr. T. Chen  
Ms. C. Cyr  
Ms. L. Deane  
Ms. R. Dhaliwal  
Prof. A. Farenhorst  
Prof. S. Kirkland  
Dr. G. Smith  
Prof. J. Tichon  
Dr. M. Torchia

**Regrets**

Dr. A. Abra  
Mr. J. Adams  
Ms. N. Andrew  
Prof. L. Balneaves  
Prof. R. Biscontri  
Prof. W. Bonness  
Rectrice S. Bouffard  
Prof. A. Chudyk  
Prof. D. Churchill  
Prof. N. Greidanus  
Dr. D. Hiebert-Murphy  
Prof. T. Ivanco  
Prof. K. Kumar  
Prof. S. Kuss  
Prof. D. Lobb  
Chancellor A. Mahon  
Prof. J. Mammei  
Prof. C. Miller  
Dr. M. Pinto  
Prof. M. Rafay  
Ms. L. Schnarr  
Dean B. Silvestre  
Mr. G. Sobie  
Dean R. Urbanowski

**Absent**

Ms. A. Allan  
Very Rev. R. Bozyk  
Prof. M. Campbell  
Prof. R. Coates  
Mr. D. Dai  
Dean P. Donahue  
Ms. J. Groisman  
Prof. M. Hart  
Mr. G. Jhanji  
Dean A. Kelekis-  
Cholakis  
Prof. M. Kramer  
Ms. T. Lanre Hassan  
Prof. H. Marzban  
Prof. J. Peeler  
Dr. T. Peter  
Ms. A. Pham  
Prof. A. Raouf  
Mr. R. Shami  
Prof. A. Stewart-  
Tufescu  
Ms. S. Sudhakar  
Ms. S. Traskovksi  
Ms. B. Usick  
Prof. H-J Wieden  
Ms. V. Wainikka

**Also Present**

Ms. R. Ba  
Mr. L. Bruce-Topley  
Ms. C. Davidson  
Mr. W. Dingwall  
Ms. A. Di Ubaldo  
Ms. M. Guimont  
Mr. M. Hudson  
Mr. D. Kirkland  
Ms. M. McDermott  
Ms. J. Marchant  
Ms. L. Orsak-Williams  
Ms. M. Sabourin  
Ms. E. Smith  
Ms. M. Watson  
Ms. M. Yoshida

The Chair informed Senate that the Speaker was Dean Ed Jurkowski, Desautels Faculty of Music and School of Art.

The Chair noted that it was Take Your Child to Work Day, and he welcomed the special guests who were in attendance.

President Benarroch commented on the passing of the Honourable Murray Sinclair, and he extended condolences, on behalf of the University of Manitoba, to his family and colleagues.

Senate observed a moment of silence.

**I Matters to be Considered in Closed Session – none**

**II Matters Recommended for Concurrence without Debate**

*[Secretary's note: At the request of more than nine Senators, item II (1) was transferred for discussion under item X Additional Business.]*

**2. Reports of the Faculty of Graduate Studies Executive Committee**

- a) **RE: Department of Biochemistry and Medical Genetics** Page 29
- b) **RE: Department of Biosystems Engineering** Page 30
- c) **RE: Department of Soil Science** Page 32

Dean Jurkowski MOVED, on behalf of the Senate Executive Committee, THAT Senate approve the Reports of the Faculty of Graduate Studies Executive Committee concerning the Departments of Biochemistry and Medical Genetics, Biosystems Engineering, and Soil Science.

**CARRIED**

**III Matters Forwarded for Information**

- 1. **Report of the Senate Committee on Awards [September 26, 2024]** Page 34
- 2. **Report of the Senate Committee on Appeals [October 3, 2024]** Page 55
- 3. **Report of the Faculty Council of the Price Faculty of Engineering RE: Establishment of Letters of Accomplishment** Page 57
  - Excellence in Engineering Leadership
  - Design Your Engineering Life
  - Project Management Essentials
- 4. **Discussion: Fall Term Academic Schedule** Page 64

The Chair informed Senate that, during the discussion of the 2025-26 Academic Schedule at Senate Executive, Professor Sorensen had requested, on behalf of the Faculty of Science Senate Caucus, that Senate discuss the structure of the Fall Term Academic Schedule.

Professor Sorensen said the Faculty of Science Senate Caucus wanted to bring this item forward to Senate for discussion, for the reasons outlined in his memo to Mr. Leclerc (dated October 26, 2024). Concerns about the Fall Term Academic Schedule stem from the recent adoption of a public holiday on September 30<sup>th</sup> for Orange Shirt Day. An additional University closure on this date has shifted the last day of classes to the second Monday in December where it historically was the first Wednesday or Thursday, and it has compressed the final exam period to nine days where it traditionally was twelve or thirteen days.

Professor Sorensen said the compressed exam schedule has created several issues in the Faculty of Science, including exam scheduling conflicts for some students and various logistical challenges for students, faculty, and staff, including when, in the 2022 and 2023 Fall Terms, final examinations were scheduled up to the last moment the University was open before closing for the Winter Holiday. While this second issue was addressed for the current year, several scheduling problems remain. Including, for example, exams for two first-year, large enrolment Chemistry courses are scheduled on the same evening, which will require that the Department of Chemistry find at least forty invigilators for those two exams. The Faculty of Science anticipates these sorts of logistical and scheduling challenges will continue.

Professor Sorensen said the Faculty of Science Senate Caucus had discussed possible solutions that might warrant examination. One is to amend the Fall Term Break, which is a relatively new part of the Academic Schedule, to restore two days of instruction. The Fall Term examination period could then be extended two days, by starting exams earlier in December. A second option might be to start the Fall Term prior to Labour Day and retain the full week Fall Term Break. A third option that might be explored, which is to reduce the maximum length of the final exam slots to two hours, had been suggested by Mr. Adams, University Registrar and Executive Director, Enrolment Services.

On behalf of Mr. Adams, Ms. E. Smith, Associate Registrar and Director of Service and Records, pointed to the three potential options for discussion, as indicated in the memo from Mr. Adams (dated October 24, 2024). The three options correspond to those described by Professor Sorensen. Ms. Smith noted that the Office of the Registrar and Enrolment Services (ORES) was not recommending one option over any of the others. She noted that any change to the structure of the Fall Term Academic Schedule would require extensive consultations with various stakeholders.

Professor Sorensen said he had met with the Student Senate Caucus earlier in the week regarding the concerns about the final exam schedule. There was a good discussion at that meeting, and he suggested that it would be useful to consult with the Caucus as discussions about potential changes move forward.

There was no further discussion.

The Chair thanked Professor Sorensen for bringing this item forward. He indicated the matter would be referred to the ORES for its consideration.

#### **IV Report of the President**

President Benarroch informed Senate that he had been elected to Universities Canada's Board of Directors. It is a good opportunity for him and for the University of Manitoba to have a larger say on a national forum.

President Benarroch said he had attended the national meeting of Universities Canada the previous week. He reported that Mr. Miller, Minister of Immigration, Refugees and Citizenship, who had been invited to attend to speak, had commented that, in his view, recent changes the federal government had made to the International Student Program regulations had been successful. The Minister had acknowledged that Manitoba may not have been fairly treated, given the broad-brush approach with which the changes to the Program had been applied. This is a matter that the provincial government and the University continue to discuss with Minister Miller; that the issues the federal government has sought to address with the Program in some other provinces are not issues in Manitoba. President Benarroch said there was some discussion of a new requirement, for the next academic year, for international graduate applicants to obtain a provincial attestation letter (PAL). Mr. Miller had indicated the change was made in response to the growth of Master's programs with high tuition rates at some business colleges in Ontario that were intended to circumvent the changes to the International Students Program implemented for the current year, which did not apply to graduate students.

President Benarroch said new international graduate student enrolment at the University had decreased by 28 percent compared to the previous year. The federal government has not communicated specific details on the changes to the International Student Program for the next year, including, potentially, any distribution of the PALs between undergraduate and graduate applicants. President Benarroch reasoned that whatever number of spaces might be allocated for graduate applicants, within Manitoba the majority should be allocated to the University of Manitoba, as other institutions, including Brandon University, the University of Winnipeg, and the Université de Saint-Boniface have fewer graduate programs. The University is continuing to monitor the situation, including to consider ways to increase efforts to recruit international graduate students.

President Benarroch said the University would be meeting with the province to discuss the 2025/2026 preliminary estimates submission. The University will continue to raise issues related to revisions to the International Student Program, the impacts on international student enrolment, and the distribution of the provincial allocation of PALs to postsecondary institutions within the province. The University will also take the opportunity to discuss recent changes to federal government support for graduate students, to encourage the province to consider restoring supports graduate students that were cut by the previous government, to make the case for increased research funding to move toward parity with other provinces, and to reiterate the need for additional funds for deferred maintenance and an increase to regular grant funding.

Professor Chernomas asked whether there have been discussions in any context about the possibility that some academics at institutions in the United States might want to immigrate to Canada following the outcome of recent elections in that country.

President Benarroch said the question had been raised at a recent U15 meeting. The observation was made there that it is more difficult to hire foreign academics now than it was in the past.

## **V 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.

President Benarroch said Professor Tichon, University of Manitoba Faculty Association Assessor, had submitted several questions concerning the Libraries' plans to explore the possibility of storing some print collections at the University of Calgary. As the Provost and Vice-President (Academic) had sent regrets for the meeting, he asked whether these questions might be deferred to the next meeting, when a full response would be provided.

Professor Tichon said there was some concern about how far along discussions between the two institutions might be and questions about whether there will be an opportunity to have input from Senate or other stakeholders before the timeline and discussions between the two institutions are too far along.

Ms. O'Hara said the UM Libraries is discussing with the University of Calgary Libraries whether the possibility of storing some collections there is technically feasibility. She said she had recently consulted with the Senate Committee on Libraries (October 23, 2024), and she was scheduled to speak at a meeting of the Deans and Directors the following week.

The following question was received from Professor Tichon:

1. In recent a recent open agenda of the Board of Governors, there has been mention of a President's Advisory Council. What is the purpose of this council, how often does it meet with the President, and how are members selected?

President Benarroch said he had created the President's Advisory Council in the spring of 2023, in discussion with other university presidents. One purpose of the Council is to provide a venue for discussions on matters he is working through, with a group of leaders from other organizations who can offer strategic advice and provide an outside perspective. The Council meets quarterly. It is not a committee of the Board of Governors and it has no authority to make decisions.

President Benarroch said he views the membership of the Council as the group that will lead the University's next comprehensive philanthropic campaign. Members of the Council are individuals who might have perceptions of the University's position in the wider community. Many have experience leading organizations and have thought about issues concerning their organization's reputation locally, nationally, and internationally. Examples of issues he has discussed with the Council include how the University's branding campaign might be received and fundraising goals. Individuals have been appointed to two-year terms, to determine if it is the right mix of individuals to lead a campaign.

## **VI Consideration of the Minutes of the Meeting of October 2, 2024**

**Professor Ferris MOVED, seconded by Professor Oliver, THAT the minutes of the Senate meeting held on October 2, 2024, be approved as circulated.**

VII **Business Arising from the Minutes** – none

VIII **Reports of the Senate Executive Committee and the Senate Planning and Priorities Committee**

1. **Report of the Senate Executive Committee** Page 67

Dean Jurkowski said the Senate Executive Committee met on October 24, 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 said the Senate Planning and Priorities Committee met on October 28<sup>th</sup> to consider several course introductions from the Department of French, Spanish, and Italian, Faculty of Arts, which will be brought forward to a future Senate meeting.

IX **Reports of other Committees of Senate, Faculty and School Councils**

1. **Report of the Faculty Council of the Price Faculty of Engineering RE: Proposal for the Transition of the Centre for Engineering Professional Practice and Engineering Education to a Department of Engineering Education** Page 68

Dean Friesen presented a proposal from the Faculty Council of the Price Faculty of Engineering to transition the Centre for Engineering Professional Practice and Engineering Education to a Department of Engineering Education. The proposal represents the next step in a more than twenty-year evolution of engineering education as an academic discipline at the University, which began with an informal academic affiliation within the Faculty. In 2014, it was formalized through the establishment of an academic centre. The Faculty is now proposing that the Centre be transitioned to an academic department because the Centre has demonstrated it can sustain its own programming, including the delivery of teaching, carrying out research, and contributing service. Establishment of the Department will bring academic staff in the Centre together in a meaningful academic home, and it will provide full-time academic staff with important career opportunities that are critical for their career development.

Dean Friesen said the evolution of engineering education within the Faculty proceeded with the evolution of engineering education at institutions in the United States and internationally. Engineering education is recognized as an academic discipline with a unique and defined body of knowledge, questions of inquiry, standards of evidence, and a community of practice. The discipline encompasses engineering epistemology, engineering culture, identities, practices, and representation. Departments of engineering education have been established within colleges of engineering at various institutions in the United States and internationally.

Dean Friesen said, if it were to be established, the Department would continue to deliver core engineering courses that are not affiliated with a department in the Faculty but are required for all undergraduate engineering students. These include ENG 2020 Engineering Communications: Strategies Practice and Design, ENG 3000 Engineering



Economics, ENG 3020 Technology, Society and the Future, among others. Academic staff would continue to conduct research and to supervise graduate students who are completing a Graduate Specialization in Engineering Education. Potentially, the Department might also assume responsibility for the coordination of the Preliminary Engineering Program and develop graduate level degree programs in Engineering Education.

Dean Friesen said there are no additional resource implications. Baseline funded activities in the Centre, which are integral to the Faculty's programming and delivery of its undergraduate degrees, would continue to be funded in the proposed Department. The funding would be transferred to the Department if it was established. It would not be necessary to divert funds from other Departments.

Dean Friesen said members of the Centre had been consulted on the proposal. Consultations had also taken place with the Department of Biosystems Engineering, the Faculty Council of the Price Faculty of Engineering, and the Deans of the Faculties of Arts, Science, and Education.

Dean Friesen concluded that establishment of the proposed Department of Engineering Education would demonstrate the University's ongoing leadership in the discipline among universities in Canada, and it would highlight the work of faculty members who are currently in the Centre.

**Dean Friesen MOVED, seconded by Professor Ferguson, THAT Senate recommend that the Board of Governors approve a proposal from the Price Faculty of Engineering to transition the Centre for Engineering Professional Practice and Engineering Education to a Department of Engineering Education.**

Referring to the results of the secret ballot vote conducted at the Faculty Council, Ms. Dingwall observed that 60 percent of the respondents had voted to support the proposal. She asked about the concerns expressed by the 26 percent of the respondents who did not support the proposal.

Dean Friesen said no explicit concerns had been expressed either to her or at any of the meetings at which the Faculty Council was consulted on either the draft proposal, at meetings in May and June, or the final proposal, at the September meeting. Based on questions that were raised she conjectured that some individuals continue to have questions about whether engineering education is an academic discipline, which she had addressed in her overview of the proposal.

**CARRIED**

**2. Report of Senate Committee on Instruction and Evaluation** Page 89  
**RE: Revised Progression Rules, Juris Doctor, Faculty of Law**

Dr. Torchia said the Senate Committee on Instruction and Evaluation met on September 12, 2024, to consider a proposal from the Faculty of Law, to revise the *Progression Rules* for the Juris Doctor program. He explained that students in the J.D. program must complete the course requirements for any given year before proceeding to the next year in the program or graduating. The Faculty is proposing to allow students to request an exception to complete LAW 2690 Corporations I or LAW 3530 Administrative Law in Year 3, rather than in Year 2. The objective is to give students who want to complete a

concentration the flexibility in their schedule to complete the courses they require.

**Professor Torchia MOVED, on behalf of the Committee, THAT Senate approve the Report of the Senate Committee on Instruction and Evaluation concerning revisions to the *Progression Rules* for the Juris Doctor program, Faculty of Law, effective September 1, 2025.**

**CARRIED**

**3. Reports of the Senate Committee on Rules and Procedures**

**a) RE: Amendment to Senate Meeting Rules concerning Approval Authority in an Emergency Situation**

Page 91

Dean Jochelson said the Senate Committee on Rules and Procedures (SCRP) met on September 26, 2024, to consider amendments to the *Approval Authority in an Emergency Situation* with respect to time sensitive emergencies. The impetus for the proposed revision relates to acute emergencies that might occur and might require the University's response within minutes or hours. One example of such an emergency is a cyber-attack, such as the one that occurred at the University of Winnipeg last year. The main changes would be the delegation of emergency authority in acute emergencies, from either the Senate Executive Committee or the President to the Provost and Vice-President (Academic), and the introduction of guardrails, to require that decisions are shared publicly with the University community following the emergency and after there has been a return to usual practices.

**Dean Jochelson MOVED, on behalf of the Committee, THAT Senate approve the Report of the Senate Committee on Rules and Procedures concerning revisions to the delegation of *Approval Authority in an Emergency Situation* and an amendment to the *Senate Meeting Rules* to reflect this delegation, effective upon Senate approval.**

Professor Prentice observed that the proposed revisions to the *Approval Authority in an Emergency Situation* do not include a formal process for exiting a state of emergency. She asked about the logic for not specifying an exit date.

Professor Jochelson said this was not discussed at the Committee. He said the threshold to return to usual governing processes would be safety plus practicability, which does not allow for a specific timeline to be established.

Ms. Dingwall indicated that she would hesitate to support the proposed revisions without some definition of what would constitute an emergency that would warrant the delegation of the authority of the Senate Executive Committee. She suggested that the revised language would be appropriate in the case of a cyber-attack, where the University must respond within minutes or hours. In many other situations there might not be university-wide consensus on whether an event identified as an emergency by the President did constitute an emergency, or a future President might not always take a decision that was in the best interest of all involved. Ms. Dingwall asked whether there had been any discussion at the Committee about defining some other instances of emergencies, in addition to a cyber-attack.

Dean Jochelson said the Committee did not discuss the nature of the hierarchy of emergencies. He said the same question had been raised at the Senate Executive



Committee. He suggested this was an issue to be considered by some other entity at the University, rather than the Committee. The proposed revisions recognize the need to distinguish between two different types of emergencies that have emerged in the last four years based on the urgency to respond, including the pandemic, which required the University to respond in a matter of days or weeks, and the possibility of a cyber-attack, which would require a much more urgent response.

Mr. Leclerc said the situations that were contemplated were ones where it would be necessary to respond within minutes. He noted that, even in an emergency, the *Senate Meeting Rules* would allow for any twelve members of Senate to request a special meeting of Senate. If there was a concern that the President was misusing the authority provided under the *Approval Authority in an Emergency Situation*, Senate could be convened to raise the concern there. Mr. Leclerc said the proposed revisions are intended to address a gap and the intent is that this provision would be applied sparingly in rare situations where it is not possible to convene a meeting of the Senate Executive Committee. The default would be for a collegial decision where this was possible.

President Benarroch recognized the inclination is to create a list of things that would qualify as an emergency, but lists evolve over time. The objective is to be as transparent as possible while also allowing the flexibility that might sometimes be required to respond very quickly to some types of emergencies, including a cyber-attack where systems need to be taken offline immediately to stop the transfer of information.

Ms. Dingwall proposed that the document should be further amended to define what would constitute an emergency, rather than approving the document with language that can be broadly interpreted. Professor K. Anderson agreed that document should define what is meant by an emergency, and agreed that it might be defined by time, to narrow the scope.

Dean Mark underscored the gravity and real and present danger of a threat such as a cyber-attack, which does require that a decision on a process to be followed can be arrived at quickly.

**Ms. Dingwall MOVED, seconded by Professor Hudson, THAT the Report of the Senate Committee on Rules and Procedures concerning revisions to the delegation of Approval Authority in an Emergency Situation and an amendment to the *Senate Meeting Rules* to reflect this delegation, be referred back to the Committee for further consideration.**

**CARRIED**

b) **RE: Revision of School of Art School Council Bylaw**

Page 97

Dean Jochelson reported that, at the same meeting, SCRIP considered revisions recommended by the School of Art School Council to its Bylaw. Specifically, the School Council is proposing a change to its membership, in section 2.1 (a), to reduce the number of staff who hold a part-time academic appointment in the School from three to one.

**Dean Jochelson MOVED, on behalf of the Committee, THAT Senate approve the Report of the Senate Committee on Rules and Procedures concerning revisions to the *School of Art School Council Bylaw*, effective upon Senate approval.**

Professor Sparks asked about the rationale for the revision. She asked if the ratio of part-time to full-time academic staff in the School has changed, perhaps.

Dean Jurkowski said the current number of part-time academic staff on the School Council is a historic artifact. When the School of Art first joined the University, there was a larger number of part-time Sessional Instructors and fewer full-time academic staff. The reverse is now the case and, in recent years, the three positions for part-time academic staff on the Council have not been filled. Sessional Instructors who currently teach in the School were consulted and they had no concerns about the proposed change.

**CARRIED**

**X Additional Business**

**1. Truth and Reconciliation Framework: Time for Action**

Page 102

Ms. Bruce acknowledged the profound legacy of the Honourable Murray Sinclair. Mr. Sinclair was a distinguished graduate of the University of Manitoba. He received his law degree in 1979 and was awarded an honorary Doctorate in 2002. Mr. Sinclair passionately advocated for and led the Truth and Reconciliation Commission, which was a pivotal moment in Canada's history. He was a beacon of hope, a teacher, and an ardent advocate for Indigenous rights, whose unwavering commitment to justice inspired countless individuals to strive for a better future. He nurtured the leaders of today and tomorrow, and his influence is deeply woven into fabric of country, and his spirit lives on in National Centre for Truth and Reconciliation on the University's Fort Garry Campus.

Ms. Bruce said Mr. Sinclair charted the path for reconciliation in Canada. She invited Senators to walk alongside her and to commit to this important work at the University, and to embrace the proposed *Truth and Reconciliation Framework: Time for Action* that will guide the institution in this work. In honouring Mr. Sinclair, the University community not only remembers his legacy but reaffirms its dedication to creating a more just and equal society for all. Ms. Bruce said the University of Manitoba is actively positioning itself as a national and international leader in actioning reconciliation. The *Truth and Reconciliation Framework* will serve as a guiding tool for all members of the University community, to help them understand their roles and contributions on this important journey. The *Framework* delineates a clear path forward and outlines goals, principles, and strategies to guide actions and decisions, and provides a roadmap that outlines the steps to achieving the goals of reconciliation. The next steps will include the establishment of an implementation committee that will be tasked with the development of evaluation and accountability mechanisms, to assess the effectiveness and impact of the institution's commitment to reconciliation.

Ms. Bruce briefly reviewed revisions that had been made to the document since June 2024, when Senate had been consulted on an earlier draft. A copy of Ms. Bruce's presentation, *UM Truth & Reconciliation Framework: Time for Action, University of Manitoba, November 6, 2024*, is appended to the minutes of the meeting.

Ms. Bruce thanked members of the Advisory Committee. She recognized the special contributions of Professor Miller, past Vice-President (Indigenous) Dr. Cook, Mr. Leclerc as Co-Chair, and Ms. McDermott and Ms. Di Ubaldo, who served as the resource supports.

**Ms. Bruce MOVED, seconded by Dean Locher, THAT Senate recommend that the Board of Governors endorse the Truth and Reconciliation Framework: Time for Action, effective upon endorsement by the Board.**

Professor M. Anderson proposed that it might be useful to highlight in the *Framework*, the role that the implementation committee will have to support distributed action in academic and administrative units across the University. Additionally, she suggested that the *Framework* might include a reference to the Rady Faculty of Health Sciences' policy concerning *Disruption of all forms of racism*. She recalled that the policy and the proposed *Framework* had the same origins and had been initiated as parallel work, with the recognition that the work of reconciliation cannot be done without specific structural anti-racism responses.

Ms. Bruce agreed that some elaboration of role of the implementation committee could be highlighted earlier in the document. This would serve to establish the role of the implementation committee as being an important mechanism to move reconciliation and the *Framework* commitments forward. Ms. Bruce agreed to revise the *Framework* to refer to the policy and to highlight some of the structural changes that are required at the University, particularly with respect to the section on creating a sense of belonging, as stopping the harm is a critical first step to that.

Professor Thomson said he appreciated the timeline of truth and reconciliation at UM that was included in the document. He asked whether consideration had been given to producing not only the timeline but a serious history of the histories of Indigeneity and reconciliation at the University. He said archival records for the University Grants Commission and the Board of Governors indicate there are rich histories and he suggested there might be some urgency to complete this work, as many individuals from this period are growing older.

Ms. Bruce agreed that this might be a separate project that her office could potentially work on with Professor Thomson. She agreed that the timeline does not describe the multitude of actions and how the University has intersected with Indigenous people, from the University's perspective.

**CARRIED**

There was a round of applause.

President Benarroch thanked Ms. Bruce and other members of the Advisory Committee for their work on the *Framework*. He observed that, following endorsement by the Board of Governors, the commitments set out in the *Framework* will challenge the institution in a positive way to advance reconciliation. He remarked on the timing of Senate's endorsement of the *Framework*, which followed closely on the passing of Mr. Sinclair, and said this is important work.

## **2. 2025 – 2026 Academic Schedule**

Page 3

**Dean Jurkowski MOVED, on behalf of the Senate Executive Committee, that the 2025 – 2026 Academic Schedule be approved, effective upon approval.**

Ms. Dingwall recalled that, at its meeting on November 21, 2023, Senate had approved that a request to review the Summer Term Academic Schedule be referred to the

appropriate Senate committee. She asked whether Senate could be provided with an update on the results of the review. She remarked that, in the last several years, the structure of the Summer Term has been significantly different than past years, and there are implications for students, including the amount of time spent in classrooms, hiring Teaching Assistants, and limited opportunities for academic staff to take vacation during that term.

Mr. Leclerc said the Senate Executive Committee had established the ad hoc Committee to Review Summer Term Academic Schedule, with Professor Martin as Chair. The work of the ad hoc Committee is underway and there will be opportunities for consultation. The ad hoc Committee is due to report to the Senate Executive Committee at the end of the Winter Term.

Professor Martin said the ad hoc Committee would be meeting at the end of the month. It had identified various stakeholders to survey, including students, academic staff, including members of the University of Manitoba Faculty Association (UMFA) and members of the Canadian Union of Public Employees (CUPE). The ad hoc Committee is also discussing ways to gather feedback from Deans and Directors. Professor Martin confirmed that the intent is to provide a report in the Winter Term.

**CARRIED**

## **XI Adjournment**

The meeting was adjourned at 2:50 p.m.

These minutes pages 1 to 12, together with the agenda, pages 1 to 119, and the presentation, *UM Truth and Reconciliation Framework: Time for Action, November 6, 2024*, comprise the minutes of the meeting of Senate held on November 6, 2024.

# UM Truth & Reconciliation Framework

Time for Action

University of Manitoba

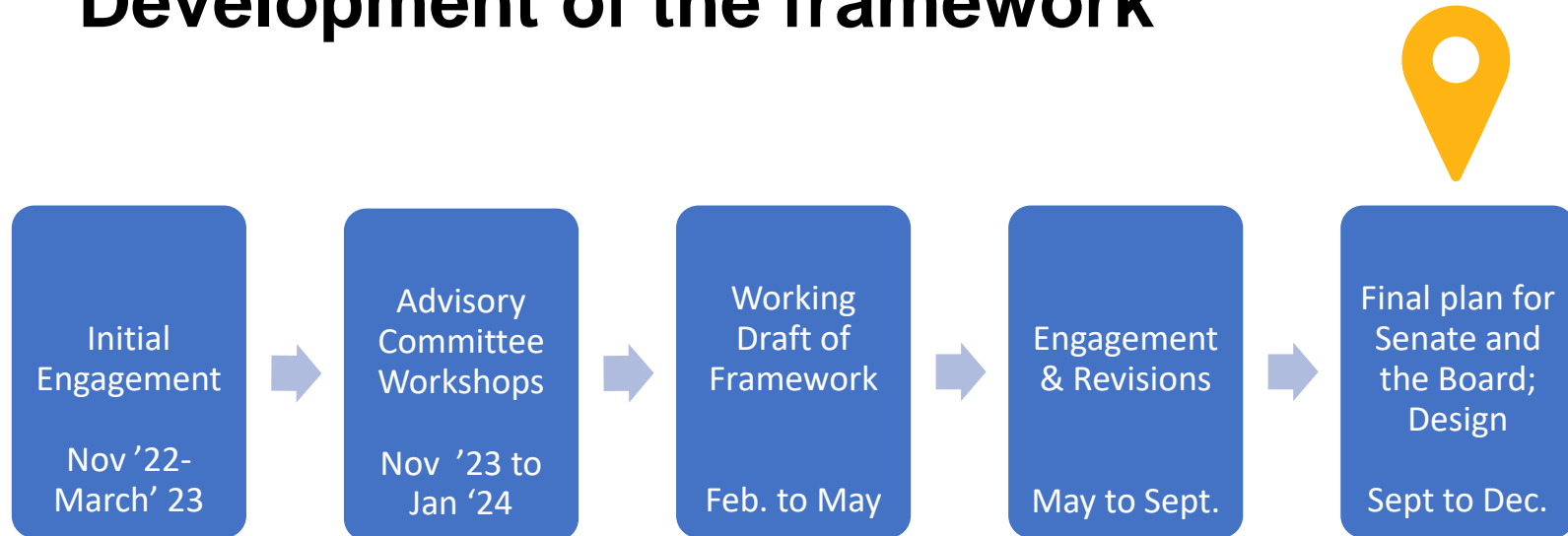
November 6, 2024



**University  
of Manitoba**

# How we got here

## Development of the framework





# Changes from June 2023

## Accountability

- Added detail upfront on the expectations of academic and administrative units, including resourcing their respective action plans and initiatives
- More detail on implementation, measurement and reporting in Next Steps
- Ensure design phase will highlight commitments for emphasis and clarity



# Changes from June 2023

## Traditional Territories Acknowledgement

- Conversations taking place to update



# Changes from June 2023

## Vision

UM will be a university enriched and shaped by Indigenous cultures, languages and knowledges, making it a preferred choice for First Nations, Métis and Inuit students, faculty and staff to learn and work in a place where they can see themselves and their ways of knowing and being flourish in all aspects of university life, and through the renewal of right relations, contribute to a better way of life for all peoples.



# Changes from June 2023

## Mission and Principles

- Provided more detail in language for clarity in the Mission
- Added Métis and Inuit principles/values to complement the 5 Rs



# Changes from June 2023

## **FN/M/I and, Settlers & Non-Indigenous people**

- A 'note to reader' in introductory messages that highlights different roles
- Use of First Nations, Métis and Inuit more frequently instead of Indigenous.
- Distinguished between EDIA and the constitutional, treaty and international rights of FN/M/I



# Changes from June 2023

## Truth

- Added to the timeline
- Moved away from euphemisms of “challenges” and “barriers” and used more truthful language of racism and oppression

## Structure change

- Emphasized changes to structures, policy, decision-making for transformative change
- Articulated this is about ongoing relationship and working in good ways
- Removed timeframe to indicate this is ongoing work





# Time for Action

## Next steps – implementation

- TRF Implementation Committee
- Identify harmonization and collaboration opportunities with other Institution-wide initiatives
- Identify strategies and actions that will guide implementation and monitor progress
- Support academic and administrative units to create bespoke action plans
- Draw on the repository of 100+ ideas/actions from initial engagement sessions



# Time for Action

## Next steps – approvals



**Nov 6, 2024:** Endorsement of final framework by Senate.

**Dec 10, 2024:** Endorsement of final framework by Board of Governors.

**Dec '24- Jan '25:** Final design and launch

**Feb. '25 – Ongoing:** Implementation Committee

# Thank you

## Special Thanks

Dr. Cary Miller, Nick Ferland, Anny Chen, Mark O'Reilly and Dr. Catherine Cook

## Advisory Committee *(Co-chairs: Angie Bruce and Jeff Leclerc)*

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Knowledge Holder

**Christopher Yendt**  
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**Marcia Yoshida**  
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