

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
Prof. A. Abra
Dr. C. Adams
Ms. A. Allan
Prof. M. Anderson
Ms. N. Andrew
Mr. S. Batla
Prof. M. Bertone
Prof. R. Biscontri
Rectrice S. Bouffard
Very Rev. R. Bozyk
Dean D. Brown
Prof. A. Bunt
Prof. C. Charles
Prof. R. Chernomas
Prof. A. Chudyk
Mr. A. Chung
Prof. D. Churchill
Prof. N. Cicek
Prof. S. Clark
Prof. A. Clay
Prof. R. Coates
Ms. E. Cromarty
Prof. J. Detwiler
Ms. O. Dingwall
Prof. M. Docker
Prof. A. Doshi
Ms. M. Dumontet
Prof. P. Eck
Prof. P. Ferguson
Prof. S. Ferris
Prof. C. Figley
Acting Dean A.
Fredericksen
Dean M. Friesen
Prof. J. Gamble
Ms. F. Ganiyu
Prof. M. Garcia-
Holguera
Prof. N. Greidanus
Prof. G. Hicks
Dr. D. Hiebert-Murphy
Prof. M. Hudson
Mr. C. Ives
Mr. O. Jakpa

Ms. J. Ji
Dean R. Jochelson
Ms. M. Kalaw-Crevier
Dean A. Kelekis-
Cholakis
Ms. V. Koldingnes
Dean U. Kothe
Prof. S. Kuss
Prof. T. Lakowski
Prof. R.J. Leland
Prof. D. Lobb
Dean M. Locher
Prof. N. MacLeod
Schroeder
Prof. M. McKenzie
Dean K. Main
Prof. J. Mammei
Ms. S. Marks
Prof. D. Martin
Dean H. Marx
Prof. H. Marzban
Prof. C. Miller
Dean P. Nickerson
Prof. D. Oliver
Prof. J. Patzer
Dr. M. Pinto
Prof. S. Prentice
Mr. C. Provost
Prof. A. Raouf
Ms. H. Ritter
Prof. K. Rochon
Prof. B. Rose-Lovett
Prof. A. Saleem
Ms. L. Schnarr
Ms. A. Sharma
Ms. D. Sharma
Ms. C. Shaw
Prof. M. Shaw
Mr. G. Sobie
Prof. V. Sparks
Dean J. Stewart

Prof. A. Stewart-
Tufescu
Prof. V. Swain
Prof. K. Szilagy
Prof. S. Teetzel
Prof. G. Thompson
Ms. J. Ticknor
Dean R. Urbanowski
Prof. D. Walker
Prof. S. Webber
Mx. C. Yendt
Mr. J. Leclerc,
University Secretary
S. Coyston,
Recording Secretary

Assessors Present

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

Regrets

Prof. L. Balneaves
Prof. W. Bonness
Ms. A. Bruce
Prof. S. Bruce
Prof. M. Campbell
Ms. S. Han
Prof. M. Hart
Prof. T. Ivanco
Ms. T. Lanre Hassan
Prof. D. McNeill
Chancellor A. Mahon
Dean B. Mark
Ms. B. Park
Prof. J. Peeler
Mr. C. Perron
Prof. D. Rey
Dean M. Scanlon
Ms. B. Siem

Dean B. Silvestre
Ms. R. Smith
Dean K. Thiessen
Prof. E. Thomson
Ms. J. Ticknor
Acting Dean L.
Vercaigne
Ms. V. Wainikka
Prof. BC Wang

Absent

Prof. J. Arino
Prof. N. Barlett
Prof. J. Chen
Mr. D. Dai
Ms. L. Deane
Prof. L. Delgado
Dean P. Donahue
Prof. A. Farenhorst
Ms. J. Groisman
Mr. G. Jhanji
Prof. M. Kramer
Ms. L. O'Hara
Dr. T. Peter
Ms. A. Pham
Ms. V. Pinheiro
Prof. M. Rafay
Mr. R. Shami
Prof. R. Souleymanov
Ms. S. Sudhakar
Prof. G. Tranmer
Ms. S. Traskovksi
Ms. B. Usick

Also Present

Ms. J. Barlow
Mr. R. Daudet
Ms. C. Davidson
Prof. K. Koczanski
Ms. M. McDermott
Ms. J. Marchant
Ms. L. Orsak-Williams
Ms. M. Watson
Ms. M. Yoshida

The Chair informed Senate that the Speaker was Mx. Christopher Yendt, Faculty of Graduate Studies.

I Candidates for Degrees, Diplomas and Certificates, February 2025 Page 4

Mr. Adams informed Senate that 1,133 graduands will convocate in February. This is the largest number of graduands ever for the February convocation.

Mr. Adams briefly reviewed four requests to Senate, to grant degrees notwithstanding a deficiency, as detailed in the *Graduands Report, February 2025*. In three cases, the students have not completed the University's Mathematics course requirement due to a documented medical diagnosis. These include recommendations from the Faculty of Arts, to grant a student a Bachelor of Arts Integrated Studies degree; the Faculty of Social Work, to grant a Bachelor of Social Work degree; and the Rady Faculty of Health Sciences, to grant a Bachelor of Human Ecology degree. The fourth is a recommendation from the College of Nursing to grant a Bachelor of Nursing degree posthumously to a student who had completed 91 of the 127 credit hours required for the program and who was about to enter year four of the program.

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

Professor Bunt asked whether requests to award degrees notwithstanding a deficiency, where students have not completed the mathematics course requirement, occur at the same rate as requests based on other reasons, including because students have not met the University's requirement for a written English course.

Mr. Adams said, anecdotally, in the last several years, many of the recommendations to grant a degree notwithstanding a deficiency have to do with a student not being able to complete the mathematics course requirement.

CARRIED

Mx. Yendt MOVED, on behalf of the Senate Executive Committee, THAT the list of graduands provided to the University Secretary by the University Registrar be approved, subject to the right of Deans and Directors to initiate late changes with the University Registrar up to February 9, 2025.

CARRIED

II Matters to be Considered in Closed Session – none

III Matters Recommended for Concurrence without Debate

1. **Report of the Division of Extended Education Council** Page 5
RE: Proposal for Certificate in Management of Agribusiness Operations

2. **Reports of the Faculty Council of the Faculty of Graduate Studies**
RE: Course, Program, and Regulation Changes

a) **RE: Asper School of Business** Page 53

- b) **RE: Department of Biochemistry and Medical Genetics, Essential Skills and Abilities (Technical Standards) for Admission, Promotion and Graduation in the M.Sc. Genetic Counselling Program**

Page 56

Mx. Yendt MOVED, on behalf of the Senate Executive Committee, THAT Senate approve:

- the Report of the Division of Extended Education Council regarding a proposal for a Certificate in Management of Agribusiness Operations;
- the Reports of the Faculty Council of the Faculty of Graduate Studies on Course, Program, and Regulation Changes concerning the Asper School of Business and the Department of Biochemistry and Medical Genetics, effective for the next available term.

CARRIED

IV Matters Forwarded for Information

1. **Report of the Senate Committee on Awards [December 17, 2024]** Page 61
2. **Annual Report of the University Discipline Committee September 1, 2023, to August 31, 2024** Page 76

Professor Biscontri provided a brief overview of the *Annual Report of the University Discipline Committee, September 1, 2023, to August 31, 2024*. The *Annual Report* summarizes offences and dispositions reported to the University Discipline Committee by all disciplinary authorities during the reporting period. Disciplinary incidents are categorized either as academic misconduct or non-academic misconduct.

Professor Biscontri noted there were 763 incidents of misconduct in 2023-2024 compared to 942 incidents the previous year. There were 683 incidents of academic misconduct and 80 incidents of non-academic misconduct. The use of unauthorized content generation (i.e., generative artificial intelligence (AI)) warrants further observation. Incidents of unauthorized use of generative AI are captured under the category "Other" in the *Annual Report*. Unauthorized use of generative AI also appears as a factor in incidents of misconduct related to plagiarism and cheating. Professor Biscontri said the Academic Integrity Advisory Committee is working to develop a definition to capture the use of unauthorized use of AI and content generation, which might require a revision to the *Student Discipline Bylaw*.

Mr. Coates asked if there was any information on the number of incidents of academic misconduct that involved unauthorized generative AI.

Professor Biscontri said it would be difficult to determine this number, because these things had been combined with other types of academic misconduct under the "other" category.

3. **Report on Research Contracts and Amendments Received, July 1 to December 31, 2024** Page 181
4. **Items Approved by Board of Governors [December 11, 2024]** Page 196
5. **Items Approved by Board Executive Committee [December 17, 2024]** Page 200

V Report of the President

President Benarroch informed Senators that the University's allocation of Provincial Attestation Letters (PALs) for 2025, for international undergraduate and graduate applicants, was 6,821 and 1,700, respectively. A portion (517) of the undergraduate PALs will be used for students transferring from the International College of Manitoba, who are now required to apply for a new study permit following their graduation from ICM. President Benarroch said this was generally good news in the context of recent changes to the federal government's International Student Program. He anticipated the number of PALs allocated for undergraduate and graduate international applicants will be enough to meet demand. He reminded Senators that, in 2024, the University had received 7,540 PALs but had used fewer than half, and applications from international undergraduate applicants for the Fall 2025 are 60 percent lower than the previous year.

President Benarroch said the University made its annual presentation to the provincial Treasury Board. In addition to support for postsecondary institutions, generally, the University had focused its presentation on the need for graduate student support, increased research funding for the postsecondary sector, and a long-term strategy for capital to replace some of the aging buildings on the campus. The province talked about tuition and long-term budgeting. President Benarroch said the province's message was that, while there might be moderate increases to the University's grant, the focus for the province continues to be healthcare and balancing the budget during their mandate.

President Benarroch said he had attended the pinning ceremony at the College of Nursing that morning. The class of 146 nursing graduands includes the first cohort of students to complete the Bachelor of Nursing program since it has been offered across the fall, winter, and summer terms. President Benarroch recognized the dedication and effort of faculty members and students in the College, to realize the accelerated delivery of the B.N. curriculum. He noted that it was the final pinning ceremony for Dean Dyck, who was a driving force behind these recent changes within the College. Minister Cable, Advanced Education in Training, was in attendance and Minister Asagwara, Minister of Health, Seniors and Long-Term Care sent recorded greetings for the graduands.

President Benarroch said that he, Chancellor Mahon, and Dean Nickerson, had travelled to Nairobi, Kenya, to visit health clinics the University runs there, in partnership with the University of Nairobi. He briefly described the adverse impact of recent cuts to funding from the United States Agency for International Development (USAID), which has been a significant funder, and the uncertainty and concern felt by researchers and clinical staff there.

President Benarroch commented on recent events in the United States, including a recent review of National Institutes of Health grants and programming, that resulted in thousands of projects losing funding where they included language related to diversity, equity, and inclusion (DEI). He said it is a concerning time in that country, and he expressed his hope that no government within Canada will follow a similar path.

Professor Anderson asked about any enhanced supports that might be provided for faculty and staff who experience increased harassment and targeting, including online threats, particularly for those who do work and research in the areas of anti-racism and equity, diversity, inclusion, and accessibility (EDIA). She acknowledged that many people in the United States and other places are losing their jobs, and she observed that

many in the University community are also feeling uncertainty about what they might experience here.

President Benarroch said he would take the question back, to begin a discussion about how to better support people who are experiencing harassment and targeting at this time. He said he had a conversation with Dr. Chen, Vice-Provost (Equity), who has been thinking about what has been evolving in the United States. Dr. Chen had asked whether the University needs to consider changes to the language it is using concerning EDIA. President Benarroch said he does not think the University needs to do that, including in the context of the current provincial government. He reminded Senators that the *UM Strategic Plan 2024-2029* speaks to the institution's commitment to EDIA, which is important work for the University.

VI 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 Tichon, University of Manitoba Faculty Association (UMFA) Assessor.

1. Given the UM leadership is looking to increase transparency at the Board of Governors, why does the UM Community not have a way to contact the Chair of the Board directly by phone, email, or established office hours?
2. Given the email to senators stating the proposed plan to ship between 20-50% of the physical library collection to Calgary is being referred to the Senate Committee on Libraries before being brought to senate, will the university be postponing the proposed first shipment of materials (the print journals from the Neil John MacLean Library) that was slated for March 1?
3. The Chronicle of Education, Inside Education, and other media outlets are reporting that some Canadian post-secondary institutions are leaving "X". Will the University of Manitoba be removing its presence from this social media platform?

Regarding the first question, President Benarroch noted that university leadership reports to the Board of Governors. So, it is the Board that identifies ways to be more transparent, including to move more of the work of the Board in open session. He said the Chair of the Board is a volunteer, who is supported by the Office of the University Secretary. Any communication to the Chair can be sent to that Office, to relay to the Chair.

In response to the second question, President Benarroch said there is no agreement between the UM and the University of Calgary. There are no materials to be shipped to the high-density library in Calgary and no materials will be shipped before an agreement is signed. An agreement will not be signed before the proposed shared collection plan is discussed at the Senate Committee on the Libraries, which is scheduled to meet on March 25th. The Committee will provide a report to Senate.

President Benarroch said the issue of what books and how many books might be transferred to the high-density storage facility at the University of Calgary is an important issue to be discussed at Senate. One objective for the discussion might be to understand the specific concerns about moving the books, to alleviate the concerns and move forward with the project in a way that is not threatening to users of the Libraries.

President Benarroch said there is not a good option for storing collections in Winnipeg or within the province. In the context of a potential tariff war with the United States and recent discussions about inter-provincial trade barriers, he said it will be important for different jurisdictions within Canada to better work together across provinces and as a country. In this case, the University of Calgary has a very large and modern facility with available space in it.

In response to question 3, President Benarroch said the University is assessing its social media channel accounts and monitoring best practices among postsecondary institutions in Canada. It is reviewing possible alternatives to X and will keep Senate informed of any decisions that are made.

VII Consideration of the Minutes of the Meeting of January 8, 2025

Professor Prentice MOVED, seconded by Professor Fredericksen, THAT the minutes of the Senate meeting held on January 8, 2025, be approved as circulated.

CARRIED

VIII Business Arising from the Minutes – none

IX Reports of the Senate Executive Committee and the Senate Planning and Priorities Committee

1. Report of the Senate Executive Committee Page 204

Mx. Yendt said the Senate Executive Committee met on January 22, 2025. The comments of the Committee accompany the reports on which they were made.

2. Report of the Senate Planning and Priorities Committee

Professor Oliver said the Senate Planning and Priorities Committee met on January 27th to participate in a consultation session arising from the Senate Committee and process review and to consider a Report of the Senate Committee on University Research, which will be forwarded to Senate for a future meeting.

X Reports of other Committees of Senate, Faculty and School Councils

1. Reports of the Faculty Council of the Faculty of Graduate Studies on Course, Program, and Regulation Changes

a) RE: Department of Architecture, Pre-Master's Entry Page 205

Dean Main said the Department of Architecture is proposing to create a Pre-Master's Entry option for admission to the Master of Architecture program. The objective is to provide an entry pathway for applicants who either have not previously completed a

design-based degree or who are international applicants who may need to integrate into the professional context in Canada. The proposal responds to recent changes to the pool of applicants to the program, including a decline in applicants who hold a Bachelor of Environmental Design degree from the UM and a growing number of applicants who hold undergraduate architecture degrees from programs outside Canada.

b) **RE: Université de Saint-Boniface, Maitrise en Éducation** Page 210

Dean Main said the *Faculté d'éducation* at the *Université de Saint-Boniface* is proposing the deletion of nine courses that are no longer being offered, one course introduction, and the modification of twenty-six courses. Several courses will be modified to revise the grading mode from a letter grade to a pass / fail grade. The proposal to move to a pass / fail assessment aligns with similar changes previously made to the *Diplôme postbaccalauréat en éducation* offered at USB (Senate, May 15, 2024).

Dean Main said the *Faculté* is proposing to eliminate the requirement for a comprehensive exam for the course-based *Maitrise en Éducation* program and to amend the supplementary regulations to reflect the changes to the program.

Dean Main MOVED, seconded by Rectrice Bouffard, THAT Senate approve the Reports of the Faculty Council of the Faculty of Graduate Studies, concerning course, program, and regulation changes for the Department of Architecture and the *Faculté d'Éducation, Université de Saint-Boniface*, effective for the next available term.

CARRIED

2. **Report of the Faculty Council of the Price Faculty of Engineering RE: Proposed Articulation Agreements, B.Sc. in Engineering (Civil) and B.Sc. in Engineering (Mechanical) – Red River College Polytechnic, Engineering Technology Diploma Programs** Page 259

Dean Friesen briefly reviewed two proposals from the Price Faculty of Engineering to establish articulation agreements with Red River College Polytechnic (RRC Polytech), for advanced standing for graduates of several technology Diploma programs offered at RRC Polytech, in the Bachelor of Science in Engineering (Civil) or the Bachelor of Science in Engineering (Mechanical) degree programs.

Dean Friesen said a key benefit of the articulation agreements, for graduates of the technology Diploma programs identified in the proposals, is that they would be admitted directly into the Department of Civil Engineering or the Department of Mechanical Engineering, to complete a degree in the area that aligns to their interests and their RRC Polytech diploma. She explained that the Faculty has a two-stage competitive admission process. Initially, applicants competitively apply for admission to the Faculty, and after successfully completing the Preliminary Engineering Program in Year 1, they competitively apply to enter the engineering Department and program of their choice. A second benefit is a guaranteed allocation of seats for RRC Polytech graduates who apply for admission under the articulation agreements. If, in any given year, the number of applicants exceeds the number of seats allocated for applicants under the agreements, the additional applicants will be assessed competitively with all other applicants to the Faculty.

Dean Friesen said the Faculty reviewed and updated transfer credit provisions for the courses offered at RRC Polytech, for all the technology Diploma programs. This was done to ensure transparency for students at that institution, so they can selectively choose courses that can be transferred to receive credit toward either a B.Sc. in Engineering (Civil) or a B.Sc. in Engineering (Mechanical). Dean Friesen acknowledged that the transfer credit provisions are modest. The proposals represent a commitment in principle, on the part of both institutions, to increase the number of eligible transfer credits over time. This will require that RRC Polytech consider where adjustments can be made to its courses and programs for greater content alignment.

Dean Friesen called attention to the course mapping forms. One of these describes the transfer credits available for students admitted to the B.Sc. in Engineering (Mechanical) for graduates of the Diploma in Mechanical Engineering Technology. Another four describe the transfer credits available to students admitted to the B.Sc. in Engineering (Civil) from each of the Diplomas in Municipal Engineering Technology, Structural Engineering Technology, Environmental Engineering Technology, and Geomatics Technology.

Dean Friesen said the Faculty will be prepared to implement the articulation agreements for the 2025 Fall Term using existing resources and without needing to reallocate resources away from existing programs.

Dean Friesen informed Senate of the Faculty's intent to explore additional articulation agreements with RRC Polytech, for advanced standing in degree programs offered by the Departments Biosystems Engineering and Electrical and Computer Engineering.

Dean Friesen commented that senior leadership at both the University and RRC Polytech are supportive of the two proposed articulation agreements.

a) Report of the Senate Committee on Curriculum and Course Changes Page 259

Professor Teetzel said the Senate Committee on Curriculum and Course Changes (SCCCC) reviewed the proposals, including, in particular, the proposed course mapping of diploma to degree courses, to understand the pathways from the five engineering technology Diploma programs into the two engineering degrees. She said, for the reasons outlined by Dean Friesen, and given the articulation agreements show how applicants' prior learning in the Diploma programs can contribute to an engineering degree, the Committee endorses the proposals.

a) Report of the Senate Committee on Admissions Page 261

Ms. Schnarr said the Senate Committee on Admissions (SCADM) endorsed the proposals at its meeting on December 12th. The Committee reviewed the requirements for admission under the articulation agreements, which include successful completion of one of the RRC Polytech engineering technology Diplomas identified in the proposals, with grades of C or better in all courses. A maximum of ten students would be admitted under each articulation agreement. In any year that the number of eligible applicants exceeds ten, the applicants would be ranked based on their Cumulative Grade Point Average.

Ms. Schnarr MOVED, on behalf of the Committees, THAT Senate approve the Reports of the Senate Committee on Admissions and the Senate Committee on Curriculum and Course Changes concerning two articulation agreements between the University of Manitoba, Price Faculty of Engineering, and Red River College Polytechnic, for advanced standing in the Bachelor of Science in Engineering (Civil) and the Bachelor of Science in Engineering (Mechanical) degrees at the University of Manitoba, as detailed in the proposals. The agreements are for five-year terms, beginning September 1, 2025.

CARRIED

President Benarroch recognized Dean Friesen and her counterparts at RRC Polytech for their work and their mutual commitment to continue to work together to create these pathways for RRC Polytech graduates to engineering degree programs at the UM. He remarked that it is a significant step for the Price Faculty of Engineering and RRC Polytech; one with positive implications for the University and the province.

3. Proposal for a Visiting Student Researcher Category

Page 323

Dr. Smith said the proposal for a Visiting Student Researcher (VSR) Category is to admit visiting student researchers, who are students enrolled at other institutions, as UM students while they are attending the University to participate in research projects. Each year, students come to the University for a period of time to participate in research projects, including some who have received a Mitacs Global Research Internship, others who are invited by a UM faculty member, and some who arrive in other ways. In addition to wanting to be aware of who these students are and where they are on the campus, other objectives of the proposal are to ensure the students are prepared for a safe research experience, that they are aware of rules and regulations that apply to them both as researchers and as students, and, potentially, to recruit them to return to the University as graduate students.

Dr. Smith said the visiting student researchers will be registered in a zero-credit hour administrative course. Two courses will be created, one for undergraduate and one for graduate students. The courses can be used by UM researchers to share information with the students in UMLearn, including, for example, information on any safety protocols they may be required to complete or be aware of before participating in any research activities. The students will not be assessed tuition but will be required to pay a registration fee. Many visiting student researchers have received a research award or stipend, which they can use to cover the registration fee. The courses will be recorded on an official transcript that verifies the activity.

a) Report of the Senate Committee on Admissions

Page 323

Ms. Schnarr said SCADM endorsed the proposal at its meeting on November 18, 2024. She added that the visiting student researchers admitted under the VSR Category will be afforded the same rights and responsibilities as UM students, but they will not be permitted to register in academic courses at the University.

b) Report of the Faculty Council of the Faculty of Graduate Studies

Page 324

Dean Main added that, currently, visiting student researchers who are attending the UM are not students of the University and they cannot access any student services and supports, including the Student Counselling Centre, Student Advocacy, or the International Centre, for example. As UM students admitted under the VSR Category, they would have access to these things.

Dean Main MOVED, on behalf of the committees, THAT Senate approve the Reports of the Senate Committee on Admissions and the Faculty Council of the Faculty of Graduate Studies concerning a proposal for a Visiting Student Researcher Category.

Professor Prentice said she supports the proposal particularly because it will give these students access to the UM Libraries. She saw this as a way for the University to share the Libraries' resources and as an additional benefit for the students.

CARRIED

4. Report of the Senate Committee on University Research RE: Periodic Review of Spinal Cord Research Centre

Page 341

Dr. Pinto said the Senate Committee on University Research had reviewed the periodic report of the Spinal Cord Research Centre, for the period 2019 to 2024. In the view of the Committee, the Centre's accomplishments in research and training, its collaborative ventures, the financial statement, and its five-year plan were favourable. Additionally, the Centre had provided letters of support from various stakeholders within, and external to, the University. Dr. Pinto said the Committee had considered the periodic report at its meeting on September 25, 2024, and had determined that a full review was not required.

Dr. Pinto MOVED, on behalf of the Committee, THAT Senate approve the Report of the Senate Committee on University Research concerning the periodic review of the Spinal Cord Research Centre, including a recommendation that the Centre be renewed for a five-year term, from December 31, 2024, through December 31, 2029.

CARRIED

XI Additional Business

1. Affirming Indigenous Citizenship, Membership and Kinship Policy and Procedure, Draft (for discussion)

Page 378

Ms. Cyr, Associate Vice-President (Indigenous) – Students, Community and Cultural Integration, introduced Ms. McDermott, Strategic Initiatives Project Manager, Office of the Vice-President (Indigenous), and Ms. Barlow, Legal Counsel, Office of Legal Counsel, who were present to lead a discussion on a draft policy and procedure on *Affirming Indigenous Citizenship, Membership and Kinship*. She remarked that Senators may have heard previous references to plans to create an Indigenous identity policy. The different name for the draft policy and procedure reflects feedback the Office of the Vice-President (Indigenous) (OVPI) heard during discussions with community that identify is deeper and more complex than how a person's identity is tied to kinship.

Ms. Barlow and Ms. McDermott provided a brief overview of the draft policy and procedure, as outlined in their presentation *Affirming Indigenous Citizenship, Membership and Kinship Policy, University of Manitoba, February 2025*. A copy of the presentation is appended to the minutes.

Ms. Barlow underscored that the policy and procedure are draft documents. Revisions may be made yet based feedback received through the ongoing consultation process.

Professor Ferguson and other Senators who spoke, unanimously expressed appreciation to the OVPI and the working group for the quality of work reflected in the draft policy and procedure. He asked whether the policy and procedure will be considered by the Senate Committee on Honorary Degrees when considering nominations of Indigenous candidates for honorary degrees.

Ms. Barlow confirmed that the policy and procedure will apply. Mr. Leclerc recalled that the *Honorary Degrees* policy was recently revised (Senate, May 17, 2023), to include a provision for the revocation of an honorary degree, which might be followed in an instance where an individual had made a fraudulent claim to Indigenous citizenship, membership, or kinship.

Professor Miller said she was not aware that the draft policy and procedure were modelled on similar documents established at the University of Saskatchewan (USask). She expressed a concern, as she was aware of an Indigenous faculty member at the UM, whose Indigeneity is largely recognized by Indigenous faculty at the University, whose Indigeneity was denied by the USask when he applied for a position at the USask in the past. She asked how the implementation of the verification process might be different at the UM, if it was modelled on practices at the other institution.

Ms. Barlow clarified that the draft policy and procedure are not modelled on those in place at the USask. The working group had reviewed existing policies at institutions across Canada and the United States, to determine best practices. They investigated how the verification process is implemented at USask, including how they are using a Banner portal, for example.

Referring to section 5.9 in the procedure, Professor Sparks asked about the situations in which an individual's verification would lapse or no longer be current. Ms. Barlow replied that this refers to the lapse in the timeline for record retention following an individual's departure from the University, for example following graduation or the end of their employment. Where an individual has a continuous connection to the University, their verification documents will not lapse. Some verification documents, though, might not be current, for example, where a community has an expiry date on a membership card that has passed or where an individual's community that the claim changes.

Referring to section 6. Hiring and Appointments, Professor Sparks observed that it appears that verification would occur following an individual being hired. She asked whether consideration had been given to requiring job candidates to verify their Indigenous citizenship, membership, or kinship at the time they apply.

Ms. Barlow clarified, with respect to hiring academic staff where the job posting specifies the position is for an Indigenous faculty member, that the verification would be done at the point at which a conditional offer is made to a candidate. The job posting might

include a link to the policy and procedure and information on how and when to submit documents for verification.

Several Senators asked whether consideration had been or could be given to requiring that candidates for faculty positions verify their claim to Indigenous citizenship, membership, or kinship at some earlier point in the hiring process. Senators identified several questions and concerns related to the proposed timing, including for Indigenous-designated and Indigenous-preferential positions, as well as non-designated positions where an equity, diversity, inclusion, and accessibility (EDIA) lens will be applied, given the University's commitment to EDIA in hiring. With respect to non-designated positions, Professor Oliver identified the need for guidelines, education and training, for individuals who will serve on hiring committees, to understand how to make decisions using an EDIA lens, including where a successful candidate has self-declared as Indigenous, but the claim will not be verified prior to the committee making its decision or prior to offering the candidate the position. Dean Kelekis-Cholakakis and Professor Lobb observed, regarding non-designated positions, if a candidate self-declares as Indigenous, bias is automatically introduced into the decision-making. Dean Kelekis-Cholakakis said, where there are two equivalent candidates and one has self-declared, this may sway the decision for that candidate. They were concerned, therefore, that the verification process should take place prior to hiring and, perhaps, prior to offering the position to the candidate, which might be at the point at which candidates are short-listed for interviews.

Professor Miller observed that the process for hiring academic staff involves a significant financial investment. Where a candidate for a non-designated position who has self-declared as Indigenous is hired without verification of their claim, it involves a potential risk that the hiring will be invalidated if their claim subsequently cannot be verified or proves to be fraudulent. This may lead to additional costs for the unit, if it is necessary to undertake the hiring process again. In response to the position that non-designated positions do not involve a material benefit for the individual who self-declares, Professor Miller said there would potentially be material benefits for the individual immediately following their hiring, particularly if their research involves Indigenous studies or they intend to carry out research with Indigenous communities.

Ms. Barlow said the working group had deliberated on the timing of the verification process within the hiring process for academic staff, for Indigenous-designated, Indigenous-preferential, and non-designated positions, and had linked the timing to the point at which there would be a material benefit for an individual. Consideration had been given to requiring verification at the point of application, but the human resource requirements needed to verify claims for all applicants was also weighed. Consideration was also given to having short-listed candidates verify their claims, but the working group had received advice that the point at which a conditional offer is made was also an option that would require that the verification process be completed for one individual versus numerous individuals. Ms. Barlow indicated that the working group was open to looking at the timing again.

Professor Patzer raised a concern regarding the plan not to require candidates for non-designated positions for academic staff, who self-declare as Indigenous, not to verify their claim at some point during the hiring process. Specifically, that it may not be manageable for the OVPI if there is a significant stream of self-identifying Indigenous faculty hires who, at some point after being hired, will need to verify their claim, perhaps on short notice, because they intend to apply for a material benefit. For example, if they

intend to apply for Indigenous-designated funding or to serve as an Indigenous representative on a service committee. Professor Patzer said the question was also raised at the Faculty of Arts Senate caucus. Professor Patzer said not requiring individuals who self-declare to verify their claim also opens the University to reputational risk where a person who has not verified their claim speaks as an Indigenous person and controversy arises when an accusation is made regarding the validity of their claim.

Ms. Barlow said the draft procedure contemplates that existing staff and students will be encouraged to enter the verification process at any time so that, if an individual wants to apply for a material benefit, they will have been verified. She agreed that it is necessary to be cognizant of the amount of work the policy and procedure will lead to, for staff in the OVPI. Once an individual has verified their claim, their verification will remain in the system.

President Benarroch said the concerns raised regarding when candidates for academic positions would be asked to verify their claim to Indigenous citizenship, membership, or kinship, will be taken back for further consideration. He said it is also necessary to arrive at a process that is not overly burdensome.

Referring to section 15.2 of the procedure, which specifies that the OVPI may use or defer to existing collective agreements when an individual is subject to discipline under the policy and procedure, Professor Shaw noted that this would not be option. The procedure to be followed would be those found within the collective agreements.

Ms. Barlow agreed and confirmed that that the language in that section will be revised.

Professor Anderson recognized that it is necessary to develop the policy and procedure in response to harm that has been caused by non-Indigenous people who fraudulently claim Indigenous identity. She observed that there is no way, however, to enact the policy and procedure without causing further colonial harm to First Nations and Inuit people. Not only because the burden of developing the documents falls largely to Indigenous community members, including with respect to deciding which forms of “proof” will be required to support a claim, but given that Indigenous members of the University community will be the only population group who are required to share that “proof” or those documents with the University.

Professor Anderson asked whether additional consideration needs to be given to cyber security and protection of personal information gathered as part of the verification process. She raised the question following recent events in the United States, including cuts to federal government funding for diversity, equity, and inclusion (DEI) initiatives and positions in that country and requests from government for DEI information, that signal the world has entered a different climate and era, and raise the possibility for the same risks here. Professor Anderson suggested that it might be useful to consult Indigenous faculty, staff, and students again, given that some risks have changed substantially since the process to establish the policy and procedure were initiated.

President Benarroch said, with respect to protecting people’s data, that the University has been upgrading its cyber security system. He agreed that it will be important to look carefully at how to secure the types of personal information that will be gathered under the policy and procedure. He indicated he would take the questions back for consideration.

Referring to section 5.25 of the procedure, which specifies that the OVPI has authority to amend Annex “A,” as required, Professor Prentice raised a concern that this would give significant authority to the OVPI to define the acceptable document that will be used to verify claims of Indigenous citizenship, membership, or kinship. She observed that the proposed process does not involve the sort of collective and deliberative decision-making process involving the University’s governing bodies. She encouraged the OVPI to consider building in opportunities for collegial review and discussion of any changes to Annex “A.”

Ms. Barlow said any changes to the acceptable documentation to verify claims will not be determined by the OVPI but will be community driven. For example, Annex “A” would be revised when a community changes its membership requirements. She suggested that this could be clarified in section 5.25. She proposed that the OVPI might forward revisions to Annex “A” to Senate for a discussion, rather than approval, because communities and not the University will determine what is acceptable documentation.

Dr. Duhamel proposed that the University, as a signatory to the Manitoba Collaborative Indigenous Education Blueprint, might work with other signatories to determine the acceptable documentation, which will be appended to the procedure in Annex “A,” to facilitate this work with communities and for communities, and to promote to all education institutions in the province to require the same documentation. Revisions could be shared with Senate from time-to-time, recognizing that the revisions arose as part of continuing discussions across the province.

President thanked Senators for the discussion, which will be ongoing, including to consider several questions raised by the Arts Senators that were communicated to the University Secretary prior to the meeting and forwarded to the Vice-President (Indigenous) for consideration. He thanked Ms. Cyr, Ms. McDermott, and Ms. Barlow for their work on the draft policy and procedure and for leading the consultation with Senate.

2. Revisions to Definitions of Academic Units Policy

Page 422

Mr. Leclerc spoke briefly to proposed revisions to the *Definitions of Academic Units* policy. A review of the policy was initiated because it had reached its ten-year mandated review. The revisions that are proposed have been made to update language and to make it more consistent across the document. Mr. Leclerc acknowledged Dr. Smith and Ms. Davidson, Academic Planning and Priorities Specialist, Office of the Provost and Vice-President (Academic), who had worked with him to revise the document.

Dean Brown MOVED, seconded by Professor Oliver, THAT Senate approve and recommend to the Board of Governors, revisions to the *Definitions of Academic Units* policy, effective upon approval by the Board of Governors.

CARRIED

XIII Adjournment

The meeting was adjourned at 3:32 p.m.

These minutes pages 1 to 14, together with the agenda, pages 1 to 429, and the presentation, *Affirming Indigenous Citizenship, Membership and Kinship Policy, University of Manitoba, February 2025*, comprise the minutes of the meeting of Senate held on February 5, 2025.

Affirming Indigenous Citizenship, Membership and Kinship Policy

University of Manitoba

February 2025



**University
of Manitoba**

Purpose

Why

- Uphold spaces and opportunities for Indigenous Peoples at UM
- Framework and procedure for verification where there is ***Material Benefit***
- Framework and procedure regarding fraud



Listening to First Nations, Métis and Inuit
Communities: Engagement on Recognizing
and Supporting Indigenous Identity and Kinship

March 2023

Policy and Procedures

What

- Verification, with documentation, Indigenous citizenship, membership or kinship
- Reporting and responding to fraudulent claims
- Discipline and reprisals



Policy and Procedures

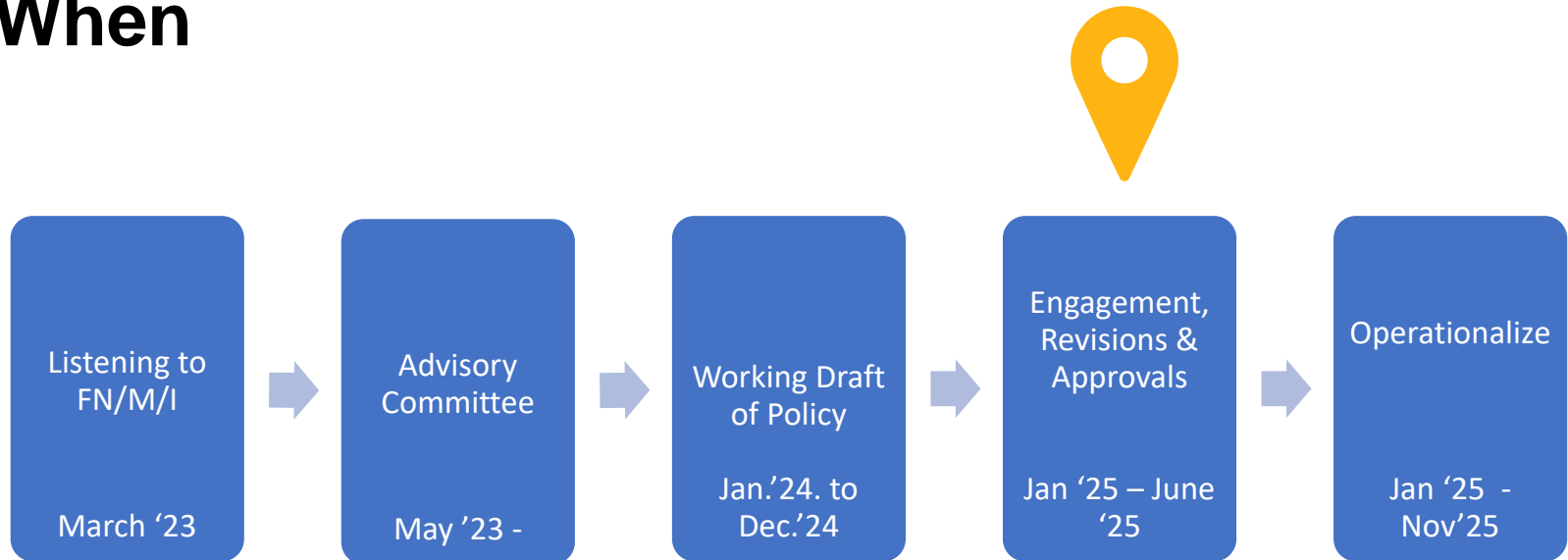
Who – Eligibility for Material Benefit

- Students, staff and faculty (current and incoming)
- Senior academic and administrative leaders
- Researchers
- Governing bodies
- Etc.



Policy and Procedures

When



Implementation

How

- Centralized approach
- Verification done by Indigenous staff with least number of individuals accessing documents and system
- Respond with status, e.g., Verified, Pending, Not Verified and distinction
- Maximizes confidentiality and privacy



What does this mean?

- Students applying to Indigenous applicant pool
- Applicants/candidates for Indigenous designated or preferred positions – Academic and administrative
- Eligibility for financial aid and awards
- Research
- Current staff and faculty employed in designated, preferential (if known) positions or who are rcv'g or have rcv'd material benefit ***are encouraged.***



Questions?

- What impact, challenges or barriers do you foresee in the effective implementation of these procedures?
- Are there any consequences of the policy and procedures that should be taken into consideration?
- What types of support, resources or training do you think will be necessary to successfully implement and sustain this policy?; What specific resources or training do you believe should be provided to support this initiative?





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