

March 5, 2025

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 A106 Chown Building

Members Present

Dr. M. Benarroch,
Chair
Prof. A. Abra
Prof. M. Anderson
Mr. S. Batla
Prof. R. Biscontri
Prof. W. Bonness
Rectrice S. Bouffard
Very Rev. R. Bozyk
Dean D. Brown
Ms. A. Bruce
Prof. S. Bruce
Prof. A. Bunt
Prof. C. Charles
Prof. J. Chen
Prof. R. Chernomas
Prof. A. Chudyk
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. A. Doshi
Ms. M. Dumontet
Prof. P. Eck
Prof. P. Ferguson
Prof. C. Figley
Acting Dean A.
Fredericksen
Dean M. Friesen
Acting Dean S.
Gagnon
Prof. J. Gamble
Ms. F. Ganiyu
Prof. M. Garcia-
Holguera
Prof. G. Hicks
Dr. D. Hiebert-Murphy
Prof. T. Ivanco
Mr. O. Jakpa
Ms. J. Ji
Dean R. Jochelson
Dean U. Kothe

Prof. T. Lakowski
Prof. R.J. Leland
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
Ms. L. O'Hara
Prof. D. Oliver
Prof. J. Patzer
Prof. J. Peeler
Prof. S. Prentice
Prof. A. Raouf
Prof. D. Rey
Ms. H. Ritter
Prof. K. Rochon
Prof. B. Rose-Lovett
Dean M. Scanlon
Ms. L. Schnarr
Mr. R. Shami
Ms. A. Sharma
Ms. D. Sharma
Ms. C. Shaw
Prof. M. Shaw
Ms. R. Smith
Mr. G. Sobie
Prof. R. Souleymanov
Dean J. Stewart
Prof. A. Stewart-
Tufescu
Prof. V. Swain
Prof. K. Szilagyi
Prof. S. Teetzel
Prof. E. Thomson
Ms. J. Ticknor
Prof. G. Tranmer
Acting Dean L.
Vercaigne
Prof. D. Walker
Prof. BC Wang
Prof. S. Webber
Mr. J. Leclerc,
University Secretary

S. Coyston,
Recording Secretary

Assessors Present

Mr. J. Adams
Dr. T. Chen
Ms. C. Cyr
Ms. L. Deane
Dr. T. Duhamel
Prof. S. Kirkland
Prof. K. Kumar
Prof. D. McNeill
Mr. C. Perron
Dr. T. Peter
Prof. J. Tichon
Dr. M. Torchia
Prof. H-J Wieden

Regrets

Dr. C. Adams
Ms. A. Allan
Ms. N. Andrew
Prof. J. Arino
Prof. M. Bertone
Prof. M. Docker
Prof. S. Ferris
Ms. S. Han
Prof. M. Hudson
Ms. M. Kalaw-Crevier
Ms. V. Koldingnes
Prof. D. Lobb
Dean M. Locher
Chancellor A. Mahon
Dean B. Mark
Dr. M. Pinto
Prof. M. Rafay
Prof. A. Saleem
Ms. B. Siem
Dr. G. Smith
Prof. G. Thompson
Ms. V. Wainikka
Mx. C. Yendt

Absent

Prof. L. Balneaves
Prof. N. Barlett
Mr. A. Chung

Mr. D. Dai
Ms. R. Dhaliwal
Dean P. Donahue
Prof. A. Farenhorst
Prof. N. Greidanus
Ms. J. Groisman
Prof. M. Hart
Mr. C. Ives
Mr. G. Jhanji
Dean A. Kelekis-
Cholakis
Prof. M. Kramer
Prof. S. Kuss
Ms. T. Lanre Hassan
Prof. N. MacLeod
Schroeder
Ms. B. Park
Ms. A. Pham
Ms. V. Pinheiro
Mr. C. Provost
Prof. V. Sparks
Ms. S. Sudhakar
Dean K. Thiessen
Ms. S. Traskovksi
Dean R. Urbanowski
Ms. B. Usick

Also Present

Ms. C. Davidson
Ms. K. Evans
Ms. E. Gregorchuk
Ms. M. Hudson
Ms. R. Krentz
Prof. A. Kumar
Ms. J. Marchant
Ms. L. Orsak-Williams
Ms. M. Watson
Ms. M. Yoshida

The Chair informed Senate that the Speaker was Ms. Angie Bruce, Vice-President (Indigenous).

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

II **Matters Recommended for Concurrence without Debate** – none

III **Matters Forwarded for Information**

1. **Consultation Session: Senate Committee and Process Review** Page 3

The Chair invited Mr. Leclerc, University Secretary, to lead a consultation session on a Senate committee and process review. The presentation was provided with the agenda.

Referring to section 2.3 Reporting to the Senate and to the Broader University, which suggests that only clean copies of the final versions of proposals will be provided to Senate, for both significant and routine changes, together with a description of, and the rationale for, the proposal, Professor Shaw raised a concern that Senate might not receive information about any opposition to a proposal or any concerns identified by a standing Committee.

Mr. Leclerc said he would share the question with the Senate Committee and Process Review Working Group. He said the terms of reference for the three standing committees that are being contemplated include a provision for the committees to refer any matter to Senate for a decision, including for both routine and significant items.

Referring to the proposed terms of reference for the standing committees, Professor Thomson asked, on behalf of Professor Ferris, whether it was necessary to state under the mandate and role of the committees that they will apply an intersectional lens to matters they consider. Institutional planning documents including *MomentUM: Leading Change Together*, *The Truth and Reconciliation Framework: Time for Action*, and the recommendations in the *President's Task Force on Equity, Diversity, and Inclusion, Final Report*, for example, are enacted at the institutional and unit levels and should be considered prior to submitting proposals to the Senate standing committees for consideration. Also, the language used in the terms of reference includes no demonstrated understanding or clear directives regarding how intersectional or equity, diversity, inclusion, and accessibility (EDIA) or equity, diversity, inclusion, and decolonization (EDID) frameworks can be applied at the committee level.

Mr. Leclerc said the language has been included to signal that these things are matters for the committees to consider when reviewing proposals. He agreed that these things should be considered at the unit level but the experience at the committees now is that this does not happen in every instance and the committees have been asking those questions.

Professor Thomson suggested that responsibility for approving course changes, for elective courses that do not have bearing on programs across the University, might be further delegated to the faculty, college, or school, so the approval is given by people with expertise in the academic discipline.

Mr. Leclerc said the suggestion will be shared with the Working Group. The Working Group and the Undergraduate Studies Subgroup had discussed the degree of delegation for various types of proposals. The degree of delegation for course changes

recommended by the Working Group recognizes that courses form degree programs, which are Senate’s programs, and that having some Senate-level oversight beyond a single department, faculty, school, or college, is important.

Ms. Dingwall expressed support for the plan to establish a Certificate and Micro-Certificate Committee, as more oversight and more dedicated oversight of these types of programs is needed. Referring to section 1.2 The Certificate and Micro-Certificate Committee, in the discussion item for consultations with stakeholders, she asked what is meant by programs intended to meet urgent community needs.

Mr. Leclerc said certificate and micro-certificate programs are sometimes created to meet certain labour market or community needs or to partner with an organization to provide training. The aim is to have a nimble process for approving these types of programs. Dean Kothe added that the Division of Extended Education partners not only with industry partners and other organizations to offer programs that meet labour market needs, but it also develops programming for non-industry partners, including government departments, for example, to offer programs in leadership and EDIA for their employees. The Division requires a process that allows the unit to respond in a timely way, while it also adheres to the University’s processes and procedures, for quality assurance.

Ms. Dingwall was concerned about use of the language “urgent community needs.” She remarked that consideration should be given to what is deemed to be urgent and the emphasis should be to follow processes that make sense for the certificate programs the University is offering.

President Benarroch invited Senators to send any other comments to Mr. Leclerc.

Mr. Leclerc thanked members of the Senate Committee and Process Review Working Group and the Undergraduate Studies Subgroup for their work on outlining a revised Senate committee structure and process.

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| 2. | <u>Report of the Senate Committee on Awards [January 28, 2025]</u> | Page 47 |
| 3. | <u>Items Approved by Board Executive Committee [January 29, 2025]</u> | Page 58 |

IV Report of the President

President Benarroch encouraged Senators to register for one of the campus safety education sessions, to be held at the Fort Garry and Bannatyne Campuses and the William Norrie Centre. He asked Deans and Directors to encourage staff in their areas to attend. The education sessions will be offered annually. Following recommendations in a report on a security incident that occurred on the Fort Garry Campus last fall, testing of the system for sending notifications via the UM Safe App is underway, upgrades to security cameras and alarm systems will be made, and signage will be posted in classrooms and around the University with information on what to do in different emergency situations.

President Benarroch reported that the President’s Executive Team (PET) had participated in exercises led by an emergency response expert for the city of Banff, Alberta. The exercises highlighted where it might be useful to consider clarifications to

the chain of command, particularly for situations where the PET cannot meet quickly, and a decision must be made at a lower level given the nature of the emergency.

President Benarroch reported that the University had launched *The Truth and Reconciliation Framework: Time for Action* at an event held on March 3rd. Members of the University and broader community attended, including Minister Cable.

President Benarroch said the University will mark its 150th anniversary in 2027. Events are being planned to celebrate with the community. It will also be an opportunity to celebrate the academy, and some lecture series might be organized to do this. President Benarroch encouraged academic units to consider how they might mark the anniversary.

President Benarroch commented on the uncertainty that has been created by tariffs that the President of the United States is expected to impose on Canadian products in the coming weeks. If the tariffs are imposed, there will be significant costs for the University. In response to an initiative launched by the province, the University will review procurement to potentially identify different sources for some products, including computer, software, and information technology, some of which might be difficult to replace because it is very specialized. Products and services that have no replacements will continue to be purchased from the United States, to ensure work being carried out at the University can continue. President Benarroch said he is concerned that, if tariffs are imposed, the province may need to redirect funding for postsecondary institutions to other priorities.

President Benarroch said he has received questions about whether the University will hire academics who may leave the United States. He indicated that the University is open to hiring the most qualified candidate for any position and particularly highly specialized fields.

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.

The following question was received from Professor Tichon, UMFA Assessor:

The University of Manitoba has banking relationships with US owned banking institutions such as US Bank for travel credit cards. What protections are put in place in the contracts to help protect personal and financial information of UM employees, particularly during a time of rapid political changes in the United States?

President Benarroch said the University is reviewing its contract with US Bank. With respect to the question received, Ms. Andrew, Vice-President (Administration) has confirmed that cardholders' financial information is not provided to that institution, and holding a US Bank travel credit card does not affect cardholders' credit scores. Information that is provided includes the cardholder's full legal name, UM employee ID, birthdate, and personal cell phone number. The last two items are optional and are used by US Bank as a means of contact and as an identifier when cardholders contact them.

President Benarroch said US Bank information is housed on a shared data server, and all data is stored in Minnesota and Kansas. Within the server, US Bank segregates client data into unique processing hierarchies. Clients can only access data contained within their program hierarchies. Access Online, which is US Bank's proprietary web pay system for program management and reporting, provides the tools for clients to manage their commercial client cards. Full transaction data is available in Access Online for seventy-two months and offline for fifteen years. Inactive cardholder accounts are purged from Access Online after two years of inactivity, including accounts that were closed or lost or reported fraud. Access Online resides in a multi-tiered, multi-server environment with built-in redundancies. US Bank hosts all servers and manages their systems firewalls.

VI Consideration of the Minutes of the Meeting of February 5, 2025

Professor Prentice MOVED, seconded by Professor Biscontri, THAT the minutes of the Senate meeting held on February 5, 2025, be approved as circulated.

CARRIED

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 62

Ms. Bruce reported that the Senate Executive Committee met on February 12, 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 (SPPC) met on February 24th, to consider proposals from the Department of Community Health Sciences, Max Rady College of Medicine, the Faculty of Law, and the Faculty of Arts. He anticipated that these matters would come before Senate in the future.

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

1. Report of the Senate Committee on Instruction and Evaluation RE: Revised Regulation, Completing the Program with a Minor, Bachelor of Commerce (Honours), I.H. Asper School of Business Page 63

Dr. Torchia said the Senate Committee on Instruction and Evaluation (SCIE) met on January 23, 2025, to consider a proposal from the Asper School of Business, to modify the regulation on completing the Bachelor of Commerce (Honours) degree program with a Minor. The revised regulation will allow students to count Foundation and Core degree courses toward a Minor. Currently, a provision within the regulation that prohibits the use of Core courses toward a Minor prevents students from pursuing a Minor in several subjects, including Economics, Mathematics, and Statistics. This was not the intent of

the Faculty when it recently introduced the option for students in the B.Comm.(Hons.) program to complete a Minor (Senate, May 15, 2024).

Dr. Torchia said the Faculty is requesting that the revision be made retroactively, to the start of the 2024 Fall Term, so students admitted to the B.Comm.(Hons.) program last fall will not be disadvantaged. The Office of the Registrar and Enrolment Services had been consulted about this request and had indicated that the revision can be applied retroactively in the student information system.

Dr. Torchia MOVED, on behalf of the Committee, THAT Senate approve the Report of the Senate Committee on Instruction and Evaluation concerning the revised regulation on *Completing the Program with a Minor*, for the Bachelor of Commerce (Honours), I.H. Asper School of Business, effective September 1, 2024.

CARRIED

**2. Report of the Senate Committee on University Research
RE: Revised Terms of Reference for the Morberg Family
Chair in Hepatology at Health Sciences Centre**

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Dr. Wieden said the Senate Committee on University Research met on January 30th to consider a proposal from the Max Rady College of Medicine, to revise the terms of reference for the Morberg Family Chair in Hepatology at Health Sciences Centre. The principal revision is to allow for the appointment of an individual at the rank of Assistant Professor or Associate Professor. The current requirement is for an individual at the rank of Full Professor. Dr. Wieden said the proposed change is in alignment with the policy on *Chairs and Professorships*.

Dr. Wieden MOVED, on behalf of the Committee, THAT Senate recommend that the Board of Governors approve revised terms of reference for the Morberg Family Chair in Hepatology at Health Sciences Centre, effective upon approval by the Board of Governors.

CARRIED

X Additional Business

1. Special Notice – Urgent Addendum to March 5, 2025 Senate Agenda

President Benarroch referred Senators to the addendum to the agenda, which includes a communication from Dr. Peter, Vice-Provost (Academic Affairs), with a series of recommendations from the Academic and Research Team. The Team is a sub-committee of the Continuity Steering Committee. Under the *Rules of Senate*, he had agreed to add these urgent matters to the agenda.

Dr. Peter said recommendations of the Academic and Research Team are intended to be proactive and to provide information to the University community, including students, should there be a labour disruption.

Mr. Leclerc informed Senate that Ms. Dingwall has requested that the recommendations be amended to include a provision to accommodate students who elect not to cross the picket line to attend classes. He shared the wording of the additional recommendation.

The same language has been used in the past, in similar situations. It will be added to other recommendations that Senate is asked to consider.

Professor Oliver MOVED, seconded by Dean Nickerson, THAT Senate approve the recommendations of the Academic and Research Teams, including:

- **that student requests for incomplete or continuing grade/course status be sympathetically considered, wherever appropriate, and that such requests not be denied, up to the point of undue hardship.**
- **that students be permitted to request deferred examinations and that such requests not be denied, up to the point of undue hardship.**
- **that section 2.6 of the Voluntary Withdrawal policy for the Winter 2025 Term be suspended, and that the Provost be authorized to amend the Voluntary Withdrawal date for the Winter 2025 Term, if required and report thereon to Senate.**
- **that the verification of enrolment processes for Senate-approved scholarships and bursaries for the 2024-2025 academic year be suspended in response to a possible increase in the number of voluntary withdrawals.**
- **that academic unit heads and academic staff ensure that students who choose not to cross picket lines, real or virtual, are accommodated up to the point of undue hardship with respect to any missed material, assignments, or tests and that all students, whether they choose to attend classes or to not cross the picket line, be treated fairly.**

In response to questions, Mr. Leclerc confirmed that a reference to virtual picket lines is meant to capture classes that are delivered online. He clarified, where classes taught by Sessional Instructors continue through a labour disruption, students who access course materials in UMLearn will not be crossing a virtual picket line.

Professor Oliver indicated his support for the motion. He offered two observations, for Senators to reflect on. First, the prospect that a labour disruption will lead to additional requests by students for deferred examinations, which are already received in significant numbers. Observing that deferred examinations sometimes exacerbate challenges some students are experiencing, rather than providing a solution, he suggested that an institutional discussion is needed to address the volume of requests received for deferred examinations. Second, Professor Oliver observed, while the premise of the recommendations of the Academic and Research Team is to demonstrate compassion for students, in the event of a labour disruption, it does not take into account every scenario, including, for example, a doctoral candidate whose thesis defense is scheduled for the following week and may need to be rescheduled.

CARRIED

XI Adjournment

The meeting was adjourned at 2:17 p.m.

These minutes pages 1 to 7, together with the agenda, pages 1 to 78, the addendum to the agenda, pages 1 to 4, comprise the minutes of the meeting of Senate held on March 5, 2025.