



IX	<p><b><u>Reports of the Senate Executive Committee and the Senate Planning and Priorities Committee</u></b></p> <p>1.    <b><u>Report of the Senate Executive Committee</u></b> <span style="float: right;">Page 37</span></p> <p style="padding-left: 40px;">Comments of the Senate Executive Committee will accompany the report on which they are made.</p> <p>2.    <b><u>Report of the Senate Planning and Priorities Committee</u></b></p> <p style="padding-left: 40px;">The Chair will make an oral report of the Committee’s activities.</p>
X	<p><b><u>Reports of other Committees of Senate, Faculty and School Councils</u></b></p> <p>1.    <b>Report of the Faculty Executive Council of the Rady Faculty of Health Sciences RE: Proposal to Rename the Department of Pathology, Max Rady College of Medicine</b> <span style="float: right;">Page 38</span></p> <p>2.    <b><u>Reports of the Senate Committee on Instruction and Evaluation</u></b></p> <p style="padding-left: 20px;">a)    <b>RE: Revised Requirements for Dean’s Honour Roll, Faculty of Arts</b> <span style="float: right;">Page 41</span></p> <p style="padding-left: 20px;">b)    <b>RE: Revised Assessments Results Policy, Undergraduate Medical Education Program, Max Rady College of Medicine</b> <span style="float: right;">Page 50</span></p> <p>3.    <b>Reports of the Senate Committee on University Research RE: Revised Terms of Reference for Research Chairs, Department of Internal Medicine, Max Rady College of Medicine</b></p> <p style="padding-left: 20px;">a)    <b><u>Chair in Metabolic and Endocrine Diseases</u></b> <span style="float: right;">Page 59</span></p> <p style="padding-left: 20px;">b)    <b><u>Chair in Rheumatology</u></b> <span style="float: right;">Page 72</span></p>
XI	<p><b><u>Additional Business</u></b></p> <p>1.    <b>Statement on Freedom of Expression for University of Manitoba Community Members</b> <span style="float: right;">Page 90</span></p>
XII	<p><b><u>Adjournment</u></b></p>

Please send regrets to [shannon.coyston@umanitoba.ca](mailto:shannon.coyston@umanitoba.ca).

### **In Memoriam: Dr. Tom Booth**

It is with great sadness that I announce the passing of Dr. Tom Booth. Born in Midland Michigan, USA, in 1941 Dr. Booth earned a BSc at Eastern University, Philadelphia then completed a MSc at Ohio University in 1966, before moving north of the border and graduating with a PhD from the University of British Columbia in 1971. Tom joined the Department of Botany at the University of Manitoba in 1971 as an Assistant Professor. He was a devoted servant to his profession as a mycologist and educator at the University for more than 50 years, receiving dedicated service awards from the UM Board of Governors and Canadian Association of University Teachers. His research focussed on the ecological role and distribution of fungi across boreal Manitoba. Tom was a staunch advocate for sustainable and responsible use of shared resources in the boreal ecosystem and represented Faculty members at the University and across the country with heart felt conviction throughout his time at UM. He retired from the Department of Biological Sciences in June 2024 spending his remaining years in Paradise, Newfoundland. Tom passed away on January 26<sup>th</sup> 2026, our thoughts are with his colleagues, friends and family.

Tom Booth: In Memoriam, from an UMFA and CAUT perspective.

Starting with his arrival at the University of Manitoba in 1971, Tom Booth worked on making the U of M a better place for all Faculty members and students. He was among those who worked to certify the University of Manitoba Faculty Association as the bargaining unit in 1974.

Tom Booth served in leadership in many forms at this University and beyond; his service to this University and UMFA was extensive. He was Botany Department Head, and Director of the Delta Marsh field station. He was a member of this Senate for 14 years and a member of Senate Executive. For many years, Tom served as a member of the UMFA Board of Representatives, Collective Agreement Committee, as Job Action Coordinator, and a member of the Bargaining Team. He served as UMFA's Vice-President and President. It was while he was dutifully serving at strike headquarters in 2021 when he received the diagnosis of cancer.

Beyond the University of Manitoba, he shaped many faculty associations, including through his service as president of the Manitoba Organization of Faculty Associations. But it was at the national level where Tom's contribution to collegiality and solidarity was most significant. He was President of both the Canadian Association of University Teachers (CAUT), as well as the CAUT Defence Fund, the latter of which supports faculty associations across Canada in their labour actions. After UMFA's strike in 1995, Tom created the Defence Fund's group of visiting faculty who supported job actions across the country. The inception of his idea was after faculty from across the country came to support UMFA's defence of tenure. Tom served for many years on the National Executive Board of the National Union of the Canadian Association of University Teachers (NUCAUT) and represented academics at the Canadian Labour Congress. In the fall of 2025, Tom was Awarded the CAUT's highest award: The Donald C. Savage Award, and in 2024 the CAUT Defence Fund created the Tom Booth Solidarity Award to recognize Tom's career-long commitment to solidarity and to the advancement of our profession through collective action.

Brother Tom walked his last picket line in solidarity with our siblings at the Mount St. Vincent University Faculty Association Strike in early 2024. He will be missed, but his spirit endures. Bread and Roses.

## **In Memoriam: Emeritus Professor Ernest Bridges**

Electrical & Computer Engineering, Price Faculty of Engineering

It is with sadness that we record the passing of one of our colleagues, Emeritus Professor Ernest Bridges.

Ernest Bridges was born in August 1931 in Winnipeg, growing up in the shadows of the Great Depression and the conflicts of 1939-45. Enrolling in Arts and Sciences in 1949, Ernie transferred to the Engineering Faculty in 1950, completing his BSc in 1954. While studying, he undertook summer work terms with Winnipeg Hydro, the Provincial Survey, Ducks Unlimited, Manitoba Hydro, and travelled north with maintenance crews to service the RCAF and NORAD early-warning RADAR stations. In 1955, Ernie commenced work as a lecturer in Electrical Engineering, completing his MSc in 1958. Ernie progressed through the ranks to Full Professor, officially retiring in 1996. But, as Emeritus Professor, he continued to teach a key elective in Microwave Engineering for a further 20 years, finally handing over the course in 2016 after 60 years of scholarship. He didn't just pass a baton, he handed over materials, notes along with boxes of artefacts and sample devices that he used in lectures to bring life to the subject. Everyone knew Ernie, in general he'd taught them more than one course. The colleague who took over the Microwave Engineering elective recalled his bright smile and easy-going laughter that was always part of the classroom, and his continuous presence in the teaching labs, assisting TAs and students with their project work. As this colleague described working alongside Ernie:

*Somehow, it never felt like there was a rush. He made time to sit down and explain ideas.*

Another past student described Ernie's classroom as:

*"...a quiet, thoughtful place. There was never any drama. He worked through the material and was always approachable."*

Another colleague remembers:

*"...that Ernie taught me electric circuits in 1981, a course I have now taught many times. There are several very insightful questions that I ask my students ... that originate from the class I took from Ernie 45 years ago. He left an impression on me as a student for his insightful teaching methods where the purpose of the questions he asked were not to impress a student regarding the professor's obvious greater knowledge about the subject but rather to cut to the essence of the subject being taught."*

Ernie's expertise ranged far beyond our campus. His work in the field of microwave and RF systems engineering was well-known throughout the research community. Ernie's commitment to research features strongly in the anecdotes of his early colleagues. He was one of the founders of our Antennas laboratory in the early 1960s, taking advantage of the construction of the "new" Engineering 3 building and taking on much of the hard work of acquiring and constructing the equipment. This core facility has evolved – Senators are welcome to have a brief tour after this meeting to see the backdrop to many publicity images that our faculty and institution have used over these decades. Ernie's work in the facility produced many papers and patents, and his colleagues were highly productive – the prominence of the research group he

founded includes a Tier I CRC, multiple Tier II CRCs and legions of colleagues and research personnel. Ernie championed the importance of research leaves in the face of historic skepticism, and took the first one in our department.

Ernie's laboratory wasn't just at the top of this building. One colleague remembers that *"Ernie was very interested in my research into atmospheric refraction. He supported it in a very practical way: he made his cottage on Lake Winnipeg available to me for days at a time, so that I could spend all my waking hours studying and photographing mirage phenomena. I learned a great deal from these observations, and got some of my best photographs there."*

It was also handy for the fishing trip that followed. Utterly practical, Ernie was called as the expert witness for the first Radar speeding ticket appeal in Manitoba. The Minnedosa court room was full of legal experts and police chiefs. Suffice to say that the appeal was lost, and Ernie and radar speed control won. During a heart attack a few years ago, Ernie's scientific curiosity came to the fore. As he lay in the emergency room, connected to monitors of all persuasion, he wanted his son to join him and look at the overhead light fixture,

*"...what he wanted was to discuss how the light diffuser was acting as a diffraction grating and how it generated a light spectrum."*

Engineering was a lifelong calling for Ernie, his sons all studied Electrical Engineering: his son Greg is among our colleagues in Electrical and Computer Engineering, a grandson completed his Electrical Engineering degree here in 2022, and his granddaughter is currently studying Engineering at McMaster. Ernie received the 1990 Outstanding Service Award from the Association of Professional Engineers Geoscientists Manitoba for decades of service to the profession.

Professor Bridges passed away on Thursday 15<sup>th</sup> January 2026, and a graveside service was conducted on Thursday 22<sup>nd</sup> January. He is survived by Mary, his wife of 19 years, his sister Teresa, and three sons from his first marriage to Stanis who passed away in 2000. Emeritus Professor Ernest Bridges was a scholar, mentor, teacher, and friend to many. Ernie's absence is deeply felt.

## **In Memoriam: Dr. Barry Lavallee**

### **UM mourns passing of alum Dr. Barry Lavallee**

Dr. Peter Nickerson, dean, Rady Faculty of Health Sciences, and Melanie MacKinnon, executive director, Ongomiizwin-Indigenous Institute of Health and Healing, are saddened to share the news of the passing of Dr. Barry Lavallee, a fearless advocate who dedicated his career to health equity and improving care and outcomes for Indigenous people.

As a clinician, educator, researcher, administrator and advocate, Dr. Lavallee was committed to transforming the health-care system to better serve Indigenous people.

In 1988, Dr. Lavallee was among the first cohort of Indigenous students to graduate from the University of Manitoba's medical school. He would return to UM and held several positions including director of education for Ongomiizwin – Indigenous Institute of Health and Healing.

He was instrumental in developing the content for the Indigenous health longitudinal course in undergraduate medical education and for the department of community health sciences.

In his most recent role, Dr. Lavallee served as CEO of Keewatinohk Inniniw Minoayawin. The organization supports health and wellness services for 23 First Nation communities in northern Manitoba.

During the COVID-19 pandemic, Dr. Lavallee worked to develop interventions in support of vaccination for rural and urban Indigenous communities. He personally provided vaccine outreach to Winnipeg's homeless community.

Dr. Lavallee helped develop the Diabetes Integration Project, which provides mobile diabetes care and treatment for First Nations communities across Manitoba.

For his remarkable work, he was the recipient of the Medal of Excellence from Doctors Manitoba in 2022.


Dr. Lavallee was a member of the Métis community of St. Laurent, Man. and a descendent of Duck Bay and Lake Manitoba First Nations.

We send sincere condolences to his family, friends, colleagues and community on this sudden loss.

The University of Manitoba lowered the primary grouping of flags at University Crescent and Chancellor Matheson for a period of four days in memory of Dr. Barry Lavallee.

**DATE:** January 23, 2026

**TO:** Jeff Leclerc, University Secretary

**FROM:** Michael Benarroch, Ph.D, President and Vice-Chancellor 

**RE:** **Request to Increase the Admission Target, Bachelor of Social Work**

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I attach a recommendation from Dr. Greg Smith, Vice-Provost (Academic Planning & Programs) to increase the admission target of the Bachelor of Social Work degree.

Under the Admission Targets Policy, the President approves changes to, and the introduction of, admission targets following consultation and discussion with the applicable dean or director, with Senate, and with the Board of Governors, subject to the provisions of the provincial Programs of Study Regulation.

Accordingly, please place this item on the agenda for the Tuesday, February 24, 2026, Board of Governors meeting and the Wednesday, March 4, 2026, Senate Agenda.

**Cc:** Diane Hiebert-Murphy, Provost and Vice-President (Academic)  
Greg Smith, Vice-Provost (Academic Planning & Programs)  
Laurie Schnarr, Vice Provost (Students)  
Peter Donahue, Dean, Faculty of Social Work  
Jeff Adams, Registrar and Executive Director, Enrolment Services  
Randy Roller, Executive Director, OIA  
Jason Jorgenson, Academic Planning and Programs Specialist  
Jennifer Marchant, Academic Planning and Programs Specialist



Office of Provost and Vice-President (Academic)

208 Administration Building  
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Telephone (204) 480-1408  
Fax (204) 275-1160

**University  
of Manitoba**

**Date:** January 23, 2026  
**To:** Dr. Michael Benarroch, President and Vice-Chancellor  
**From:** Dr. Greg Smith, Vice-Provost (Academic Planning & Programs)  
**RE: Request for Increase to Admission Target,  
Bachelor of Social Work (B.S.W)**

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Under the Admission Targets Policy and at the request of Dr. Peter Donahue, Dean, Faculty of Social Work, please find attached a proposal for an increase to the admission target of the Bachelor of Social Work (B.S.W.) program. The faculty is requesting an additional 25 seats.

This proposed expansion responds directly to Manitoba's urgent and growing need for professionally trained social workers in rural, remote, Northern, and Indigenous communities and seeks to ensure the long-term sustainability of a program that has demonstrated significant impact across the province.

Consistent with the Admission Targets Policy and Procedure, the President may approve changes to Admission Targets following consultation with the Dean/Director, Senate and the Board of Governors.

Please provide your advice concerning this matter to the Office of University Secretary by Friday, February 13, 2026, so that if supported, the request may receive timely consideration by the Board of Governors on February 24, 2026 and Senate on March 4, 2026. Jeff Leclerc has advised that this timeline is acceptable for this proposal.

Please let me know if you require any additional information.

Cc: Diane Hiebert-Murphy, Provost and Vice-President (Academic)  
Peter Donahue, Dean, Faculty of Social Work  
Jason Jorgenson, Academic Planning & Programs Specialist  
Jenn Marchant, Academic Planning & Programs Specialist

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Dr. Michael Benarroch, President  
Room 202 Administration Building  
66 Chancellors Circle  
University of Manitoba  
Winnipeg, MB R3T 2N2

January 19, 2026

Dear President Benarroch,

I am writing on behalf of the Faculty of Social Work to present a proposal requesting institutional and provincial support to expand the Bachelor of Social Work (BSW) cohort program by 25 additional seats. This proposed expansion responds directly to Manitoba's urgent and growing need for professionally trained social workers in rural, remote, Northern, and Indigenous communities and seeks to ensure the long-term sustainability of a program that has demonstrated significant impact across the province.

The BSW cohort program was intentionally designed to address regional workforce shortages by offering a blended delivery model that combines online and in-person instruction. This model enables students to remain in their home communities while completing their degree, reducing geographic, financial, and social barriers that often prevent access to post-secondary education. It has proven particularly effective for learners in Northern, rural, and Indigenous communities, many of whom are already employed in social service roles and are deeply connected to the communities they serve.

Manitoba continues to face a critical shortage of qualified social workers, especially in child welfare, mental health, healthcare, corrections, and community support services. The province has the highest number of children in care in Canada, with Indigenous children significantly overrepresented. Legislative and policy shifts, including the implementation of Bill C-92, have further underscored the need for a culturally responsive, community-based social work workforce to support Indigenous self-determination in child and family services. In addition, increasing displacement due to natural disasters such as wildfires, alongside ongoing healthcare reform, has intensified demand for trained social workers who can provide timely, effective, and culturally grounded interventions.

The cohort model strengthens both individual and community capacity by training local residents who are more likely to remain employed in their communities after graduation. It supports reconciliation by transforming education from a tool of displacement into one of empowerment, fostering learning in place, validating lived and professional experience, and embedding culturally

grounded supports such as Elders and Knowledge Keepers. The model also reduces systemic barriers by addressing challenges related to housing, childcare, and income disruption, while fostering strong peer networks and student retention.

The proposed 25 additional seats would be designated specifically for cohort delivery and activated based on community readiness and request. However, the delivery of this model carries significant resource implications that can no longer be absorbed within the Faculty's existing operating budget. The program requires sustained investment in instructional staffing, academic advising, practicum coordination, IT and library infrastructure, student supports, and culturally grounded services. To date, the Faculty has relied on a combination of goodwill, discontinued access-based funding, and agency contributions to sustain the program, an approach that is no longer viable and risks reinforcing inequities for underfunded Northern and Indigenous communities.

Accordingly, the Faculty of Social Work is requesting additional funding and support to sustain and strengthen the cohort delivery model and support the proposed expansion. Stable, ongoing funding is essential to ensure program quality, accountability, and long-term planning, and to maintain the University of Manitoba's leadership role in addressing pressing social, economic, and reconciliation priorities across the province.

We respectfully submit this proposal for your consideration and welcome the opportunity to discuss how this initiative aligns with the University's commitment to access, equity, reconciliation, and community-engaged education. Continued investment in the BSW cohort program represents a strategic and impactful response to Manitoba's most urgent workforce and social needs.

Sincerely,

A handwritten signature in black ink, appearing to read 'Peter Donahue', with a stylized flourish at the end.

Peter Donahue  
Dean

## SIGNIFICANT MODIFICATION TO A PROGRAM OF STUDY

Under The Advanced Education Administration Act

Universities and colleges requesting approval for a **significant modification** to a program of study from Education and Training must apply using this application form. This form reflects the requirements set out in the Programs of Study Regulation (MR 134/2015) under The Advanced Education Administration Act.

### UM INTERNAL REQUIREMENTS



University  
of Manitoba

1. Please complete the application below and submit one (1) electronic copy (.pdf format) each to the Vice-Provost (Academic Planning and Programs) and the Office of the University Secretary, (where indicated) along with the following supplemental documentation:
  - a. A cover letter justifying and summarizing the rationale behind the request for a significant modification and indicating the meeting date in which the proposal was reviewed by the Faculty/College/School Council.
  - b. Letters of Support from internal and/or external stakeholders that were consulted as part of this proposal, if applicable.
  - c. Program financial form.
  
2. Note that internal approval of the proposed modification will vary depending on the type of modification (see SECTION C). Please work with the Provost's Office and the Office of the University Secretary in advance, in identifying the appropriate procedures and approval processes. In general, please note the following for each type of modification:
  - a. **CHANGE OF SITE** – may require Senate approval if the site requires modifications to admission and/or program requirements (e.g. new admission category).
  - b. **CHANGE TO SEAT CAPACITY** – please refer to the Admission Targets Policy and Procedures (). Internal approval rests with the President following consultation with Senate and the Board of Governors. Associated changes may also require Senate approval if there are modifications to admission and/or program requirements in support of the change.
  - c. **CHANGE TO TIME-TO-COMPLETION** – any addition to or reduction of hours to program requirements, requires Senate approval. For undergraduate programs, please refer to SCCCC Guidelines found at - <https://umanitoba.ca/governance/forms>. For graduate programs, please contact FGS for approval process.
  - d. **CHANGE TO APPROVED DELIVERY MODEL** – please notify the Provost's Office of any significant changes to course or program delivery method.
  - e. **CHANGE TO STATUS OF JOINT PROGRAM** – depending on the significance of the changes resulting from the proposal, this will either require Senate approval as a program modification or will require the introduction of a new program. Please contact the Provost's Office with more details on how becoming a joint program or ceasing a joint program will impact the program.
  - f. **CHANGE TO CREDENTIAL** – requires approval by Senate.
  - g. **CHANGES TO CAPITAL OR OPERATING RESOURCES REQUIRED** – please notify the Provost's Office of any significant changes to course or program delivery that will require additional resources.
  
3. Please direct questions to the Academic Planning & Programs Specialist, Office of the Provost and Vice-President (Academic) at [acadplanprog@umanitoba.ca](mailto:acadplanprog@umanitoba.ca).

Updated July 2025

**SECTION A – PROPOSAL DETAILS**

Institution: **University of Manitoba**

Applicable faculties/department with responsibility for the program: Faculty of Social Work

If program is a joint program, list all participating institutions and the roles of each in delivering the proposed program:

N/A

Program name: Bachelor of Social Work

Credential awarded: B.S.W.

Funding request: \$644,440

*Office Use Only*

One-time funding: \_\_\_\_\_

On-going funding: \_\_\_\_\_

Proposed start date: September 1, 2027

List any critical issues that may impact the start date of the program:

Institutional Program Code(s) (PSIS reporting number):

## SECTION B – PROGRAM DESCRIPTION AND DELIVERY

**B-1 Provide a general description of the significantly modified program and its objectives:** *(Include intended purpose, curriculum design, and highlight distinctive attributes)*

The purpose of the proposal is to expand the B.S.W. program with 25 additional seats to meet the market demand for trained Social Workers in rural, remote, and Indigenous communities. This requires sustainable resources that are dedicated to ensuring the long-term viability of this program for our learners and community partners.

The cohort-based delivery of the Bachelor of Social Work (BSW) is designed to address specific regional needs by offering localized educational opportunities through a blended delivery model. This approach combines online and in-person instruction, making it accessible to students in Northern, Southern, rural, and Indigenous communities who may face geographical and logistical barriers to attending traditional on-campus programs.

The primary goal of this initiative is to equip students with the necessary skills and knowledge to meet the high demand for qualified social workers, particularly highlighted in rural and Northern areas. These regions experience acute shortages of trained professionals, which is critical given the pressing needs in sectors such as child welfare, mental health, health care, and corrections, to name a few. Manitoba has the highest number of children in care in the country and requires a significant workforce that is adept at culturally responsive, geographically relevant practices.

The cohort delivery not only benefits students by providing access to education but also serves Indigenous and non-Indigenous agencies by ensuring their workforce is trained and qualified while learners remain in their communities. This will lead to improved service delivery and outcomes in child welfare, healthcare, mental health, and other community support services. Establishing such educational frameworks is crucial for sustainable development in these communities, as it fosters local talent that can effectively address local challenges.

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**B-2 Describe how this program serves and advances the academic, cultural, social and economic needs and interests of students and the province:**

The cohort model aids in filling the social service gaps, building local capacity by training residents who hold deep ties to these communities, and as a result, are more likely to remain and work in their community post-graduation. This approach not only addresses workforce shortages but also contributes to regional economic development and community resilience.

Many students are mature learners already employed in the social services sector, Indigenous individuals seeking contextually and culturally relevant education, and residents of remote or rural areas who face significant barriers to accessing traditional post-secondary institutions. These learners are best supported through cohort-based, blended delivery models that allow them to remain in their home communities while pursuing their degrees. The proposed increase in seat capacity directly supports this shift by enabling the faculty to meet students where they are—geographically, culturally, and academically.

The proposed expansion of the Bachelor of Social Work (BSW) cohort program is a strategic response to the evolving social, cultural, and economic landscape of Manitoba. It is designed to meet the urgent need for qualified social workers in communities across Manitoba, where access to post-secondary education and professional training remains limited due to geographic, economic, and systemic barriers. Below are some key areas of practice that are critical to the needs of the province.

### **Critical Shortage of Social Workers in Manitoba**

Manitoba continues to face a critical shortage of social workers, particularly in child welfare, mental health, and community support services. The province has the highest number of children in care in Canada, with Indigenous children significantly overrepresented. This is a result of longstanding colonial systems that undermined Indigenous governance and systems. As part of the effort to affirm the right of self-government, the federal government enacted Bill C-92: An Act Respecting First Nations, Inuit and Métis Children, Youth and Families, which emphasizes the importance of keeping Indigenous children connected to their families, communities, and cultures. This legislation re-establishes the rights of First Nations, Inuit and Métis to exercise jurisdiction over child and family services, and this reinforces the need for a professionally trained, culturally responsive, community-based social work workforce.

### **Displacement of Manitobans Due to Natural Disasters**

While displacement due to natural disasters is not new, the unprecedented spread of wildfires across Canada, including Manitoba, has long-term societal consequences.

Forest fires displace Indigenous peoples from their homes and territories, disrupting cultural practices, traditional food sources, and spiritual connections to the land. Long-term consequences include heightened risks of addiction, chronic illness, and adverse mental health outcomes, exacerbated by structural inequities, geographic isolation, and inadequate response systems that leave communities vulnerable.

Social workers play a key role in providing immediate, cost-effective support to mitigate the consequences of such disasters.

### **Reconciliation**

Manitoba Indigenous Reconciliation is focused on supporting healthy, safe and sustainable Indigenous communities. Goals include closing the gap in quality of life between Indigenous people and other Manitobans, particularly in education, health, housing, economic opportunities, and employment.

### **Healthcare Reform**

Professionally trained social workers are essential to these reforms. Social work significantly impacts mental health and addictions by providing vital support, resources, and advocacy, ultimately reducing healthcare costs. Social workers help individuals and families navigate the healthcare system, access needed services, and build a strong support network, leading to improved mental and physical well-being. This, in turn, can lead to decreased emergency room visits, reduced hospital stays, and lower overall healthcare expenditures.

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### **B-3 Describe the existing and anticipated post-secondary learning needs of students in Manitoba that this program addresses and responds to:**

The cohort delivery model enhances learning in place for Indigenous communities by directly addressing the barriers Indigenous learners face when required to leave their home communities for post-secondary education. It transforms education from a tool of displacement into a mechanism for empowerment, capacity-building, and long-term social well-being. The cohort model supports **learning in place** for students by directly addressing the barriers Indigenous learners can face when required to leave their home communities for post-secondary education

The cohort model strengthens both individual and community capacity in the following ways:

- Responds to student needs for localized, culturally grounded education, lessening disconnection from family, community, and cultural supports.
- Fosters peer support, mutual accountability, and a powerful sense of belonging.
- Directly addresses financial and other barriers to students, such as housing and childcare.
- Builds long-term capacity by helping students connect their learning to real-world contexts.
- Validates and builds on lived experience and professional knowledge, empowering students to deepen their impact in the community while remaining employed.

**B-4 Will the program be available for part-time study.**

Yes

**B-5 Is there a cooperative education, work placement, internship or practicum component?**

The Bachelor of Social Work (BSW) program features a practicum component, a core and distinctive element of social work education at the University of Manitoba. Students are required to complete two field placements, each consisting of 390 hours in placement (780 hours in total).

**C-2 Change to seat capacity**

C-2.1 - List originally approved or currently offered seat capacity and proposed seat capacity.

*UM Internal Note:* seat capacity as defined by your admission target. If you are not aware of the target, please contact Enrolment Services.

The current cap. Is 280. With an increase of 25 seats the cap would be 305.

The proposed increase of 25 seats is intended to support the growing demand for cohort-based BSW programs in Northern, Southern, and rural Manitoba, including Indigenous communities and agencies. These additional seats will be designated specifically for cohort delivery and activated based on community request and readiness.

C-2.2 - Provide rationale for this change. *(Examples include changes in applications, enrolment and employer demand or alignment with the institution's strategic direction and priorities.)*

*UM Internal Note:* please ensure to address the following in your response:

- Student demand for places – identify how the current admission levels and the proposed changes compare to the number of qualified applicants to the program.
- Demand for graduates – identify how the current admission levels and the proposed changes reflect market demand for graduates.
- Outline any economic, demographic and/or geographical shifts in the student population that may impact on, or be impacted by, the proposed change.
- Student success – comment on success of current students (progression, time-to-completion, etc.) and graduates of the program (where known).

The Manitoba Advocate for Children and Youth 2024 report underlines severe staffing shortages in social work in Northern Manitoba. It notes that low wages, inadequate housing, and limited support services are barriers to recruiting

and retaining skilled social work staff in northern communities. According to federal government statistics, there is a strong risk of a shortage of qualified social workers over the period of 2024-2033 at the national level. Many social workers are retiring, particularly in child welfare, mental health, addictions, and community-based services. These realities underscore the critical need for a sustainable pipeline of locally trained, culturally competent social workers.

The proposed increase in seat capacity for the Bachelor of Social Work (BSW) program - from 280 to 305 seats - is a strategic response to sustained, growing and systemically unmet demand for social work education across Manitoba, particularly in Northern, Southern, rural, and Indigenous communities. This change is not a general expansion, but a targeted increase to support cohort-based delivery models requested by communities and agencies.

Over the past three decades, the Faculty of Social Work has received steady requests from communities and agencies to deliver BSW education through localized cohorts. These requests are driven by the need to train individuals already working in social services who cannot relocate to urban centers for full-time study. The proposed seat increase will allow the faculty to plan and meet the needs of remote, rural and northern communities

The Faculty of Social Work has been delivering in-person cohorts in northern, rural, and remote areas for over 30 years. Cohorts have been pivotal in aiding communities and agencies in attracting and retaining professionally trained workers. Over time, demand and costs have increased significantly.

Over the past 30 years of operation approximately 275 students have graduated from the B.S.W. cohort model.

During Covid the program, along with all post-secondary classes in Canada, transitioned online. This provisional offering became an extended, albeit unintentional pilot-providing it was possible to deliver formerly in-person classes online. Preliminary data is showing recruitment and retention of students can be maintained, perhaps, enhanced through leveraging technology and key supports in online/blended delivery.

### C-2.3 - Intake Information

C-2.3 (a) - What is the projected enrolment for the first intake?

305

C-2.3 (b) - What is the maximum seat capacity (defined as first-year enrolment capacity)?

The proposed increase in seat capacity adds 25 additional seats, bringing the total maximum first-year enrolment capacity to 305 students with 25 seats earmarked for each new cohort.

C-2.3 (c) - What is the anticipated date of maturity?

The anticipated date of maturity for the expanded cohort model is projected to be within 3 to 5 years (by 2028–2030), during which time the faculty expects to offer at least one new cohort bi-annually. This will allow the faculty to advertise and collaborate with communities to prepare for admission.

**C-2.4 UM Requirement:** Address the impact of the proposed change on access to post-secondary education of under-represented groups. Identify any particular demographic experiencing special difficulties either in gaining admission to, or completing the requirements of, the program.

The Faculty of Social Work at the University of Manitoba provides a flexible and accessible pathway to the Bachelor of Social Work (BSW) degree through its program, which features a diverse array of online elective courses. This model is especially crucial for students residing in rural and Northern Manitoba, many of whom are already employed in the social services sector and are unable to relocate due to family responsibilities or job

commitments. This approach allows students to start their academic journey from their home communities, minimizing barriers to access and fostering the development of a locally trained, culturally competent social work force.

The cohort model provides a pathway for students who wouldn't otherwise be able to access the BSW through distance and in person at FSW campuses (Inner City, Northern (Thompson), Distance, Fort Gary).

## SECTION D – MODIFICATION INFORMATION

### D-1 Describe how this significant modification aligns with the strategic plans of your institution:

UM Internal Note: Comment on how the program addresses institutional and unit level strategic priorities and plans, including how Accessibility, Equity, Diversity, and Inclusion and Indigenous achievement have been considered in the development of the program.

The expansion of the cohort program through online/blended delivery is a strategic, community-responsive initiative that enhances educational access for Indigenous and rural learners, supports student success, and strengthens UM's role as a leader in inclusive, community-engaged education across Manitoba.

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### D-2 Outline the internal approval process (i.e. committees, governing bodies) for approving this significant modification within your institution and indicate any dates of decision. *(Governing Council, Board of Governors, Board of Regents, Senate, other)*

UM INTERNAL REQUIREMENTS: final dates will be inserted by the Provost's Office prior to submission to government.

#### UNIVERSITY OF MANITOBA:

<u>Approval by President</u>	<u>Date</u>
Consultation with Senate:	_____
Consultation with Board of Governors:	_____
Additional Consultation <i>(as needed)</i> :	_____
Final Decision:    Y <input type="checkbox"/> N <input type="checkbox"/>	_____

Details:

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### D-3 Responsibility to consult

D-3.1 If this program subject to mandatory review or approval by organizations external to the institution *(such as regulatory bodies, Apprenticeship Manitoba, etc.)*, please describe any consultation processes and provide copies of reports or letter from these organizations providing support:

The Bachelor of Social Work (B.S.W.) is an accredited program through the Canadian Association for Social Work Education (CASWE). As this expansion is not considered a major modification by the accrediting body, it does not require review or approval by the accrediting body.

D-3.2 What agencies, groups, or institutions have been consulted regarding the significant modification of this program?

UM Internal Note: the unit is required to consult with other academic units that offer courses used in the proposed program, to confirm availability of the courses (e.g., regularly scheduled, capacity limitations, program restrictions, etc.) and identify how use of the courses might affect quality of, access to, and resources associated with the courses and programs offered by those other units. Outline the consultation process with other academic and administrative units and append letters of support, as appropriate.

There are a range of agencies in the north including Awasis Agency, Nisichawayasihk Cree Nation Child and Family, Opaskwayak Cree Nation Child & Family Services and Michif Child and Family that provide services in communities throughout the north. There are also tribal councils, Jordan's Principle and education authorities and other Indigenous organizations and agencies that are seeking access to cohorts. There are 63 First Nations communities in northern Manitoba. Several agencies in these communities have been involved in cohorts in previous years.

Currently, we have approximately 25 agencies interested in accessing Cohort programs. Letters of support for the continuation and expansion of the Cohort Program from several partners are attached to this application.

D-3.3 How have students and faculty been informed of the intent to modify this program?

Since 2021, the Faculty of Social Work has engaged faculty, staff, students, and community partners in discussions to enhance and expand the Bachelor of Social Work (BSW) program. A Task Force was formed in September 2021, followed by a Working Group in February 2022, to develop proposals for program improvement. Through the Faculty's 2025–2030 Strategic Planning Process—featuring surveys, interviews, and focus groups—students, faculty, alumni, and community stakeholders contributed input on priorities and the need to expand access to social work education in underserved areas.

The Social Work Faculty Council unanimously endorsed the proposal on June 27, 2025.

Consultations are currently underway with the Faculty of Arts. A requirement of the BSW program is that students complete 6 credit hours of IND 1XXX level or above and WOMN 1XXX level or above after admission to the program. The Faculty is happy to seek and pay for instructors approved by the Faculty of Arts. The long-term plan is to remove these courses as program requirements and move this content into existing required social work courses to relieve the additional pressures placed on the Department of Indigenous Studies and the Department of Women and Gender Studies.

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**D-4 List any similar programs offered in Manitoba:** *(Provide such information as institution, programs, and credentials offered in addition to any impacts on these programs, explain rationale for duplication.)*

No other institution in Manitoba offers a cohort-based, community-embedded BSW program specifically

designed to meet the needs of Northern, rural, and Indigenous communities through blended delivery. The University of Manitoba's cohort model is uniquely positioned to address regional workforce shortages, support Indigenous achievement, and align with both provincial and institutional strategic priorities.

The University of Manitoba's Faculty of Social Work stands out for its unique approach to offering cohorts in northern, rural, and remote communities. This initiative aligns with the University of Manitoba's Educational Equity Initiative, which aims to address the disadvantages faced by marginalized groups in professional education. As stated earlier above, this program allows students to earn a Bachelor of Social Work degree while remaining in their home communities, providing a culturally relevant and trauma-informed learning experience.

While the University of Manitoba remains the only institution in Manitoba offering a provincially accredited Bachelor of Social Work (BSW) program through multiple delivery models, several related programs are also offered by other institutions. For example, Booth University College offers a BSW program with a faith-based curriculum, Canadian Mennonite University recently introduced a BSW program that is grounded in CMU's distinctives of interdisciplinarity with a focus on community-building, peace-making, and eco-literacy, Université de Saint-Boniface offers a Baccalauréat en travail social in French only, and University College of the North (UCN) provides pre-social work electives that support admission into the University of Manitoba's BSW program.

D-4.1 Describe any specific laddering, articulation and/or credit transfer options for Manitoban students that are anticipated to change as a result of the significant modification of this program:

N/A

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**D-5 List any similar programs offered in Canada:** *(Provide such information as institution, programs, and credentials offered in addition to any impacts on these programs, explain rationale for duplication.)*

There are several institutions across Canada that offer Bachelor of Social Work (BSW) programs accredited by the Canadian Association for Social Work Education (CASWE). These programs are offered in various formats, including full-time, part-time, and distance delivery, with some having a focus on Indigenous social work practice.

Algoma University has a BSW program designed to help fulfill the need for social workers in northern, rural, and remote regions. It is only delivered in-person at one of their three campuses (Brampton, Sault Ste. Marie, and Timmins).

- Booth University College (Winnipeg, MB) – offers a BSW program with a Christian-based curriculum.
- Canadian Mennonite University (CMU) - offers a BSW program that is campus-based only.
- Dalhousie University - the School of Social Work offers the Bachelor of Social Work (BSW) degree through online distance delivery, but there is no focus on rural, remote, and Indigenous peoples, nor do they offer a cohort-based model.
- First Nations Technical Institute (FNTI) - FNTI offers a Bachelor of Indigenous Social Work (BISW) degree, but it is campus-based only in Ontario.
- First Nations University of Canada – offers a Bachelor of Indigenous Social Work (BISW), but it is only delivered at one of their three campuses (Regina, Saskatoon, Prince Albert).
- Laurentian University - offers a Bachelor of Indigenous Social Work degree (HBISW) on campus and online but is only offered in the fall and winter terms and is not tailored to support individuals currently employed in social service agencies.

- McMaster University - the McMaster School of Social Work has a Bachelor of Social Work Indigenous Pathway, but it is only offered on campus.
- Nicola Valley Institute of Technology (NVIT) - the NVIT BSW degree program is the only Indigenous-centered BSW program in British Columbia. Graduates of the program will have greater knowledge, skills and abilities to practice social work with diverse populations. It is only offered in-person currently.
- Université de Saint-Boniface - offers a Baccalauréat en travail social in French only
- University of Calgary – Provides a BSW with both on-campus and blended delivery options, including community-based programs in rural Alberta.
- University of Victoria - has a BSW has both an Indigenous specialization and a specialization in Indigenous Child Welfare, but admission to these specializations are limited to students of Indigenous ancestry.
- Victoria Island University (VIU) - The Bachelor of Social Work degree program at Vancouver Island University is offered online, but it does not work on a cohort model, nor is there any opportunity for face-to-face instruction as is built into our cohort model.
- Wilfrid Laurier University – Offers a BSW with online and part-time options, including pathways for diploma holders.
- Yukon University – offers a BSW program in partnership with the University of Regina, designed for Northern learners.

While these programs share the same credentials, the University of Manitoba’s cohort-based BSW model is unique in its community-embedded, blended delivery approach. It is specifically designed to serve Northern, rural, and Indigenous communities in Manitoba, where access to post-secondary education is limited and workforce needs are critical.

D-5.1 Describe any specific laddering, articulation and/or credit transfer options for Manitoban students that are anticipated to change as a result of the significant modification of this program.

There are no anticipated changes at this time.

**D-6 Describe any changes in labour market demands in Manitoba for graduates of this Program as a result of this significant modification:**

*(Provide such information as probable employment destinations or further educational opportunities available to graduates of this new program of study. Attach any formal reports such as those from Associations, Statistics Canada, Sector Councils, Industry or Regulators.)*

The proposed expansion of the cohort-based Bachelor of Social Work (BSW) program is designed to enhance accessibility and flexibility for students across Manitoba, particularly those in Northern, rural, and Indigenous communities.

**D-7 If copies of any internal or peer evaluations with respect to the significant modification of this program of study are being provided with this proposal, please indicated how any issues identified by these evaluations have been addressed and attach any relevant documents as available:**

N/A

**D-8 Does this significant modification entail an increase to tuition, or the establishment of or increase to fees that apply to students in this program of study?**

*UM Internal Note:* Comment on potential impact on student access to and affordability of education that may result from the change. Please ensure response references and provided context to the relevant sections of the financial form, as appropriate.

Tuition rates will remain consistent with those established by the University of Manitoba for all BSW students.

**E-1 If one-time or pilot funding is being requested to support the significant modification of this program of study, please identify the amount of funding being requested:**

*UM Internal Note:* Please ensure response references and provided context to the relevant sections of the financial form, as appropriate.

NA

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**E-2 If ongoing funding is being requested to support the significant modification of this program of study, please identify the amount of funding being requested:**

*UM Internal Note:* Please ensure response references and provided context to the relevant sections of the financial form, as appropriate.

According to the five-year operating expense forecast, the faculty is requesting an annual allocation of \$644,440 to ensure the sustainable and successful delivery of the cohort program.

While maintaining the faculty's financial stability and supporting its core activities, without this funding support, the faculty cannot continue to offer the Cohort model of delivery.

**E-3 If new funding is not being requested, how will the significant modifications to the program be funded? (Include such information as: where reallocated funding will come from, and the implications of reallocating that funding on other programs/activities of the institution.)**

*UM Internal Note:* Please ensure response references and provided context to the relevant sections of the financial form, as appropriate.

Funding is being requestee.

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**E-4 What are the resource implications to the institution in delivering the significantly modified program of study?**

*(Include such information as; budget, IT, library, laboratory, computer, space, practicum liability insurance, student services, etc.)*

*UM Internal Note:* Identify how the proposed changes will impact on the *quality of operations* at both the unit level and institutional level (including impact on other affected units), where applicable. Comment on how units delivering service teaching in the program will be impacted by the proposed change. Append letters of support from impacted units. Please ensure response references and provided context to the relevant sections of the financial form, as appropriate

The delivery of the cohort model has significant resource implications that cannot be absorbed within existing university budgets. The program requires dedicated IT infrastructure, specialized library resources, academic advising, tutoring, counselling, and culturally grounded supports such as Elders and Knowledge Keepers. These are critical components that ensure student success, retention, and cultural safety.

Without ongoing provincial funding, the faculty will be unable to maintain these essential supports on a sustainable basis. Continued investment will ensure that the program remains accessible, high-quality, and responsive to community needs, while contributing directly to the development of a skilled social workforce serving Manitoba's most underserved regions.

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**E-5 Please describe new and existing staffing resources needed to provide this significantly modified program of**

**study.** (Include reallocation of existing faculty, hiring of new faculty, administrative and support services and any other considerations.)

*UM Internal Note:* Identify how the proposed changes will impact on the *quality of instruction* at both the unit level and institutional level (including impact on other affected units), where applicable. Comment on how units delivering service teaching in the program will be impacted by the proposed change. Append letters of support from impacted units. The response should include position types, number of FTE, and approximate cost per position for both new and existing staff to provide context to the financial form, as appropriate.

Existing administrative staff have been delivering the program without dedicated time, resources and funding for many years. The programs have leveraged

- initial commitment of goodwill of the administration
- existing resources
- access-based funding
- partnership with agencies.

To date, the Faculty has been using its core operating funds to subsidize the cohort model on an Ad Hoc basis. Reliance on agency fees to offset program costs has proven restrictive, as it limits participation from underfunded community agencies and creates inequities in workforce development opportunities across regions. This approach risks reinforcing systemic barriers for Northern and Indigenous students, as communities are burdened with costs they are unable to sustain.

The Faculty has worked diligently to keep fees as low as possible to ensure equitable access to the program, but the current model depends on goodwill, ad-hoc resources, and increasing agency fees. Without stable, ongoing funding, long-term planning, evaluation, and accountability are impossible, and the Faculty's capacity to deliver high-quality, accessible social work education remains at risk.

Key resource implications for the expanded BSW cohort programs are as follows:

**Instructional Staffing:**

The program requires an average of 4–5 FTE academic positions annually, including 2 FTE continuing faculty (tenure-track and instructor), approximately 1.7 FTE sessional/lecturer positions, and up to 1.0 FTE teaching assistant. These figures align with the SPPC Form, which projects new academic staffing at 3.95 FTE in Year 1, rising to 5.7 FTE by Year 4, before stabilizing at 4.7 FTE in Year 5. Total new academic salary costs (including benefits/pay levy) range from \$387,734 in Year 1 to \$549,492 in Year 4.

**Support Staff Workload:**

Support staff requirements average 3.5–4 FTE per year, including field assistants, tech support, academic advisors, administrative support, counsellors, Elders, and practicum coordinators. The financial form confirms 4 FTE new professional/support staff in Year 1, with annual costs of \$312,000 (including benefits), fluctuating slightly in subsequent years.

**Practicum Coordination:**

Most students complete practicum placements within their employing agencies, reducing the need for new sites but requiring oversight by the Faculty's Field Education team. This includes dedicated field liaisons and a practicum coordinator to ensure compliance with academic and professional standards.

**Operating Expenses:**

Non-salary operating expenses are budgeted at \$85,013 in Year 1, increasing to \$106,215 by Year 4. These costs cover honorariums, travel, technology, planning for in-person and virtual events, and student support (e.g., bursaries). The average annual operating expense over five years is approximately \$94,000.

**IT and Library Services:**

Students in remote communities rely on robust digital infrastructure, including access to the university’s learning management system, online library resources, and technical support. The financial plan anticipates that increased enrolment will require sustained and potentially expanded IT and technology support.

**Liability and Insurance:**

Since many students are employed by agencies hosting their practicum placements, additional liability insurance is not anticipated. However, formal agreements and ongoing monitoring are required to ensure appropriate supervision and risk management.

**E-6 Please describe the effect of the significant modification of this program on existing capital infrastructure and equipment:**

*UM Internal Note:* Identify how the proposed changes will impact on the *quality of operations* at both the unit level and institutional level (including impact on other affected units), where applicable. Comment on how units delivering service teaching in the program will be impacted by the proposed change. Append letters of support from impacted units. Please ensure response references and provides context to the relevant sections for the financial form, as appropriate.

The delivery of the significantly modified Bachelor of Social Work (BSW) program through a blended cohort model does not require significant new capital infrastructure or equipment investments. Most courses are delivered online, minimizing the need for physical classroom space and reducing strain on campus facilities. In fact, the Faculty of Social Work is well-positioned to support this model through recent infrastructure enhancements.

The newly launched smart classroom at the William Norrie Centre and the upcoming smart classroom in Tier Building offer advanced technological capabilities that can be leveraged to deliver high-quality, hybrid instruction. These facilities will enhance the faculty’s ability to connect with students in remote communities, support interactive learning, and improve the overall delivery of online and blended courses.

The proposed modification enables the strategic and efficient use of existing infrastructure, including newly developed smart classrooms, and directly supports the University of Manitoba’s institutional priorities of technology-enhanced learning, sustainable program delivery, and empowering learners through accessible and flexible education models. This approach reflects the University’s commitment to innovation, equity, and community engagement, particularly in serving diverse and geographically dispersed student populations.

(A second signature section is provided for joint programs only)

**SUBMITTED BY:**

**President:**

Name:

Signature:

**Vice-President/Academic:**

Name:

Signature:



**Advanced Education and Training  
Post-Secondary Institutions Branch  
Program Proposal Financial Form**

**Form Instructions:**

1. When proposing a new program *Current Fiscal Year* (the first column) should be left blank, with the first year of the program starting in year 1.
2. When proposing a program expansion *Current Fiscal* should be entered in the first column.
3. If a program reaches maturity prior to *Fiscal Year 4*, remaining fiscal year columns must still be completed so that *Ongoing Program Funding* can be calculated.
4. Fill in line items for revenue, expenditure, and capital as these pertain to the program. Examples are correspondently listed to the right of the table.
5. Ensure that line items account for overhead. For example, include the amount of tuition that the program will receive after administrative overhead.
6. Only fill out areas shaded in green, using cash accounting. The increment, on-going and total will self-populate accordingly.

Overview	
<b>Institution:</b>	University of Manitoba
<b>Program Name:</b>	Faculty of Social Work- Cohort Program
<b>Contact Information:</b>	Melanie Jung - Mealnie Jung@umanitoba.ca
<b>Date:</b>	31-Oct-25

	Current Fiscal Year	Fiscal Year 1	Increment	Fiscal Year 2	(change from year 1 to year 2)	Fiscal Year 3	Increment	Fiscal Year 4	Increment	Ongoing Program Funding
	(Enter 0's if new program)	Budget Yr. 1	(change from current year to year 1)	Budget Yr. 2	2023-24	Budget Yr. 3	(change from year 2 to year 3)	Budget Yr. 4	(change from year 3 to year 4)	
<b>REVENUE INFORMATION</b>										
Tuition		\$ 423,229	\$ 423,229	\$ 438,042	\$ 14,813	\$ 608,638	\$ 170,596	\$ 629,941	\$ 21,302	\$ 629,941
Student Fees		46,536	46,536	48,165	1,629	66,922	18,758	69,265	2,342	69,265
Other		-	-	-	-	-	-	-	-	-
Contribution from Institution/Unit (Existing Res.)	429,850	-	(429,850)	-	-	-	-	-	-	-
			-		-		-		-	-
			-		-		-		-	-
			-		-		-		-	-
<b>Total Revenue (A)</b>	<b>\$ 429,850</b>	<b>\$ 469,765</b>	<b>\$ 39,914</b>	<b>\$ 486,206</b>	<b>\$ 16,442</b>	<b>\$ 675,561</b>	<b>\$ 189,354</b>	<b>\$ 699,205</b>	<b>\$ 23,645</b>	<b>\$ 699,205</b>

Provincial Form

<b>Institution:</b>	University of Manitoba
<b>Program Name:</b>	Faculty of Social Work- Cohort Program
<b>Contact Information:</b>	Melanie Jung - Mealnie Jung@umanitoba.ca
<b>Date:</b>	31-Oct-25

	Current Fiscal Year	Fiscal Year 1	Increment	Fiscal Year 2	Increment	Fiscal Year 3	Increment	Fiscal Year 4	Increment	Ongoing Program Funding
	(Enter 0's if new program)	Budget Yr. 1	(change from current year to year 1)	Budget Yr. 2	(change from year 1 to year 2)	Budget Yr. 3	(change from year 2 to year 3)	Budget Yr. 4	(change from year 3 to year 4)	
<b>EXPENDITURE INFORMATION</b>										
New Academic Salaries - Direct	\$ -	\$ 387,734	\$ 387,734	\$ 418,383	\$ 30,648	\$ 519,864	\$ 101,481	\$ 549,492	\$ 29,629	\$ 549,492
New Professional/Support Salaries - Direct	-	312,000	312,000	283,920	(28,080)	322,920	39,000	293,857	(29,063)	293,857
New Operating Expenses	-	85,013	85,013	94,060	9,047	89,052	(5,007)	106,215	17,163	106,215
Indirect Salary Expenses	-	12,000	12,000	12,420	420	12,855	435	13,305	450	13,305
Administrative Overhead	\$ 123,034	\$ 314,684	191,650	319,341	4,658	373,666	54,325	380,776	7,109	380,776
Existing Academic Salaries - Direct	141,617	-	(141,617)	-	-	-	-	-	-	-
Existing Professional/Support Salaries - Direct	139,200	-	(139,200)	-	-	-	-	-	-	-
Existing Operating Expenses	26,000	-	(26,000)	-	-	-	-	-	-	-
Existing Indirect Salary Expenses	-	-	-	-	-	-	-	-	-	-
<b>Total Expenditures (B)</b>	<b>\$ 429,850</b>	<b>\$ 1,111,431</b>	<b>\$ 681,581</b>	<b>\$ 1,128,123</b>	<b>\$ 16,692</b>	<b>\$ 1,318,357</b>	<b>\$ 190,233</b>	<b>\$ 1,343,645</b>	<b>\$ 25,288</b>	<b>\$ 1,343,645</b>

Provincial Form

<b>Institution:</b>	University of Manitoba									
<b>Program Name:</b>	Faculty of Social Work- Cohort Program									
<b>Contact Information:</b>	Melanie Jung - Mealnie Jung@umanitoba.ca									
<b>Date:</b>	31-Oct-25									
	<b>Current Fiscal Year</b>	<b>Fiscal Year 1</b>	<b>Increment</b>	<b>Fiscal Year 2</b>	<b>Increment</b>	<b>Fiscal Year 3</b>	<b>Increment</b>	<b>Fiscal Year 4</b>	<b>Increment</b>	<b>Ongoing Program Funding</b>
	(Enter 0's if new program)	Budget Yr. 1	(change from current year to year 1)	Budget Yr. 2	(change from year 1 to year 2)	Budget Yr. 3	(change from year 2 to year 3)	Budget Yr. 4	(change from year 3 to year 4)	
<b>CAPITAL INFORMATON</b>										
Major Equipment		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Vehicles		-	-	-	-	-	-	-	-	-
Renovations		-	-	-	-	-	-	-	-	-
Furniture		-	-	-	-	-	-	-	-	-
Other		-	-	-	-	-	-	-	-	-
<b>Total Capital (C)</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Revenue less Expenditures and Capital (A-(B+C))</b>	\$ -	\$ (641,666)	\$ (641,666)	\$ (641,917)	\$ (251)	\$ (642,796)	\$ (879)	\$ (644,440)	\$ (1,644)	\$ (644,440)
<b>Funding Request</b>	\$ -	\$ 641,666	\$ 641,666	\$ 641,917	\$ 251	\$ 642,796	\$ 879	\$ 644,440	\$ 1,644	\$ 644,440

**SENATE PLANNING AND PRIORITY COMMITTEE (SPPC)  
New Program Approval - Financial Form**

**FACULTY / SCHOOL  
PROGRAM**

Faculty of Social Work  
Cohort Program

<b>1. NEW STAFFING REQUIREMENTS (FTE)</b>	<b>Current</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>
New Academic Positions (FTE) (Appendix A)	-	3.95	4.20	5.45	5.70	5.70
New Professional and Support Positions (FTE) (Appendix A)	-	4.00	3.50	4.00	3.50	3.50
New Indirect Staff (FTE) (Appendix A)	-	0.10	0.10	0.10	0.10	0.10
<b>Subtotal New Staffing Requirements (FTE)</b>	-	8.05	7.80	9.55	9.30	9.30

**2. PROGRAM COSTS**

**Direct Program Costs**

New Academic Salaries (incl bpl) (Appendix A)	\$ -	\$ 387,734	\$ 418,383	\$ 519,864	\$ 549,492	\$ 568,725
Existing Academic Salaries (incl bpl) (Appendix A)	141,617	-	-	-	-	-
New Professional/Support Salaries (incl bpl) (Appendix A)	-	312,000	283,920	322,920	293,857	304,142
Existing Professional/Support Salaries (incl bpl) (Appendix A)	139,200	-	-	-	-	-
New Operating Expenses (Appendix B)	-	85,013	94,060	89,052	106,215	112,982
Existing Operating Expenses (Appendix B)	26,000	-	-	-	-	-
Major Equipment (Appendix B)	-	-	-	-	-	-
Vehicles (Appendix B)	-	-	-	-	-	-
Renovations (Appendix B)	-	-	-	-	-	-
Furniture (Appendix B)	-	-	-	-	-	-
Other Capital (Appendix B)	-	-	-	-	-	-
<b>Subtotal Direct Program Costs</b>	\$ 306,817	\$ 784,747	\$ 796,362	\$ 931,836	\$ 949,565	\$ 985,849

**Indirect Program Costs**

New Indirect Salary Expenses (incl bpl) (Appendix A)	\$ -	\$ 12,000	\$ 12,420	\$ 12,855	\$ 13,305	\$ 13,770
Existing Indirect Salary Expenses (incl bpl) (Appendix A)	-	-	-	-	-	-
Administrative Overhead	123,034	314,684	319,341	373,666	380,776	395,325
<b>Subtotal Indirect Program Costs</b>	\$ 123,034	\$ 326,684	\$ 331,761	\$ 386,521	\$ 394,080	\$ 409,096

<b>Total Program Costs</b> (Direct & Indirect)	\$ 429,850	\$ 1,111,431	\$ 1,128,123	\$ 1,318,357	\$ 1,343,645	\$ 1,394,945
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3. ENROLMENT	Current	Year 1	Year 2	Year 3	Year 4	Year 5
Expected Enrolment (headcount)	48	73	73	98	98	98
Expected Enrolment (credit hours)	1,440	2,190	2,190	2,940	2,940	2,940

4. PROGRAM REVENUE						
Operating Grant Revenue (see note)						
Tuition Revenue (Appendix C)	-	469,765	486,206	675,561	699,205	723,677
Other Direct Revenue	-	-	-	-	-	-
<b>Total Program Revenue</b>	<b>\$ -</b>	<b>\$ 469,765</b>	<b>\$ 486,206</b>	<b>\$ 675,561</b>	<b>\$ 699,205</b>	<b>\$ 723,677</b>

5. EXISTING RESOURCES						
From Operations:						
Existing Salaries and Expenses from Above	\$ 429,850	\$ -	\$ -	\$ -	\$ -	\$ -
Current/prior years surplus (carryover)						
From Other Sources:						
<b>Subtotal Existing Resources</b>	<b>\$ 429,850</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

<b>6. Program (Shortfall) / Surplus</b> (Program Costs - Program Revenue - Existing Resources)	\$ -	\$ 641,666	\$ 641,917	\$ 642,796	\$ 644,440	\$ 671,267
<b>Funds Requested of the Provincial Government</b>	-	(641,666)	(641,917)	(642,796)	(644,440)	(671,267)
<b>Net Program shortfall (surplus)</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

**Melanie Jung** Digitally signed by Melanie Jung  
Date: 2026.02.10 16:07:09 -06'00'

Submitted by Faculty/School Budget Officer (signature) \_\_\_\_\_ Date \_\_\_\_\_

Reviewed by Graduate Studies Dean or Designate (signature) \_\_\_\_\_ Date \_\_\_\_\_

(For graduate program submissions only)

**Mark Walc** Digitally signed by Mark Walc  
Date: 2026.02.10 15:40:34 -06'00'

Reviewed by University Budget Officer (signature) \_\_\_\_\_ Date \_\_\_\_\_

Appendix A - Salary Expenses

SENATE PLANNING AND PRIORITY COMMITTEE  
NEW PROGRAM APPROVAL PROCESS

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NEW	Current		Year 1		Year 2		Year 3		Year 4		Year 5	
	FTE	Total Salary	FTE	Total Salary	FTE	Total Salary	FTE	Total Salary	FTE	Total Salary	FTE	Total Salary
Academic												
Excluded Academic Admin	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Professor	-	-	-	-	-	-	-	-	-	-	-	-
Assoc/Asst Professor or Senior Instructor			2.00	198,862	2.00	205,822	2.00	213,026	2.00	220,482	2.00	228,199
Lecturer/Instructor/Sessionals			1.70	110,500	1.70	114,368	2.70	183,370	2.70	189,788	2.70	196,431
Librarians	-	-	-	-	-	-	-	-	-	-	-	-
Teaching Assistant	-	-	0.25	13,750	0.50	28,463	0.75	36,823	1.00	47,640	1.00	49,308
<b>Subtotal New Academic Salaries</b>	-	-	<b>3.95</b>	<b>323,112</b>	<b>4.20</b>	<b>348,652</b>	<b>5.45</b>	<b>433,220</b>	<b>5.70</b>	<b>457,910</b>	<b>5.70</b>	<b>473,937</b>
Benefits and Pay Levy				64,622		69,730		86,644		91,582		94,787
<b>Total New Academic Salaries (including BPL)</b>	-	\$ -	<b>3.95</b>	<b>\$ 387,734</b>	<b>4.20</b>	<b>\$ 418,383</b>	<b>5.45</b>	<b>\$ 519,864</b>	<b>5.70</b>	<b>\$ 549,492</b>	<b>5.70</b>	<b>\$ 568,725</b>
Professional and Support Staff												
EMAPS	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
AESES			4.00	260,000	3.50	236,600.00	4.00	269,100	3.50	244,881	3.50	253,452
CUPE TA's	-	-	-	-	-	-	-	-	-	-	-	-
<b>Subtotal New Professional and Support Staff</b>	-	-	<b>4.00</b>	<b>260,000</b>	<b>3.50</b>	<b>236,600</b>	<b>4.00</b>	<b>269,100</b>	<b>3.50</b>	<b>244,881</b>	<b>3.50</b>	<b>253,452</b>
Benefits and Pay Levy				52,000		47,320		53,820		48,976		50,690
<b>Total New Professional and Support Staff (incl. BPL)</b>	-	\$ -	<b>4.00</b>	<b>\$ 312,000</b>	<b>3.50</b>	<b>\$ 283,920</b>	<b>4.00</b>	<b>\$ 322,920</b>	<b>3.50</b>	<b>\$ 293,857</b>	<b>3.50</b>	<b>\$ 304,142</b>
Indirect Staff (Within your faculty/school)												
EMAPS			0.10	\$ 10,000	0.10	\$ 10,350	0.10	\$ 10,712	0.10	\$ 11,087	0.10	\$ 11,475
AESES	-	-	-	-	-	-	-	-	-	-	-	-
CUPE TA's	-	-	-	-	-	-	-	-	-	-	-	-
<b>Subtotal New Indirect Staff</b>	-	-	<b>0.10</b>	<b>10,000</b>	<b>0.10</b>	<b>10,350</b>	<b>0.10</b>	<b>10,712</b>	<b>0.10</b>	<b>11,087</b>	<b>0.10</b>	<b>11,475</b>
Benefits and Pay Levy				2,000		2,070		2,142		2,217		2,295
<b>Total New Indirect Staff (including BPL)</b>	-	\$ -	<b>0.10</b>	<b>\$ 12,000</b>	<b>0.10</b>	<b>\$ 12,420</b>	<b>0.10</b>	<b>\$ 12,855</b>	<b>0.10</b>	<b>\$ 13,305</b>	<b>0.10</b>	<b>\$ 13,770</b>
<b>Total New Staff</b>		<b>\$ -</b>		<b>\$ 711,734</b>		<b>\$ 714,723</b>		<b>\$ 855,638</b>		<b>\$ 856,654</b>		<b>\$ 886,637</b>

App A - Salaries

Appendix A - Salary Expenses

SENATE PLANNING AND PRIORITY COMMITTEE  
NEW PROGRAM APPROVAL PROCESS

33

EXISTING (Within your faculty/school)	Current		Year 1		Year 2		Year 3		Year 4		Year 5	
	FTE	Total Salary	FTE	Total Salary	FTE	Total Salary	FTE	Total Salary	FTE	Total Salary	FTE	Total Salary
Academic												
Excluded Academic Admin	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
Professor	-	-	-	-	-	-	-	-	-	-	-	-
Assoc/Asst Professor or Senior Instructor	-	-	-	-	-	-	-	-	-	-	-	-
Lecturer/Instructor/Sessionals	1.80	116,264	1.80	-	1.80	-	1.80	-	1.80	-	1.80	-
Librarians	-	-	-	-	-	-	-	-	-	-	-	-
Teaching Assistants	-	1,750	-	-	-	-	-	-	-	-	-	-
<b>Subtotal Existing Academic Salaries</b>	<b>1.80</b>	<b>118,014</b>	<b>1.80</b>	<b>-</b>	<b>1.80</b>	<b>-</b>	<b>1.80</b>	<b>-</b>	<b>1.80</b>	<b>-</b>	<b>1.80</b>	<b>-</b>
Benefits and Pay Levy		23,603		-		-		-		-		-
<b>Total Existing Academic Salaries (including BPL)</b>	<b>1.80</b>	<b>\$ 141,617</b>	<b>1.80</b>	<b>\$ -</b>	<b>1.80</b>	<b>\$ -</b>	<b>1.80</b>	<b>\$ -</b>	<b>1.80</b>	<b>\$ -</b>	<b>1.80</b>	<b>\$ -</b>
Professional and Support Staff												
EMAPS	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -	-	\$ -
AESES	2.00	116,000.00	2.00	-	2.00	-	2.00	-	2.00	-	2.00	-
CUPE TA's	-	-	-	-	-	-	-	-	-	-	-	-
<b>Subtotal Existing Professional and Support Staff</b>	<b>2.00</b>	<b>116,000</b>	<b>2.00</b>	<b>-</b>	<b>2.00</b>	<b>-</b>	<b>2.00</b>	<b>-</b>	<b>2.00</b>	<b>-</b>	<b>2.00</b>	<b>-</b>
Benefits and Pay Levy		23,200		-		-		-		-		-
<b>Total Existing Professional and Support Staff (incl. BPL)</b>	<b>2.00</b>	<b>\$ 139,200</b>	<b>2.00</b>	<b>\$ -</b>	<b>2.00</b>	<b>\$ -</b>	<b>2.00</b>	<b>\$ -</b>	<b>2.00</b>	<b>\$ -</b>	<b>2.00</b>	<b>\$ -</b>
Indirect Staff												
EMAPS	0.10	\$ 10,000	0.10	-	0.10	-	0.10	-	0.10	-	0.10	-
AESES	-	-	-	-	-	-	-	-	-	-	-	-
CUPE TA's	-	-	-	-	-	-	-	-	-	-	-	-
<b>Subtotal Existing Indirect Staff</b>	<b>0.10</b>	<b>10,000</b>	<b>0.10</b>	<b>-</b>	<b>0.10</b>	<b>-</b>	<b>0.10</b>	<b>-</b>	<b>0.10</b>	<b>-</b>	<b>0.10</b>	<b>-</b>
Benefits and Pay Levy		2,000		-		-		-		-		-
<b>Total Existing Indirect Staff (including BPL)</b>	<b>0.10</b>	<b>\$ 12,000</b>	<b>0.10</b>	<b>\$ -</b>	<b>0.10</b>	<b>\$ -</b>	<b>0.10</b>	<b>\$ -</b>	<b>0.10</b>	<b>\$ -</b>	<b>0.10</b>	<b>\$ -</b>
<b>Total Existing Staff</b>		<b>\$ 292,817</b>		<b>\$ -</b>		<b>\$ -</b>		<b>\$ -</b>		<b>\$ -</b>		<b>\$ -</b>
<b>GRAND TOTAL</b>		<b>\$ 292,817</b>		<b>\$ 711,734</b>		<b>\$ 714,723</b>		<b>\$ 855,638</b>		<b>\$ 856,654</b>		<b>\$ 886,637</b>

App B - Op and Cap Exp.

Appendix B - Operating Expenses and Capital Purchases

**SENATE PLANNING AND PRIORITY COMMITTEE  
NEW PROGRAM APPROVAL PROCESS**

<u>Direct Expenses</u>	<u>Current</u>	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
Travel (includes visiting speakers, orientation, research day)		\$ 19,438	\$ 28,326	\$ 27,343	\$ 37,150	\$ 37,906
Hospitality		-	-	-	-	-
Printing and Duplicating		1,600	1,920	2,304	2,765	3,318
Consumable Materials/Supplies (includes computers)		17,650	13,180	11,316	13,579	16,295
Telecommunications		4,200	4,284	4,370	4,457	4,546
Other Expenses (Nonconsumable)		17,125	21,350	18,720	23,264	25,917
Insurance		-	-	-	-	-
Externally Contracted Serv		-	-	-	-	-
Repairs and Maintenance		-	-	-	-	-
Operating Expense <b>Existing</b>	\$ 26,000	-	-	-	-	-
<b>Subtotal Direct Operating</b>	<b>\$ 26,000</b>	<b>\$ 60,013</b>	<b>\$ 69,060</b>	<b>\$ 64,052</b>	<b>\$ 81,215</b>	<b>\$ 87,982</b>

<u>Unit Specific Graduate / Undergraduate Support Expense</u>	<u>Current</u>	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
Fellowships Bursaries & Other	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Scholarships	-	-	-	-	-	-
Bursaries	-	25,000	25,000	25,000	25,000	25,000
Awards	-	-	-	-	-	-
<b>Subtotal Student Support</b>	<b>\$ -</b>	<b>\$ 25,000</b>	<b>\$ 25,000</b>	<b>\$ 25,000</b>	<b>\$ 25,000</b>	<b>\$ 25,000</b>
<b>Total Non-Compensation Operating Expenses</b>	<b>\$ 26,000</b>	<b>\$ 85,013</b>	<b>\$ 94,060</b>	<b>\$ 89,052</b>	<b>\$ 106,215</b>	<b>\$ 112,982</b>

<u>Capital Item</u>	<u>Current</u>	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
Major Equipment		\$ -	\$ -	\$ -	\$ -	\$ -
Vehicles		-	-	-	-	-
Renovations		-	-	-	-	-
Furniture		-	-	-	-	-
Other ( <i>list</i> )		-	-	-	-	-
<b>Total Capital Purchases</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**SENATE PLANNING AND PRIORITY COMMITTEE  
NEW PROGRAM APPROVAL PROCESS**

1. EXPECTED ENROLMENT	Current	Year 1	Year 2	Year 3	Year 4	Year 5
<b>Headcount</b>						
Undergraduate	48	73	73	98	98	98
Graduate	-					
Graduate (continuing only)	-					
<b>Credit Hours</b>						
Undergraduate	1,440	2,190	2,190	2,940	2,940	2,940
Graduate	-	-	-	-	-	-

2. TUITION REVENUE GENERATED BY THE PROGRAM						
• Credit Hour Based - (enter proposed credit hour rate in yr 1 or current rate)	\$ 186.72	\$ 193.26	\$ 200.02	\$ 207.02	\$ 214.27	\$ 221.76
Undergraduate		423,229	438,042	608,638	629,941	651,988
Graduate		-	-	-	-	-
• Program Based - (enter proposed annual program fee in yr 1 or current fee)	-	-	-	-	-	-
Undergraduate		-	-	-	-	-
Graduate		-	-	-	-	-
• Continuing Fee - (enter current per term continuing fee)	-	-	-	-	-	-
Graduate		-	-	-	-	-
<b>Total Tuition Fees</b>	\$ -	\$ 423,229	\$ 438,042	\$ 608,638	\$ 629,941	\$ 651,988
• Program/Course Specific Fees						
Lab Fees - (enter amount in applicable years)						
Field Trip Fees - (enter amount in applicable years)						
..... (add as required)...						
..... (add as required)...						
• Other Compulsory Fees (Library, student, technology, sport & rec, etc.)		46,536	48,165	66,922	69,265	71,689
<b>Total Program/Course Specific Fees</b>	\$ -	\$ 46,536	\$ 48,165	\$ 66,922	\$ 69,265	\$ 71,689

<b>TOTAL TUITION AND FEES GENERATED BY THE PROGRAM</b>	\$ -	\$ 469,765	\$ 486,206	\$ 675,561	\$ 699,205	\$ 723,677
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**Operating Worksheet**

Acct	Expense	Year 1	Year 2	Year 3	Year 4	Year 5	
<b>700BGT</b>	<b>Travel and Conferences</b>	<b>\$ 19,438</b>	<b>\$ 28,326</b>	<b>\$ 27,343</b>	<b>\$ 37,150</b>	<b>\$ 37,906</b>	
7001	Travel Academic		5,000		5,000		
7002	Travel Administration						
7003	Relocation						Year 1 \$ 60,013
7004	Staff Recruitment						Year 2 \$ 69,060
7005	Field Trips						Year 3 \$ 64,052
7006	Team Travel						Year 4 \$ 81,215
7007	Local Travel						Year 5 \$ 87,982
7009	Student Recruitment						\$ 72,464
7010	Student Travel						
7130	Airfare						
7131	Accommodation	7,600	9,120	10,944	13,133	15,759	
7132	Meals (Per Diem-No receipts)						
7133	Meals (with receipts)	4,000	4,800	5,760	6,912	8,294	
7134	Mileage (Km's)	3,000	3,600	3,672	3,745	3,820	
7135	Parking	200	240	288	346	415	
7136	Car Rental	1,638	1,966	2,359	2,830	3,397	
7137	Conference Registration						
7138	Taxis						
7139	Misc Travel/Incidentals						
7676	Hospitality	3,000	3,600	4,320	5,184	6,221	
<b>704BGT</b>	<b>Printing and Duplicating - Budget</b>	<b>\$ 1,600</b>	<b>\$ 1,920</b>	<b>\$ 2,304</b>	<b>\$ 2,765</b>	<b>\$ 3,318</b>	
7040	Printing	1,600	1,920	2,304	2,765	3,318	
7041	Copying						
<b>706BGT</b>	<b>Consumable Materials/Supplies Budget</b>	<b>\$ 17,650</b>	<b>\$ 13,180</b>	<b>\$ 11,316</b>	<b>\$ 13,579</b>	<b>\$ 16,295</b>	
7060	Office Supplies	2,000	2,400	2,880	3,456	4,147	
7061	Lab Supplies						
7062	Audio Visual Supplies						
7063	Agricultural Supplies						
7064	Safety Supplies						
7065	Sports and Athletic Supplies						
7066	Books and Subscriptions	650	780	936	1,123	1,348	
7067	Other Supplies						
7068	Computing Supplies	15,000	10,000	7,500	9,000	10,800	FPO changed
7069	Maintenance and Cleaning Supplies						
7070	Dental Supplies						
7071	Equipment Foreign Operations						
7072	Supplies Foreign Operations						
<b>708BGT</b>	<b>Telecommunications - Budget</b>	<b>\$ 4,200</b>	<b>\$ 4,284</b>	<b>\$ 4,370</b>	<b>\$ 4,457</b>	<b>\$ 4,546</b>	
7080	IST Telecommunications						
7082	Physical Plant Postage						
7085	Departmental Communications	4,200	4,284	4,370	4,457	4,546	

## Operating Worksheet

Acct	Expense	Year 1	Year 2	Year 3	Year 4	Year 5
<b>710BGT</b>	<b>Other Expenses (Nonconsumable) Budget</b>	<b>\$ 17,125</b>	<b>\$ 21,350</b>	<b>\$ 18,720</b>	<b>\$ 23,264</b>	<b>\$ 25,917</b>
	7100 Affiliated Personnel Costs					
	7101 Professional Development					
	7102 Professional Memberships					
	7103 Conferences/Events Hosted by U of M					
	7104 Other Services	3,625	4,350	5,220	6,264	7,517
	7106 Bad Debts					
	7107 Advertising and Promotion	3,500	7,000	3,500	7,000	8,400
	7108 Licenses and Permits					
	7109 Software Maintenance	10,000	10,000	10,000	10,000	10,000
	7110 Staff Benefits					
	7111 Other Non-Consumable Expenses					
	7114 Internal Financing Expense					
	7116 Internal Services Expense					
<b>718BGT</b>	<b>Professional and External Services</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
	7160 Externally Contracted Services					
	7180 Professional Fees					
	7185 Investment Management Expenses					
<b>740BGT</b>	<b>Repairs and Maintenance</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
	7400 Equipment Repairs & Maintenance					
	7401 Building Repairs & Maintenance					
	7402 Equipment Rental					
	7403 Grounds Maintenance					

Capital Worksheet

**SENATE PLANNING AND PRIORITY COMMITTEE  
NEW PROGRAM APPROVAL PROCESS**

Capital Item	Year 1			Year 2			Year 3			Year 4			Year 5		
	QTY	Unit Cost	Total	QTY	Unit Cost	Total	QTY	Unit Cost	Total	QTY	Unit Cost	Total	QTY	Unit Cost	Total
Major Equipment	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	\$ -
Vehicles	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	\$ -
Renovations	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	\$ -
Furniture	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	\$ -	-	\$ -	\$ -
Other ( <i>list</i> )			-			-			-			-			-
...															
<b>Subtotal Operating</b>		<b>\$ -</b>	<b>\$ -</b>		<b>\$ -</b>	<b>\$ -</b>		<b>\$ -</b>	<b>\$ -</b>		<b>\$ -</b>	<b>\$ -</b>		<b>\$ -</b>	<b>\$ -</b>

February 11, 2026

## **Report of the Senate Executive Committee**

### **Preamble**

The Executive Committee of Senate held its regular monthly meeting on the above date.

### **Observations**

#### **1. Speaker for the Executive Committee of Senate**

Dr. Angie Bruce, Vice-President (Indigenous), will be the Speaker for the Executive Committee for the March 4, 2026, meeting of Senate.

#### **2. Comments of the Executive Committee of Senate**

Other comments of the Executive Committee accompany the report on which they are made.

Respectfully submitted,

Dr. Diane Hiebert-Murphy, Vice-Chair  
Senate Executive Committee

[Terms of Reference](#)



**DATE:** February 4, 2026  
**TO:** Mr. Jeff Leclerc, Secretary, Office of the University  
**FROM:** Dr. Peter Nickerson, Dean and Chair of the Rady Faculty of Health Sciences Executive Council  
**SUBJECT:** Name Change Proposal  
Department of Pathology - Department of Pathology & Laboratory Medicine

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The Rady Faculty of Health Sciences is requesting initiation of the Senate approval process for the Department of Pathology name change proposal which was endorsed unanimously by the Max Rady College Executive Council on January 28, 2026, and the RFHS Faculty Executive Council on February 3, 2026.

This cover memo includes the proposal in pdf format.

Please let me know if you require additional information or clarification.

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Copy: Shannon Coyston, Associate University Secretary & Director of Academic Governance, Office of the University Secretary  
Gabor Fischer, Department Head, Pathology, Max Rady College of Medicine  
Sophia Anastasiadis, Director, Planning & Priorities, Rady Faculty of Health Sciences

[Comments of the Senate Executive Committee:](#)

The Senate Executive Committee endorses the Report to Senate.

## CHANGING THE NAME OF THE DEPARTMENT OF PATHOLOGY TO DEPARTMENT OF PATHOLOGY AND LABORATORY MEDICINE

### REASONS TO CHANGE

#### **1. More comprehensive and inclusive name with a more accurate reflection of full scope of activities.**

- Including Laboratory Medicine in our name would be a better designation to indicate our broad spectrum of academic and clinical activities, and our diverse departmental membership.
- In addition to pathologists, our departmental membership includes PhD scientists with expertise in clinical biochemistry, genetics, clinical immunology, genomics and toxicology.
- Besides the 3 residency training programs in the discipline of pathology, the department also administers clinical laboratory training programs that are not strictly related to pathology (Clinical Biochemistry Post-Doctoral Residency Program).
- Our departmental PhD Program is already called PhD in Pathology and Laboratory Medicine.
- The majority of our faculty members with primary appointments are nil-salaried, and they work mostly in laboratory spaces of Shared Health Provincial Diagnostic Services.

#### **2. Alignment with the national trends.**

- Only 4 out of 16 Canadian peer departments are still called Department of Pathology (including us), the others have a different, usually combined name to reflect their broad spectrum of activities. The term Laboratory Medicine is included in 8 out of 16 names of our peer departments. Others opted to go with Pathology and Molecular Medicine (2), Molecular Biology, Medical Biochemistry and Pathology (1) or Pathology and Cellular Biology (1).

#### **3. Improved clarity of departmental roles, enhanced visibility, better public understanding.**

- The change may lead to better public understanding of the activities of our department, since it indicates that we mostly support living patients as opposed to the common misunderstanding that pathology is a study of deceased people through an autopsy.

Including Laboratory Medicine in our name would clarify better our role in patient care through providing diagnostic, prognostic and monitoring test results.

#### DEPARTMENTAL SUPPORT

- The initiative was discussed at the Departmental Council meeting on November 5<sup>th</sup>, 2025. This was followed by a survey, where all members in all ranks, and all trainees from all departmental graduate and postgraduate programs were invited to vote.
- 66 responses were received.
  - 91% (60/66) respondents supported the name change to Department of Pathology and Laboratory Medicine.
  - 4.5% (3/66) respondents supported the name change, but proposed a different new name.
  - 4.5% (3/66) respondents did not support the name change.
- The topic was revisited at the Departmental Council meeting on January 14, 2026, where the results of the survey were shared. The motion to support the name change and initiate the formal process of changing the name of the department passed with unanimous consent and no objections.

January 26, 2026

**Report of the Senate Committee on Instruction and Evaluation RE: Modification of Dean's Honour Roll Requirements, Faculty of Arts**

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**Preamble:**

1. The terms of reference for the Senate Committee on Instruction and Evaluation (SCIE) can be found at:  
[https://www.umanitoba.ca/governance/sites/governance/files/2021-09/Senate\\_Committee\\_on\\_Instruction\\_and\\_Evaluation\\_Terms\\_of\\_Reference.pdf](https://www.umanitoba.ca/governance/sites/governance/files/2021-09/Senate_Committee_on_Instruction_and_Evaluation_Terms_of_Reference.pdf)
2. At its meeting on January 22, 2026 SCIE considered a proposal from the Faculty of Arts regarding modifying the requirements for the Dean's Honour List.
3. The modified requirements would apply to the four Faculty of Arts degree programs (General, Advanced, BAIS, and Honours).
4. The proposal was endorsed by the Faculty of Arts Faculty Council on November 26, 2025.

**Observations:**

1. The Faculty is proposing that students who have a reduced courseload as an approved accommodation through Student Accessibility Services and are registered in a minimum course load of 6 credit hours per term with a minimum term grade point average of 3.75 would be eligible for the Dean's Honour List.

The Senate Committee on Instruction and Evaluation recommends:

**THAT Senate approve the modification to the requirements for the Dean's Honour List, Faculty of Arts, effective September 1, 2026.**

Respectfully submitted,

Dr. Mark Torchia, Chair  
Senate Committee on Instruction and Evaluation

[Comments of the Senate Executive Committee:](#)

The Senate Executive Committee endorses the Report to Senate.



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December 8, 2025

**To:** M. Yoshida, Secretary, SCIE  
**From:** Heidi Marx, Dean, Faculty of Arts

A handwritten signature in black ink, appearing to read "Heidi Marx".

**Subject: Faculty of Arts Dean's Honour List Regulations**

At the November 26, 2025, meeting of Faculty of Arts Council, a motion was passed to modify the Faculty of Arts Dean's Honour list regulations, making way for students with medically approved reduced course load designations to qualify for the list.

Details of this proposal can be found in the pages that follow.

Please forward this information to the Senate Committee on Instruction and Evaluation for their consideration.

Enclosures

cc: J. Leboe-McGowan, Chair, ARPC  
G. Sobie, ARPC Secretary



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October 30, 2025

**TO:** Heidi Marx, Dean, and Chair - Faculty of Arts Executive  
**FROM:** Jason Leboe-McGowan, Chair Academic Regulations Policy committee (ARPC)  
**SUBJECT:** **Report of the Faculty of Arts Academic Regulations Policy Committee (ARPC)**

### **Proposal to modify the Faculty of Arts Dean's Honour List Regulations**

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The terms of reference of the above committee stipulate that it shall recommend to Faculty Council, through the Arts Executive Committee, proposals related to undergraduate regulations, admissions, Faculty of Arts degree programs (General, Advanced, BAIS, and Honours), examinations, grading system, required performance levels, and all requirements for receiving degrees.

The Faculty of Arts Academic Regulations Policy Committee recently approved a proposal that requires Faculty Executive and Council consideration / approval. In addition to Faculty of Arts approval, this proposal requires the subsequent approval of Senate Committees and Senate.

On October 29, 2025 the Faculty of Arts ARPC approved the following motion to:

Recommend to Faculty of Arts Executive the modification of the the Faculty of Arts Dean's Honour list regulations to allow students with approved reduced courseload designations to qualify for the list.

Please forward this information, along with the materials that follow, to Faculty of Arts Executive for their consideration / approval.

# University of Manitoba

## Faculty of Arts

### Academic Regulations Policy Committee

#### Modification to the Faculty of Arts Dean's Honour List Regulations

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The Faculty of Arts was recently approached by the Arts Student Body Council (ASBC) to explore the possibility of broadening the Arts Dean's Honour List (DHL) regulations to make space for students registered with the University's Student Accessibility Services Office and who have been medically approved for a reduced course load designation.

#### **RATIONALE FOR PROPOSAL:**

The current DHL regulations do not provide students with a medically approved reduced course load designation to achieve DHL status if they are taking fewer than 12 credit hours in a term (i.e., students medically approved to take fewer than 12 credit hours per term who continue to maintain full-time status). The faculty aims to adjust the Arts DHL regulations so students with approved reduced course load designations can achieve this academic distinction.

There are approximately 200 Faculty of Arts students registered with Student Accessibility Services and who are medically approved for a reduced course load designation. Students with a reduced course load designation must take 12 credit hours per year to be considered full time.

A review of the Manitoba Student Aid FAQ revealed the following detail regarding the reduced course load designation:

"You are a full-time student if:

- You are attending a university or college and are taking at least 60% of a full course load each term.
- You are attending a private vocational school and are taking a full or 100% course load.

**Note: Students with a verified permanent disability or a persistent or prolonged disability may be considered full-time at a reduced course load.**

- **You have a permanent disability, or a persistent or prolonged disability that has been verified through Manitoba Student Aid and are attending a university or college, and are taking at least 40% of a full course load each term."**

It is also worth noting that a reduced course load designation allows students to maintain eligibility for access to the UPASS and several university scholarships and awards that require full-time study. It does not qualify students for full-time study where the CRA is concerned.

## **CONSULTATIONS:**

### **Student Accessibility Services**

The Faculty of Arts met with Carolyn Christie (Director, Student Accessibility Services) to discuss the feasibility of regularly obtaining a list of students from SAS who are approved for a reduced course load designation so that we may calculate each candidate's GPA for inclusion on the DHL. Ms. Christie indicated that there can be consultation with the Access and Privacy Office and adjustments to the consent form and communications - and that after those consultations the Faculty could likely be provided with a list of students who consent to have their names shared on a term-by-term basis to be considered for placement on the DHL.

### **Arts Student Body Council (ASBC)**

In fact, this proposal was spearheaded by ASBC. We received a proposal in April 2025 that laid out the student perspective on a need for change in this area. The submission highlighted several good reasons for including students with reduced courseload needs on the Arts' DHL. For example, the student proposal stated that:

- Students with accessibility needs often cannot keep up with the strenuous requirements to achieve recognition for academic achievement.
  - These students, despite being in reduced course-loads, often equally or even over-achieve compared to their peers.
  - These students are often taking the minimum full-time course-load (60% or 9 credit hours per term), or part-time accommodated course-loads (20-40%, course-load accommodation or 3 to 6 credit hours per term)

Further, ASBC indicated that their goal of the initiative was to, *"allow for special consideration status to be used in Dean's List appointments for student with accessibility needs..."*

The ASBC also conducted a student poll that included a broad spectrum of Arts students. According to the ASBC, of the 64 survey respondents, there was unanimous agreement that students with reduced courseload designations be included in the DHL calculations.

### **Environmental Scan (Appendix A):**

A scan of U15 Arts faculties in Western Canada revealed that only the University of Calgary currently has a provision allowing for the consideration of students registered with their Accessibility office.

**PROPOSAL:**

For the reasons discussed above, the Faculty of Arts Dean's Office proposes revisions to the Faculty of Arts Undergraduate Calendar, section 5.11 Dean's Honour List and Graduating with Distinction or First Class Honours, as follows:

**Current Wording:**

**Dean's Honour List and Graduating with Distinction or First Class Honours**

**Dean's Honour List**

To qualify for this list a student must be registered in one of the four degree programs offered by the Faculty of Arts and complete at least 12 credit hours offered by the University of Manitoba during a term and attain a minimum term grade point average of 3.75. The notation, "Dean's Honour List" will be included on the student's transcript specific to that term.

**Proposed wording:**

**Dean's Honour List and Graduating with Distinction or First Class Honours**

**Dean's Honour List**

To qualify for this list a student must be registered in one of the four degree programs offered by the Faculty of Arts and complete at least 12 credit hours offered by the University of Manitoba during a term and attain a minimum term grade point average (**TGPA**) of 3.75.

**Students registered in one of the four Faculty of Arts degree programs with a reduced course load designation approved through Student Accessibility Services are also eligible for the Dean's Honour List provided they achieve a minimum 3.75 TGPA on the prescribed reduced course load (minimum 6 credit hours of coursework offered by the University of Manitoba, per term).**

The notation: "Dean's Honour List", will be included on the student's transcript specific to that term.

## Appendix A – Environmental Scan

### UBC

#### Dean's List

Dean's List designation recognizes exceptional academic achievement in the Faculty of Arts. Students who complete at least 27 percentage-graded credits in a Winter Session, and who achieve an average of 85% or higher on at least 27 of these credits, will receive the notation "Dean's List" on their permanent record.

Students in the Arts Co-operative Education program who complete a Co-operative work placement in either Term of a Winter Session and at least 15 percentage-graded credits in the other Term, and who achieve an average of 85% or higher on at least 15 of these credits, will receive the notation "Dean's List" on their permanent record.

Students registered in the [Dual Degree Program in Arts and Science](#) or the [Dual Degree Program in Arts and Applied Science](#) should consult the program page for Dean's List regulations within the Dual Degree structure.

### U of Alberta

#### Common Academic Standing Categories for General Undergraduate Programs

The records of all students are reviewed at the end of each term or two-term period depending on the Faculty. Academic standing is determined by a student's performance over the period under review.

1. **First-Class Standing:** Awarded to a student who obtains a grade point average of 3.5 or above while enrolled in a full, normal, academic course load in that year; the definition of a full normal academic course load shall be left to the Faculty concerned.

Science First class standing = 24 hours with at least 3.5 – also referred to as the Dean's honour roll.

Arts First class standing = 30 hours with at least 3.5 – aka the Dean's Honour list

Page 40 here: <https://www.ualberta.ca/en/registrar/media-library/pdfcal/06-07calendarpdf/arts.pdf>

## U of Calgary

<https://calendar.ucalgary.ca/pages/e17f4d3386f6493da8e068062a21b70d>

### 3.4.3 Faculty of Arts - Dean's List

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The Dean's List recognizes outstanding academic achievement. The Dean's List is compiled annually at the end of Winter term. A statement of inclusion on the Dean's List is recorded on students' transcripts.

To qualify for the Dean's List, students must complete a sufficient number of courses at the University of Calgary during the preceding academic review period and achieve a GPA of 3.60 or above over all University of Calgary courses taken during that period. The course load requirements are as follows:

- (a) A minimum of 24 units taken at the University of Calgary, OR
- (b) A minimum of 12 units taken at the University of Calgary plus completion of two four-month Co-operative Education work placements, OR
- (c) A minimum of 12 units taken at the University of Calgary plus completion of one approved full-time term abroad, OR
- (d) A program of study assessed by Student Accessibility Services to be equivalent to full-time studies for a particular student.

#### Notes:

- The GPA is calculated to two decimal places and will not be rounded up.
- Where it is appropriate to be assessed under provisions (c) or (d), students must arrange for all necessary documentation to be received by the Associate Dean no later than May 15.
- Only University of Calgary grades are used in the calculation of GPA for the Dean's List.
- Courses for which a student has taken the flexible grading option (Credit Granted/CG) will be included in the minimum units to be considered for the Dean's List but will not be included in the GPA calculation.
- Students on disciplinary sanctions as outlined in the [Student Academic Misconduct Policy](#) are not eligible for the Dean's List.

Students with deferred examinations and/or term work for Winter Term courses must notify the Associate Dean when their grade(s) are recorded to be considered for the Dean's List.

## **U of Saskatchewan**

<https://programs.usask.ca//arts-and-science/policies.php#Promotion>

### **Dean's List**

Students with averages in the top 5% of each program type will be eligible to be included on the Dean's List which will be posted annually. Students named to the Dean's List will be notified. To be eligible, students must have completed at least 24 credit units during the last Fall and Winter Terms. No application is required.

January 26, 2026

**Report of the Senate Committee on Instruction and Evaluation RE: Proposed Revisions to the Assessment Results Policy, Undergraduate Medical Education, Max Rady College of Medicine, Rady Faculty of Health Sciences**

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**Preamble:**

1. The terms of reference for the Senate Committee on Instruction and Evaluation (SCIE) can be found at:  
[http://umanitoba.ca/admin/governance/governing\\_documents/governance/sen\\_committees/502.html](http://umanitoba.ca/admin/governance/governing_documents/governance/sen_committees/502.html).
2. At its meeting on January 22, 2026 SCIE considered revisions to the Assessment Results Policy, Undergraduate Medical Education (UGME), Max Rady College of Medicine, Rady Faculty of Health Sciences.

**Observations:**

1. The proposed revisions to the policy clarify the definitions for a number of assessment mechanisms and student status in the context of the Undergraduate Medical Education Program.
2. The proposed revisions to the policy clarify the timeline within which assessment results must be provided and update language to reflect current practices within the program as indicated in the Policy and its procedures.
3. The Committee acknowledged that revisions related to remedial examinations are addressed in a separate policy and that the Assessment Results Policy is intended to clearly outline the expectations for students and academic and administrative staff with respect to assessment results.
4. The policy revisions support the University's Final Examinations and Final Grades Policy and related Procedures.
5. The unit has a well-established communications and education plan to communicate changes to the Policy to students and academic and administrative staff.

**Recommendation**

The Senate Committee on Instruction and Evaluation recommends:

***THAT Senate approve the proposed revisions to the Assessment Results Policy, Undergraduate Medical Education, Max Rady College of Medicine, Rady Faculty of Health Sciences, effective August 1, 2026.***

Respectfully submitted,

Dr. Mark Torchia, Chair  
Senate Committee on Instruction and Evaluation

[Comments of the Senate Executive Committee:](#)

The Senate Executive Committee endorses the Report to Senate.



# Max Rady College of Medicine - UGME Policy

<b>Policy Name:</b>	Assessment Results
<b>Application/Scope:</b>	Undergraduate Medical Education (UGME) Students
<b>Next Review Date:</b>	<del>February 2025</del> November 2030
<b>Revised Date:</b>	<del>February 2020</del> November 2025
<b>Approved Date:</b>	May 2020 Date
<b>Approved By:</b>	Progress Committee [ <del>December 2019</del> November 2025] College Executive Council [ <del>January 2020</del> Date] Senate Committee on Instruction and Evaluation [ <del>February 2020</del> Date] Senate [ <del>May 2020</del> Date]

## 1. PURPOSE

To provide specific processes to ensure student assessment results are organized in a timely and effective manner that complements the University of Manitoba Final Examinations and Final Grades Policy and related Procedures.

## 2. DEFINITIONS

- 2.1 **Midterm Examination** - A summative examination is normally conducted at the approximate midpoint of a course/~~module~~. No rounding of scores will take place.
- 2.2 **Final Examination** – A summative examination at the end of a Pre-Clerkship Course/~~Module~~. No rounding of scores will take place.
- 2.3 **Course /~~Module~~** – ~~A course is the study of a particular topic within a wider subject area and is the basic building block of undergraduate medical education. A typical course includes lectures; assessment such as assignments, essays, reports, tests and exams; and either tutorials or laboratories referred to as sessions. A Course/Module is a course of study or An educational unit, which covers a series of interrelated topics and is studied for a given period of time which taken together with other such completed modules or courses counts towards completion of the M.D degree. The UGME curriculum consists of seven (7) modules and six (6) longitudinal courses occurring over a four (4) year period.~~
- 2.4 **Assignment** - Take home work as defined in the syllabus of each course.
- 2.5 **Objective Structured Clinical Examination (OSCE-type)** – an examination used to assess the clinical skills of students.
- ~~A pass mark will be set for each individual station using the borderline regression model, which is informed by a comparison of the global rating score to each student's congregate score for the station. The student's individual pass or fail status for a case will be decided by their congregate score in each case individually. Students will be required to pass a minimum of eight of twelve OSCE stations to pass the Med 1 and Med 2 Clinical Skills Courses.~~
  - ~~The Remedial Examinations for the Med 1 and Med 2 Clinical Skills courses will consist of eight stations. The passing grade will be determined using aggregate data from all eight OSCE stations, using the borderline regression model. This grade will be the~~

~~passing grade for each station in the remedial exam. Students will be required to pass a minimum of five of eight OSCE stations to pass their remedial OSCE.~~

2.6 **Comprehensive Clinical Exam (CCE)** – An objective structured clinical-type examination used to assess the clinical skills of students in Clerkship.

- ~~• A pass mark will be set for each individual station using the borderline regression model, which is informed by the comparison of the global rating score to each student's congregate score for the station. The student's individual pass or fail status for a case will be decided by the congregate score in each case individually. Students will be required to pass a minimum of five of eight OSCE stations in order to pass the CCE.~~
- ~~• The Remedial Examinations for Med 4 CCE will consist of eight stations. The passing grade will be determined using aggregate data from all eight OSCE stations, using the borderline regression model. This grade will be the passing grade for each station in the remedial CCE. Students will be required to pass a minimum of five of eight OSCE stations to pass their remedial CCE.~~

2.7 **National Board of Medical Examiners (NBME) Exam** – A multiple-choice examination developed by the NBME that is administered at the end of the Surgery, Internal Medicine, Obstetrics/Gynecology and Reproductive Sciences, Pediatrics, Family Medicine, and Psychiatry clinical rotations at the Clerkship level of the UGME program. ~~For students who write their NBME exam prior to May 19, 2020, attaining a mark at the 11th percentile or higher is considered a pass. For students who write their NBME exams on May 19, 2020 and thereafter, the~~ The NBME will recommend a pass mark as an equated percent correct score, and the UGME Program will determine the pass mark every September (with the timing of change in pass mark, if any is recommended, for all students writing NBME exams to coincide with Day 1 of Clerkship for the Med III3 Class), based on this recommendation.

2.8 **Final In-Training Evaluation Report (FITER)** – A comprehensive summary of student performance as a necessary component of their Clerkship training which documents the full range of competencies (knowledge, skills and attitudes) required of a physician. ~~This is electronically distributed at the start of each rotation and must be completed and submitted electronically at the end of the rotation. This must include a narrative description of medical student performance.~~

~~2.9 **Monitored Status** – A student will be placed on Monitored Status as follows:~~

- ~~• Modular Courses – Achieving a result between 60.0% and 62.9% (No rounding of scores will take place).~~
- ~~• Longitudinal Courses – Achieving a result less than sixty percent (60.0%) on any exam worth twenty five percent (25.0%) or more of the total Longitudinal Course assessment weight.~~
- ~~• A Failure of one (1) Clerkship Exam.~~
- ~~• A Borderline Pass on a FITER.~~

~~A student on Monitored Status is encouraged to participate in remediation. This description is not punitive; the sole purpose is to identify students early who may be having some difficulty (and who therefore may be at risk for future difficulty), so that timely assistance can be provided.~~

2.102.9 **Probationary Status** - Would be applied to a student after a failure of any of the following:

- One (1) Course/Module
  - The CCE
  - Two (2) Clerkship examinations
  - One (1) FITER
- One (1) assignment integral to either the Professionalism or Population Health courses in Clerkship

A student on Probationary Status is required to participate in Remediation.

2-112.10 **Pre-Clerkship Student Evaluation Committee (PSEC)/Clerkship Student Evaluation Committee(s) (CSEC)** – Committees responsible for the development and approval of assessment policies and rules. PSEC/CSEC bodies are responsible for the overall management and administration of examination questions, the review and evaluation of results and recommendations to the Progress Committee for approval.

2-122.11 **Coaching/Strengths and Opportunities Report** – A report which displays information about a participant's performance in a particular assessment. Used for coaching and feedback purposes, it is provided to a participant in a controlled format for reference purposes.

2-132.12 **Working Day** – A day when the University of Manitoba is open for regular business.

### **3. POLICY STATEMENTS**

3.1 Students will receive results for all examinations within a reasonable amount of time following completion of the examination. The following timelines will be adhered to:

- Mid-Term/Final Exams – Results will be reported via the Pre-Clerkship Exam System Student Portal typically within two working days of the completion of the exam.
- Course Results – Results will be reported via the Curriculum Management System typically within five (5) days of course completion.
- Clerkship Exam– Results will be reported via email correspondence typically within two (2) weeks of completion.
- OSCE-type – Given the complexity of marking this practical assessment, which often includes a comprehensive review of individual recorded performance, results will be reported as soon as practicable. Typically, results will be made available to students no later than four (4) weeks from completion.
- FITER - Notification of the FITER, for those that demonstrate either a fail or borderline pass, must occur within five (5) working days of completion of the rotation. Electronic submission of all passing FITERs ideally should occur within four 4 weeks of completion of the rotation in most instances, but must occur within six (6) weeks of completion of the rotation.

3.2 Student input on Internal Examinations will be taken into consideration when making decisions related to examination results.

3.3 The Chair of the applicable PSEC/CSEC will work with the respective Administrators Evaluation in reviewing and preparing examination results.

3.4 The applicable PSEC/CSEC will meet to review and approve Internal Examination results on a monthly basis for exams/courses completed during the previous month.

3.5 Final scores for all Internal Examinations will not be rounded.

3.6 A pass is considered as follows:

- Course/~~Module~~ - attaining a score of 60.0% or higher. No rounding of scores will take place.
- OSCE-type Examinations/Courses - A pass mark will be set for each individual station using the borderline regression model, which is informed by the comparison of the global rating score to each student's congregate score for the station. The student's individual pass or fail status for a case will be decided by the congregate score in each case individually.
  - Med 1 and Med 2 Clinical Skills Courses: Students will be required to pass a minimum of eight of twelve OSCE stations to pass.

- CCE: Students will be required to pass a minimum of five of eight OSCE stations in order to pass.
- Clerkship Exams – ~~For students who write their NBME exam prior to May 19, 2020, attaining a mark at the 11th percentile or higher is considered a pass. For students who write their NBME exams on May 19, 2020 and thereafter, the~~ The NBME will recommend a pass mark as an equated percent correct score, and the UGME Program will determine the pass mark every September, based on this recommendation.
- FITER
  - Pass - A grade of “meets expectations” or higher in all major and minor criteria
  - Borderline pass (counted as a ‘Pass’ for summative purposes) - A combination of grades below “meets expectations”, that does not otherwise constitute a fail, as explained below.
  - Fail - A grade of ‘unsatisfactory’ in one (1) major criterion, or ‘unsatisfactory’ on any two (2) minor criteria, or a grade of ‘below expectations’ or worse in any three (3) major or minor criteria.

3.7 This policy will be reviewed every five years following the approval date.

#### 4. **PROCEDURES**

##### MID-TERM EXAMINATIONS, FINAL, COURSE EXAMINATIONS

- 4.1 Typically, within two (2) working days of completed examinations:
- The ~~Pre-Clerkship Evaluations Administrator Administrator, Evaluations Pre-Clerkship~~ will organize the scoring of all components of the examination
  - Without direction, all examination questions with less than a thirty (30) percent success rate will be removed from the scoring of an exam.
  - An Exam Summary Report, Item Analysis, Question Notes/Feedback and Exam Taker Results report will be distributed to the Director of Pre-Clerkship Evaluations Coordinator, Evaluations Pre-Clerkship and Course Leader.
  - All information on reporting provided to Course Leaders will not include student names or any specific identifying information which would allow the identity of students to be ascertained.
  - The ~~Pre-Clerkship Evaluations Administrator Administrator, Evaluations Pre-Clerkship~~, will receive instructions from the respective Director of Pre-Clerkship Evaluations Coordinator, Evaluations on changes to the examination scoring structure, if any, based on the scoring and reporting information relevant to the exam.
  - The ~~Pre-Clerkship Evaluations Administrator Administrator, Evaluations Pre-Clerkship~~ will release results of adjusted exam results, as appropriate, to the Pre-Clerkship Exam System.
- 4.2 The respective Course Leader will in accordance with the academic schedule:
- Based on the results of the exam, determine if a review session focusing on the information provided within the respective Exam Summary/Item Analysis Report is required.
  - Course Leaders should be prepared to respond to questions from students on their respective individualized Coaching/Strength and Opportunities Report without divulging confidential examination content.

##### COURSE SCORES

- 4.3 Typically, within two (2) working days of completion of the Final Examination for a course:
- The ~~Pre-Clerkship Evaluations Administrator Administrator, Evaluations Pre-Clerkship~~ will organize the scoring of all components of the course in accordance with the weighting established in the Pre-Clerkship Master Assessment Plan.

- Information on individual exam scores and assignments for the course will be distributed to the respective the Director of Pre-Clerkship Evaluations Coordinator, Evaluations and Course Leader.
- 4.4 Typically, within one (1) working day of distribution to Course Leaders:
- The Pre-Clerkship Evaluations Administrator Administrator, Evaluations Pre-Clerkship, will organize and verify the formulae to ascertain final course scores and upload all results to the Curriculum Management System.
  - The Pre-Clerkship Evaluations Administrator Administrator, Evaluations Pre-Clerkship, will receive instructions from the respective the Director of Pre-Clerkship Evaluations Coordinator, Evaluations on changes to course scoring structure, if any, based on the scoring information and Question Notes/Feedback reports.
- 4.5 Typically, within one (1) day of receipt of instructions from the Director of Pre-Clerkship Evaluations Coordinator, Evaluations:
- The Pre-Clerkship Evaluations Administrator Administrator, Evaluations will finalize the scoring and conduct an internal review of the scores and scoring formulae and upload all remaining results to the Curriculum Management System such that final course results are provided to students typically within five (5) days of course completion.
- 4.6 Summary information will be prepared by the Pre-Clerkship Evaluations Administrator Administrator, Evaluations Pre-Clerkship for the PSEC Chair, PSEC, to include the following psychometric data obtained from the Pre-Clerkship Exam System Item Analysis Report:
- Component (raw and percent) scores, final (percent) scores, pass/fail status based on final percent scores, Probationary/~~Monitored~~ Status based on final percent scores for each student.
  - Summary of component and final percent scores for the entire class, which includes mean, standard deviation, median, minimum, maximum scores, and a bar graph. The total number of students on Probationary Status ~~and Monitored Status~~.
  - Summary of component and final percent scores for two preceding classes, which includes mean, standard deviation, median, minimum, and maximum scores, by class.
- 4.7 The Pre-Clerkship Evaluations Administrator Administrator, Evaluations Pre-Clerkship, will prepare Probationary ~~and Monitored~~ Status letters for the perusal and signature of the Associate Dean, of UGME, ensuring that the Director of Evaluations, Evaluations, the Director of Remediation, Remediation and the Associate Dean Student Affairs of UGME are included on the distribution list and then, once approved, distribute electronically to each affected student.
- 4.8 The respective Course Leader will in accordance with their academic schedule:
- Conduct a review session of exam results with their course committee which integrates information contained within the Exam Summary Report, Item Analysis Report and Question Notes/Feedback Report with the intent of revising questions where appropriate.

#### OSCE-TYPE EXAMINATIONS

- 4.9 In a given academic year, the Assistant to Evaluations Administrators, Evaluations will organize, in collaboration with the Chairs of CSEC and PSEC and the Director of Evaluations, dates for OSCE-type examinations for the next academic year.
- 4.10 Typically, within three (3) working days of completed examinations:
- The Assistant to Evaluations Administrators Evaluations will organize the scoring of all components of the examination.

- 4.11 Typically, within seven (7) working days of receipt of examination scores:
- The ~~Assistant to Evaluations~~ Administrators, ~~Evaluations~~ will organize and verify the formulae to ascertain final examination scores.
- 4.12 Typically, within seven (7) working days of ascertaining final examination scores:
- The ~~Evaluations~~ Administrator, ~~Evaluations~~ will finalize the scoring and conduct an internal review of the scores and scoring formulae, which will be subsequently reviewed. The Chair of CSEC will certify the reviewed results.
- 4.13 The following summary information shall be prepared by the ~~Assistant to Evaluations~~ Administrators ~~Evaluations~~ for the Chair of CSEC for the CCE or PSEC for other OSCE exams:
- Component (raw and percent) scores, final (percent) scores, pass/fail status based on final percent scores, Probationary/~~Monitored~~ Status based on final percent scores for each student.
  - Summary of component and final percent scores for the entire class, which includes mean, standard deviation, median, minimum, maximum scores, and histogram. The total number of students on Probationary Status ~~and Monitored Status~~ is included.
- 4.14 The ~~Assistant to Evaluations~~ Administrators, ~~Evaluations~~ will prepare individual student examination reports for electronic distribution as well as prepare Probationary ~~and Monitored~~ Status letters for the perusal and signature of the Associate Dean ~~of~~, UGME ensuring that the Director ~~of~~, Evaluations, ~~the~~ Director ~~of~~, Remediation, ~~the~~ Director(s) Clinical Skills, and ~~the~~ Associate Dean ~~of~~ Student Affairs ~~UGME~~ are included on the distribution list and then, once approved, distribute electronically to each affected student.
- 4.15 Typically, within five (5) days of the distribution of scores, the ~~Evaluations~~ Administrator, ~~Evaluations~~, will update the class master sheet with the new set of scores for the respective examinations and ensure that they are distributed to the class via the Curriculum Management System.

#### CLERKSHIP EXAMINATION SYSTEM

- 4.16 In a given academic year, the Clerkship Evaluations Administrator, ~~Evaluations Clerkship~~, organizes the process of determining the supplementary dates on which the Clerkship Examination System will be administered for the next academic year.
- 4.17 Typically, within seven (7) working days of receipt of results of Clerkship Examinations:
- The Clerkship Evaluations Administrator will upload results to the Curriculum Management System and will prepare the Probationary letters for the perusal and signature of the Associate Dean of UGME, ensuring that the Director of Evaluations, the Director of Remediation, the Director of Clerkship, and the Associate Dean of Student Affairs are included on the distribution list and then, once approved, distribute electronically to each affected student.
  - The Clerkship Evaluations Administrator will also update the class master sheet with the new set of scores for the respective Clerkship Examinations.
- ~~4.17~~ Typically, within one (1) working day of a completed Clerkship Examination:
- ~~The Administrator, Evaluations will organize the dispatch of all completed Clerkship Examinations.~~
- 4.18 Typically, within three (3) working days of the receipt of the NBME examination results, the Clerkship Evaluations Administrator will issue the results to the students. In addition, NBME also emails the examination results directly to the students.  
~~Typically, within seven (7) working days of the mailing of the Clerkship Examination:~~

- ~~• The Administrator, Evaluations will check for results of the scoring of Clerkship Examinations.~~

~~4.18 Typically, within seven (7) working days of receipt of results of Clerkship Examinations:~~

- ~~• The Administrator, Evaluations will prepare individual student examination reports for electronic distribution and will prepare the Probationary and Monitored Status letters for the perusal and signature of the Associate Dean, UGME ensuring that the Director, Evaluations, Director, Remediation, Director Clerkship Clinical, and Associate Dean Student Affairs UGME are included on the distribution list and then, once approved, distribute electronically to each affected student. The Administrator, Evaluations will update the class master sheet with the new set of scores for the respective Clerkship Examinations and ensure that results are uploaded to the Curriculum Management System.~~

## FITERS

- 4.19 Preceptor will complete a FITER for each assigned student as per policy statement 3.1. This may require coordination of input from multiple preceptors.
- 4.20 The completed FITER will be available for student review on the curriculum management system as soon as it is submitted.
- 4.21 Students will complete the student component of the FITER within one (1) working day of receiving the evaluation. Students have the opportunity to comment on the contents of the FITER before it is returned to Undergraduate Medical Education.
- 4.22 If the FITER is passed, the evaluation is complete. If the FITER is a borderline pass or fail, the curriculum management system generates an email alert to the [Clerkship Evaluations](#) Administrator, the ~~Clerkship Evaluations~~, ~~Clerkship~~ Director of Clerkship, the [Director of Clerkship Evaluations](#), the Associate Deans of Professionalism, [the Associate Dean of Student Affairs](#), and [the Associate Dean of UGME](#).
- 4.23 The [Clerkship Evaluations](#) Administrator, ~~Clerkship Evaluations~~ will review both scores and the narrative comments and determine the appropriate evaluation with the agreement of the preceptor.

## 5. REFERENCES

- 5.1 UGME Policy and Procedures – Examination Conduct
- 5.2 UGME Policy and Procedures – Deferred Examinations
- 5.3 UGME Policy and Procedures – Supplemental Examinations
- 5.4 UGME Policy and Procedures – Promotion and Failure
- 5.5 UGME Policy and Procedures - Invigilation of Examinations
- 5.6 University of Manitoba- Final Examinations and Final Grades Policy
- 5.7 University of Manitoba- Deferred and Supplemental Examinations Procedures
- 5.8 University of Manitoba- Final Examinations Procedures
- 5.9 University of Manitoba- Final Grades Procedures

**6. POLICY CONTACT**

Policy: The Director of Evaluations.

Procedures: Pre-Clerkship or Clerkship Evaluations Administrators.

January 29, 2026

**Report of the Senate Committee on University Research Re: Proposal to Change the Terms of Reference for the Endowed Research Chair in Metabolic and Endocrine Diseases**

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**Preamble:**

1. The terms of reference for the Senate Committee on University Research (SCUR) can be found at:  
[https://umanitoba.ca/governance/sites/governance/files/2021-09/Senate\\_Committee\\_on\\_University\\_Research\\_Terms\\_of\\_Reference.pdf](https://umanitoba.ca/governance/sites/governance/files/2021-09/Senate_Committee_on_University_Research_Terms_of_Reference.pdf)
2. At its meeting on January 29, 2026, SCUR received for review, a proposal to change the terms of reference for the Endowed Research Chair in Metabolic and Endocrine Diseases
3. [The University of Manitoba Policy for Chairs and Professorships](#) specifies (section 2.14) "In the case of proposals for Chairs and Professorships that are primarily intended to enhance the University's research programs, the Senate Committee on University Research shall recommend to Senate."

**Observations:**

1. Dr. Peter Nickerson, on behalf of the Max Rady College of Medicine, Rady Faculty of Health Sciences, has submitted a proposal to change the Terms of Reference for its Endowed Research Chair in Metabolic and Endocrine Diseases.
2. The Chair in Metabolic and Endocrine Diseases will be funded through investment income from the Metabolic and Endocrine Diseases Fund held by the University of Manitoba, which has a current market value of \$5,738,499. Overseen by the President, the fund supports research and advanced study in metabolic and endocrine diseases. Revenue will partially support the appointee's salary and benefits, provide unrestricted research funding for the Chairholder, and be leveraged through external programs such as CIHR. The Chair provides a minimum annual research allocation of \$100,000, and an annual stipend of \$20,000 for UMFA members, with GFT stipends to be negotiated.
3. The Max Rady College of Medicine Executive Council met and endorsed the Revised Endowed Research Chair in Metabolic and Endocrine Diseases Terms of Reference on December 2, 2025.

**Recommendation:**

**The Senate Committee on University Research recommends THAT: the change in terms of reference for the Endowed Research Chair in Metabolic and Endocrine Diseases be approved by Senate.**

Respectfully submitted,



B. Mario Pinto  
Vice-President (Research and International)  
Chair, Senate Committee on University Research

[Comments of the Senate Executive Committee:](#)

The Senate Executive Committee endorses the Report to Senate.



Date: January 7, 2026

To: B. Mario Pinto, Vice-President (Research and International)

From: Diane Hiebert-Murphy, Provost and Vice-President (Academic) *Diane Hiebert-Murphy*

Re: Revisions to the Terms of Reference - Endowed Chair in Metabolic and Endocrine Diseases

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On behalf of the Max Rady College of Medicine, Rady Faculty of Health Sciences, Dr. Peter Nickerson has submitted a revision to the terms of reference for the Endowed Chair in Metabolic and Endocrine Diseases within the Department of Physiology and Pathophysiology. The revisions are being brought forward to support recruitment and to align the Terms of Reference with current University policy and Faculty practice. The revisions include:

- Expansion of eligible academic rank to include Assistant and Associate Professors
- Establishment of a minimum annual research allocation of \$100,000 to the Chair holder
- Assurance of at least 50% protected time for research if the awardee holds a GFT appointment
- A stipend of \$20,000 per annum for an UMFA Chairholder
- Minor updates to ensure alignment with other endowed Chairs within the Max Rady College of Medicine, the Rady Faculty of Health Sciences, and the University of Manitoba

The Chair position aligns with the long-standing research priorities of the Department, Faculty, and the University. The Chair will provide leadership, mentorship, and scholarly excellence in both basic and clinical research related to metabolic and endocrine diseases, strengthening research activity and elevating the University's profile in this important field.

The policy on Chairs and Professorships specifies that:

- (1) Chairs are established to advance the University's academic goals and objectives;
- (2) A Chair normally must, at its establishment, be fully funded from sources outside of the University's regular operating budget, and the funding must be sufficient to cover the full salary and benefits of the incumbent and an appropriate level of unrestricted research/scholarly support;
- (3) Chairs must be funded by way of an endowment or through a schedule of annual expendable gifts for a defined period of not less than five years, or by a combination of endowment and annual expendable gifts;

- (4) Chairs shall normally be attached to a department, faculty, school, college, centre or institute of the university, and the goals of the Chair shall be consistent with that unit;
- (5) The establishment of a Chair normally shall not be tied to the appointment of a particular individual;
- (6) Individuals appointed to Chairs normally shall have the academic qualifications commensurate with an appointment at the rank of Assistant Professor, Associate Professor, or Professor;
- (7) The initial term of the appointment of Chairs shall be 3 to 5 years, and if renewal is permitted, such renewal shall be subject to a successful performance review and the availability of funds; and
- (8) A Chair may be established jointly by the University and another university, an institution affiliated with the University (including teaching hospitals) or a research institute, on terms jointly agreed to by the parties. In such cases, funds may be held either by the University or by the other party, or both

The revised proposal satisfies the above requirements. The Chair will be funded through investment income generated by the Metabolic and Endocrine Diseases Fund, currently valued at \$5,738,499 and held by the University of Manitoba. Revenue from the endowment will provide partial salary support, benefits, and an appropriate level of unrestricted research funding. The Chair will provide a minimum annual research allocation of \$100,000. UMFA appointees will receive a \$20,000 annual stipend; the stipend for a GFT appointee will be negotiated. Opportunities to leverage these funds through external programs, including those offered by tri-council agencies, will be explored to support a strong and sustainable research program.

I support these proposed revisions to the terms of the Chair and request that you present them to the Senate Committee on University Research for consideration and recommendation to the Senate and, in turn, the Board of Governors.

If you have any questions or concerns, please do not hesitate to contact me.

December 19, 2025

Dr. Diane Hiebert-Murphy  
Provost and Vice-President (Academic)  
210 Administration Building  
University of Manitoba  
Winnipeg, MB R3T 2N2

Dear Dr. Hiebert-Murphy,

**Re: Revised Endowed Chair in Metabolic and Endocrine Diseases Terms of Reference**

The Revised Endowed Research Chair in Metabolic and Endocrine Diseases is intended to provide leadership, mentorship, and scholarly excellence in both basic and clinical research related to metabolic and endocrine diseases. The Chair's primary goal is to strengthen research activity in the field of endocrinology and metabolism thereby elevating the College of Medicine's profile in this critical research field.

The key revisions to the Terms of Reference include the following:

1. Expansion of eligible academic rank to include **Assistant and Associate Professors**
2. Establishment of a **minimum annual research allocation of \$100,000** to the Chair holder
3. Assurance of **at least 50% protected time for research if the awardee holds a GFT appointment**
4. **A stipend of \$20,000 per annum for an UMFA Chairholder**
5. Minor updates to ensure alignment with other endowed Chairs within the Max Rady College of Medicine, the Rady Faculty of Health Sciences, and the University of Manitoba

The Revised Endowed Research Chair in Metabolic and Endocrine Diseases will be funded through investment income generated by the Metabolic and Endocrine Diseases Fund that is held by the University of Manitoba. Revenue from the fund will be used to support, in part, the salary, and benefits of the appointee, along with a suitable level of unrestricted research support for the Chairholder. Additionally, opportunities to leverage these funds through external programs will be explored.

The Max Rady College of Medicine Executive Council met and endorsed the Revised Endowed Research Chair in Metabolic and Endocrine Diseases Terms of Reference on December 2, 2025.

I support this proposal enthusiastically and without reservation. I look forward to your response in due course.

Please let me know if you require any additional information.

Sincerely,



Peter Nickerson, MD, FRCPC, FCAHS  
Vice-Provost (Health Sciences) and Distinguished Professor  
Dean, Rady Faculty of Health Sciences  
Dean, Max Rady College of Medicine

Attachment

CC Jude Uzonna, Vice Dean Research, Rady Faculty of Health Sciences

**Proposal to Revise an Endowed Chair Terms  
of Reference Endowed Chair in Metabolic and  
Endocrine Diseases** Rady Faculty of Health

Sciences

Reviewed September 2025

**EXECUTIVE SUMMARY:**

In accordance with the procedures and mechanisms for establishing Chairs and Professorships at the University of Manitoba, the following is presented.

**Type of Appointment:** Endowed Research Chair

**Name of Chair:** Chair in Metabolic and Endocrine Diseases

**Purpose and Objectives of the Chair:**

The Endowed Chair in Metabolic and Endocrine Diseases is intended to provide leadership, mentorship and scholarly excellence in both basic and clinical research related to metabolic and endocrine diseases, an area of research priority for the Max Rady College of Medicine and Rady Faculty of Health Sciences at the University of Manitoba. The Chair's primary goal is to strengthen research activity in the field of endocrinology and metabolism thereby elevating the College of Medicine's profile in this critical research field. The specific objectives for the Chairholder include:

- To further develop and strengthen research in endocrinology and metabolism, an established research theme area within the College of Medicine;
- To promote collaborative research within the College, Faculty and the University, and between the University and other research institutes;
- To mentor research trainees, undergraduate and postgraduate students, and junior faculty members; and
- To establish strong, externally funded research program in metabolic and endocrine diseases.

**Relationship to the proposing unit:**

The Max Rady College of Medicine and Rady Faculty of Health Sciences have long recognized endocrinology and metabolism as a major academic area of academic focus. In its year 2000 research strategy, "Endocrinology and Metabolism" was identified as one of six primary research themes. The Chair is intended to reinforce and advance this priority, which was originally catalyzed by the foundational research contributions of **Dr. Henry G Friesen**. Thus, the Chair focuses on a historically supported and forward-looking faculty commitment into the future. The chair will reside in the Department of Physiology and Pathophysiology, Max Rady College of Medicine.

The Chair will provide salary and operating support to an individual scientist conducting independent research in endocrinology and metabolism. This support will allow the Chairholder to maximize their research productivity and effectiveness while providing leadership in this strategically important area. The selection of the Chairholder will be based primarily on research excellence.

#### **Funding Method:**

The Chair in Metabolic and Endocrine Diseases will be funded through investment income generated by the Metabolic and Endocrine Diseases Fund that is held by the University of Manitoba. The current market value of the fund is \$5,738,499. The purpose of this fund, whose disbursements are overseen by the President, is to support research and advanced study in the field of metabolic and endocrine diseases. Revenue from the fund will be used to support in part, the salary and benefits of the appointee, along with a suitable level of unrestricted research support for the Chairholder. Additionally, opportunities to leverage these funds through external programs, such as those offered by tri-council agencies such as the Canadian Institutes of Health Research (CIHR), will be explored. The Chair provides a minimum annual research allocation of \$100,000. In addition, the Chair holder will receive an annual stipend of \$20,000 if they are a UMFA member; the stipend for a GFT will be negotiated.

#### **General and Specific Requirements for the Chair:**

In accordance with the policy and procedures for establishing chairs at the University of Manitoba, individuals appointed to the Chair in Metabolic and Endocrine Diseases shall have the following qualifications:

- Canadian citizen or permanent resident.
- Hold a current academic appointment at the rank of Assistant, Associate or Full Professor.
- Hold a Ph.D. (UMFA appointment), or an M.D. (or equivalent, GFT appointment), supplemented by advanced research training comparable to Ph.D.-level experience. This would typically include, at minimum, a Masters degree and clinical research fellowships accredited by the Royal College of Physicians and Surgeons, or supported by internationally recognized research agencies such as the Canadian Institutes of Health Research (CIHR), the National Institutes of Health (NIH), the Heart & Stroke Foundation, or the Canadian Diabetes Association, among others. A GFT chairholder must maintain at least 50% research-protected time.
- History of excellence in research as evidenced in high-quality research output, successful and promising research projects and programs, and significant contributions to the academic and/or clinical community at the local, national and/or international level.
- History of mentoring junior colleagues and investigators (graduate students, postdoctoral fellows, research associates, clinicians, and residents).
- History of effective and productive collaboration with intramural and extramural investigators and institutions

#### **Term of Appointment:**

The initial term of the appointment will be five years. Renewal for one or more additional terms will be contingent upon a successful performance review, to be conducted during the fourth year of the term.

The review will focus on the assessment of the incumbent's performance within the framework of the Max Rady College of Medicine and RFHS research strategy.

A successful performance review will require demonstrated evidence of the following:

- Personal research productivity as reflected in peer-review publications, external research funding, and scholarly presentations;
- Active engagement in collaborative and multidisciplinary research within the University and with external research institutions;
- Evidence that the Chairholder plays a leading role in successful grant applications to competitive national and international funding organizations
- Effective mentorship, demonstrated by outcomes such as grant success by junior faculty, presentations and publications by mentees, and the recruitment of early-career scientists.
- The chairholder is expected to assist research trainees under their mentorship with successful funding applications

**Other Provisions:**

1. **Selection and Appointment:** The selection and appointment of the Chairholders shall be conducted in accordance with the University Policy and Procedures on Chairs and Professorships. The selection committee will include (but not be restricted to):
  - Vice Dean Research, Rady Faculty of Health Sciences
  - Associate Dean (Research), Max Rady College of Medicine (Chair)
  - Head or delegate, Department of Physiology & Pathophysiology, Max Rady College of Medicine
  - Director of the DREAM Research Group, Children's Hospital Research Institute
  - Graduate student lead, Department of Physiology & Pathophysiology
2. **Duties and Responsibilities:** The duties and responsibilities of the chairholder shall align with the University Policy and Procedures on Chairs and Professorships. In addition to research activities, the Chairholder will be expected to participate in an appropriate level of teaching, including undergraduate and post-graduate medical trainees and graduate students, where appropriate.
3. **Annual Reporting:** Annual reporting obligations shall be in accordance with University Policy and Procedures on Chairs and Professorships. In addition to the requirements outlined, the Chairholder shall submit an annual report of activities to Dean, through the Head of Department.
4. **Performance Review and Reappointment:** The Chairholder's performance shall be reviewed annually, consistent with the review process for other faculty members. A copy of the review shall be provided to the Dean, Max Rady College of Medicine. The Dean of Medicine shall be responsible for initiating and coordinating the reappointment review process and making recommendation to the Vice-President (Academic) and Provost. The reappointment review shall include, among other things, an external assessment of the performance of the Chair holder. A copy of the reappointment review report shall be provided to the President.
5. **Acknowledgement:** The incumbent shall acknowledge that their appointment as the Chair in Metabolic and Endocrine Diseases at the University of Manitoba and Rady Faculty of Health Sciences Centre in all publications, presentations, and other activities supported by the Chair's funding.

6. The Rady Faculty of Health Sciences is deeply committed to meaningful engagement with Indigenous communities –by listening to Indigenous knowledge (particularly residing with Indigenous knowledge holders and elders); by empowering and supporting Indigenous perspectives; and by fostering a new knowledge-sharing relationship with Indigenous people. The Chair may choose to seek guidance and advice from Indigenous scholars within the Faculty and is encouraged to build upon the Faculty’s ongoing relationships and engagements with Indigenous communities Elders, and youth.

7. UM values freedom of expression and has a clear policy on academic freedom, which is enshrined in the university’s governing documents, including our Academic Freedom and Responsibilities Policy ([http://umanitoba.ca/governance/sites/governance/files/2021-06/Academic%20Freedom%20and%20Responsibilities%20Policy%20\\_1988\\_09\\_22%20RF.pdf](http://umanitoba.ca/governance/sites/governance/files/2021-06/Academic%20Freedom%20and%20Responsibilities%20Policy%20_1988_09_22%20RF.pdf))

and the Collective Agreement (<https://www.umanitoba.ca/careers/sites/careers/files/2022-08/umfa->) between the university and the University of Manitoba Faculty Association (UMFA). In keeping with the principles set out in UM governing documents and the UMFA Collective Agreement, those persons engaged in teaching, research, and dissemination of knowledge are entitled to freedom in discussing their subjects and freedom from institutional censorship, penalties, and reprisals.

The University of Manitoba is committed to the principles of equity, diversity & inclusion and to promoting opportunities in hiring, promotion and tenure (where applicable) for systemically marginalized groups who have historically been excluded from full participation in the University and the broader society. These groups include Indigenous Peoples, women, racialized persons, persons with disabilities and those who identify as 2SLGBTQIA+ (Two Spirit, lesbian, gay, bisexual, trans, questioning, intersex, asexual and other diverse sexual identities). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Proposal to ~~Revise~~ revise an Endowed Chair ~~an~~ Establish a ~~Terms of Reference~~ Endowed Chair in  
Metabolic and Endocrine Diseases

Endowed Chair in Metabolic and Endocrine Diseases

Rady Faculty of Medicine Health Sciences

Reviewed April-September 2001-2025

**EXECUTIVE SUMMARY:**

In accordance with the procedures and mechanisms for establishing Chairs and Professorships at the University of Manitoba the following is presented

**Type of Appointment:** Endowed Research Chair

**Name of Chair:** ~~The~~ Chair in Metabolic and Endocrine Diseases

**Purpose and Objectives of the Chair:**

The ~~Endowed~~ Chair in Metabolic and Endocrine Diseases ~~will~~ is intended to provide leadership, ~~scholarship and~~ mentorship and scholarly excellence in both basic and clinical research ~~in the field of~~ related to metabolic and endocrine diseases, an area of research priority for the ~~Faculty~~ Max Rady College of Medicine and Rady Faculty of Health Sciences at the University of Manitoba. The ~~Chair's~~ primary ~~objective goal of this Chair~~ is to ~~enhance~~ strengthen research activity in the field of endocrinology and metabolism ~~and, in so doing, thereby raise~~ elevating the ~~Faculty College~~ of Medicine's profile in this ~~important~~ critical research field. The specific objectives for the Chairholder include:

- ~~to~~ To further develop ~~further,~~ and strengthen research in ~~the area of~~ endocrinology and metabolism, an ~~identified~~ established research theme area within the ~~Faculty College~~ of Medicine;
- ~~to~~ To promote collaborative research within the ~~College,~~ Faculty and the University, and between the University ~~and~~ and other research institutes;
- ~~to~~ To serve as a mentor ~~for~~ research trainees, ~~for~~ undergraduate and postgraduate students, ~~and~~ and ~~for~~ junior faculty members; and
- ~~to~~ To establish a strong, externally funded research program in ~~the area of~~ metabolic and endocrine diseases.

**Relationship to the proposing unit:**

The ~~Max Rady Faculty College~~ of Medicine and Rady Faculty of Health Sciences ~~has~~ have long recognized endocrinology and metabolism as a major academic ~~commitment area to research in the area of endocrinology and metabolism of~~ academic focus. In its year 2000 ~~statement of~~ research strategy, "Endocrinology and Metabolism" ~~is~~ was identified as one of six primary research themes.

The ~~Chair~~ will is intended to reinforce and advance this priority ~~strengthen this direction,~~ which was ~~substantially originally stimulated~~ catalyzed by the ~~foundational research contributions of~~ Dr. X's Henry G Fries ~~early research activities~~. Thus, the Chair focuses on a historically supported ~~faculty and forward-looking faculty~~ direction that continues commitment into the future. The chair will reside in the Department of Physiology and Pathophysiology, Max Rady College of Medicine.

The Chair will provide salary and operating support to an individual scientist by providing salary and operating funds to pursue conducting independent research in endocrinology and metabolism, one of the six Faculty of Medicine priorities for research. This support will allow the recipient Chairholder to maximize his/her/their research activity-productivity and effectiveness, as well as while providing leadership in research activity in the Faculty in this strategically important area. The selection of the Chairholder will be based primarily Excellence on research excellence of the candidate will be the first priority.

#### **Funding Method:**

The Chair in Metabolic and Endocrine Diseases will be funded through investment income generated from by the Metabolic and Endocrine Diseases Fund that is held by the University of Manitoba. The current market value of the fund is \$5,738,499. The purpose of this fund, whose disbursements from which are overseen under the control of the President, is to support research and advanced study in the field of metabolic and endocrine diseases. The revenue-Revenue generated from this the fund will be used to support in part, the salary and benefits of the appointee, along as well as an appropriate with a suitable level of unrestricted research-research support for the Chairholder. In addition/Additionally, opportunities to leverage these funds will also explored through external programs, such as those offered by tri-council agencies such as the Canadian Institutes of Health/Health Research (CIHR), will be explored. The Chair provides a minimum annual research allocation of \$100,000. In addition, the Chair holder will receive an annual stipend of \$20,000 if they are a UMFA member; the stipend for a GFT will be negotiated.

#### **Academic Qualifications/General and Specific Requirements for the Chair:**

In accordance with the policy and procedures for establishing chairs at the University of Manitoba, individuals appointed to the Chair in Metabolic and Endocrine Diseases shall have the following qualifications:

- Canadian citizen or permanent resident.
- Hold a current academic appointment at the rank of Assistant, Associate or Full Professor.
- Hold a Ph.D. (UMFA appointment), or an M.D. (or equivalent, GFT appointment), supplemented by advanced research training comparable to Ph.D.-level experience. This would typically include, at minimum, a Master's degree and clinical research fellowships accredited by the Royal College of Physicians and Surgeons, or supported by internationally recognized research agencies such as the Canadian Institutes of Health Research (CIHR), the National Institutes of Health (NIH), the Heart & Stroke Foundation, or the Canadian Diabetes Association, among others. A GFT chairholder must maintain at least 50% research protected time.
- History of excellence in research as evidenced in high quality research output, successful and promising research projects and programs, and significant contributions to the academic and/or clinical community at the local, national and/or international level.
- History of mentoring junior colleagues and investigators (graduate students, postdoctoral fellows, research associates, clinicians and residents).
- History of effective and productive collaboration with intramural and extramural investigators and institutions

As stipulated in University Policy 428, Chair and Professorships, individuals appointed to the Chair position normally shall have academic qualifications commensurate with an appointment at the rank of Professor. With respect to the proposed Chair, candidates must have a Ph.D., or an M.D. or equivalent supplemented by advanced research training equivalent to PhD experience. Ordinarily, this would include at least a Masters' level in addition to clinical research fellowships accredited by the Royal College of Physicians and Surgeons, or supported with grants by internationally recognized research agencies such as CIHR,

National Institutes of Health, Heart & Stroke Foundation, Canadian Diabetes Foundation, among others. The successful candidate will have an outstanding record of achievement in research, as reflected by a strong record of publications in high impact journals, and a strong record of ongoing peer-reviewed research funding from recognized granting agencies. Candidates shall also possess a strong record of training clinicians, scientists, research associates, post-doctoral fellows and graduate students.

### Term of Appointment:

The initial term of the appointment will be five years. ~~The r~~Renewal ~~of the~~for one or more additional terms appointment for an additional term(s) will be subject contingent upon ~~to~~ a successful performance review, to be conducted during ~~of the incumbent's performance within the context of the Faculty of Medicine's research strategy, such review to be carried out during~~ the fourth year of the term. The review will focus on assessment ~~of~~ assess the incumbent's performance within the framework of Max Rady College of Medicine and RFHS research strategy.

A successful performance review will ~~provide~~ require demonstrated evidence of the following:

- ~~personal~~ Personal research productivity ~~in the form of as reflected in peer-review publications, external research grants funding, and scholarly presentations, and peer-reviewed publications;~~
- ~~Active engagement in collaborative and multidisciplinary research within the University and with external research institutions;~~
- ~~Evidence that the Chairholder plays a leading role in successful grant applications to competitive national and international funding organizations~~
- ~~Effective mentorship, demonstrated by outcomes such as grant success by junior faculty, presentations and publications by mentees, and the recruitment of early-career scientists.~~
- ~~The chairholder is expected to assist research trainees under their mentorship with successful funding applications~~
- ~~evidence of linkages, collaboration, and multi-disciplinary research within the University and between the University and other research institutions; and~~
- ~~evidence of mentoring including grants received by junior faculty, presentations by mentees, peer-reviewed publications by mentees, attraction of new young scientists.~~

### Other Provisions:

1. ~~Selection and Appointment:~~ The selection and appointment of ~~an the~~ Chairholder individual to the proposed Chair shall be conducted in accordance with the University Policy and Procedures on Chairs and Professorships. The selection committee will include (but not be restricted to):
  - Vice Dean Research, Rady Faculty of Health Sciences
  - Associate Dean (Research), Max Rady College of Medicine (Chair)
  - Head or delegate, Department of Physiology & Pathophysiology, Max Rady College of Medicine
  - Director of the DREAM-TEAM Research Group, Children's Hospital Research Institute
  - Graduate student lead, Department of Physiology & Pathophysiology

1. ~~Duties and Responsibilities: section 2.2 of University Policy 428. In accordance with section 2.2.3 of this policy, the President shall name an individual to participate in the initial selection process.~~
2. The duties and responsibilities of the ~~individual chairholder appointed to the proposed Chair will~~ shall align with the University Policy and Procedures on Chairs and Professorships in accordance with section 2.3 of University Policy 428. ~~The~~In addition to research activities, the Chair-holder will be expected to participate in an appropriate degree-level of teaching ~~activity~~, including undergraduate and post-graduate medical trainees and graduate students, where appropriate.
3. Annual Reporting: Annual reporting ~~requirements—obligations~~ shall ~~also~~ be in accordance with University Policy 428 and Procedures on Chairs and Professorships. In addition to the requirements outlined, the Chairholder shall ~~reporting requirements stipulated in this policy, the Chair holder shall provide~~ submit an annual report of activities to ~~the President~~Dean, through the Head of Department.
4. Performance Review and Reappointment: The Chairholder's performance shall be reviewed annually, consistent with the review process for other faculty members. A copy of the review shall be provided to the Dean, Max Rady College of Medicine. ~~In accordance with University Policy 428, the performance of the Chair holder shall be reviewed annually in the same manner as other faculty members. A copy of the performance review shall be provided to t~~The Dean of Medicine. ~~In the case of an appointment renewal, the Dean of Medicine shall be responsible for initiating and coordinating the reappointment review process and making recommendation to the Vice-President (Academic) and Provost. and for recommending on reappointment to the Vice-President (Academic) and Provost. Such~~ The a reappointment review shall include, among other things, an external assessment of the performance of the Chair holder. A copy of the reappointment review report shall be provided to the President.
5. Acknowledgement: The incumbent shall acknowledge that their appointment as ~~the~~ the Henry G. Friesen Research Chair in Metabolic and Endocrine Diseases at the University of Manitoba and Rady Faculty of Health Sciences Centre in all publications, presentations, and other activities supported by the Chair's funding.
6. The Rady Faculty of Health Sciences is deeply committed to meaningful engagement with Indigenous communities –by listening to Indigenous knowledge (particularly residing with Indigenous knowledge holders and elders); by empowering and supporting Indigenous perspectives; and by fostering a new knowledge-sharing relationship with Indigenous people. The Chair may choose to seek guidance and advice from Indigenous scholars within the Faculty and is encouraged to build upon the Faculty's ongoing relationships and engagements with Indigenous communities Elders, and youth.
7. UM values freedom of expression and has a clear policy on academic freedom, which is enshrined in the university's governing documents, including our Academic Freedom and Responsibilities Policy ([http://umanitoba.ca/governance/sites/governance/files/2021-06/Academic%20Freedom%20and%20Responsibilities%20Policy%201988\\_09\\_22%20RF.pdf](http://umanitoba.ca/governance/sites/governance/files/2021-06/Academic%20Freedom%20and%20Responsibilities%20Policy%201988_09_22%20RF.pdf)) and the Collective Agreement ([https://www.umanitoba.ca/careers/sites/careers/files/2022-08/umfa-collective-agreement-2021-2024-signed\\_0.pdf](https://www.umanitoba.ca/careers/sites/careers/files/2022-08/umfa-collective-agreement-2021-2024-signed_0.pdf)) between the university and the University of Manitoba Faculty Association (UMFA). In keeping with the principles set out in UM governing documents and the UMFA Collective Agreement, those persons engaged in teaching, research, and dissemination of knowledge are entitled to freedom in discussing their subjects and freedom from institutional censorship, penalties, and reprisals.

The University of Manitoba is committed to the principles of equity, diversity & inclusion and to promoting opportunities in hiring, promotion and tenure (where applicable) for systemically marginalized groups who have historically been excluded from full participation in the University and the broader society. These groups include Indigenous Peoples, women, racialized persons, persons with disabilities and those who identify as 2SLGBTQIA+ (Two Spirit, lesbian, gay, bisexual, trans, questioning, intersex, asexual and other diverse sexual identities). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

January 29, 2026

**Report of the Senate Committee on University Research Re: Proposal to Change the Terms of Reference for the Endowed Research Chair in Rheumatology**

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**Preamble:**

1. The terms of reference for the Senate Committee on University Research (SCUR) can be found at:  
[https://umanitoba.ca/governance/sites/governance/files/2021-09/Senate\\_Committee\\_on\\_University\\_Research\\_Terms\\_of\\_Reference.pdf](https://umanitoba.ca/governance/sites/governance/files/2021-09/Senate_Committee_on_University_Research_Terms_of_Reference.pdf)
2. At its meeting on January 29, 2026, SCUR received for review, a proposal to change the terms of reference for the Endowed Research Chair in Rheumatology
3. [The University of Manitoba Policy for Chairs and Professorships](#) specifies (section 2.14) "In the case of proposals for Chairs and Professorships that are primarily intended to enhance the University's research programs, the Senate Committee on University Research shall recommend to Senate."

**Observations:**

1. Dr. Peter Nickerson, on behalf of the Max Rady College of Medicine, Rady Faculty of Health Sciences, has submitted a proposal to change the Terms of Reference for its Endowed Research Chair in Rheumatology.
2. The Revised Rheumatology Endowed Research Chair will be funded through investment income from the University of Manitoba's Rheumatology Chair Endowment. Originally established with a \$1.6 million contribution raised by the Section of Rheumatology in the Department of Internal Medicine, the endowment has grown through additional contributions and reinvestment to a current market value of \$5.2 million. Fund revenue will partially support the Chairholder's salary, provide flexible research funding, and be leveraged through external programs where possible.
3. The Max Rady College of Medicine Executive Council met and endorsed the Revised Rheumatology Endowed Research Chair Terms of Reference on December 2, 2025.

**Recommendation:**

**The Senate Committee on University Research recommends THAT: the change in terms of reference for the Endowed Research Chair in Rheumatology be approved by Senate.**

Respectfully submitted,



B. Mario Pinto  
Vice-President (Research and International)  
Chair, Senate Committee on University Research

[Comments of the Senate Executive Committee:](#)

The Senate Executive Committee endorses the Report to Senate.



**REVISED**

Date: February 2, 2026

To: B. Mario Pinto, Vice-President (Research and International)

From: Diane Hiebert-Murphy, Provost and Vice-President (Academic) *Diane Hiebert-Murphy*

Re: Revisions to the Terms of Reference- Endowed Research Chair in Rheumatology

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On behalf of the Max Rady College of Medicine, Rady Faculty of Health Sciences, Dr. Peter Nickerson has submitted a revision to the terms of reference for the Endowed Research Chair in Rheumatology within the Department of Internal Medicine. The revisions are being brought forward to support recruitment and to align the Terms of Reference with current University policy and Faculty practice. The revisions include:

- Expansion of eligible academic rank to include Assistant and Associate Professors
- Establishment of a minimum annual research allocation of \$50,000 to the Chair holder
- Assurance of at least 50% protected time for research
- Minor updates to ensure alignment with other endowed Chairs within the Max Rady College of Medicine, the Rady Faculty of Health Sciences, and the University of Manitoba

The Chair position aligns with the research priorities of the Department, Faculty, and the University. The Chair will provide leadership, scholarship, and mentorship in Rheumatology, with a strong emphasis on advancing clinical, translational, epidemiological, and health services research in rheumatic diseases.

The policy on Chairs and Professorships specifies that:

- (1) Chairs are established to advance the University's academic goals and objectives;
- (2) A Chair normally must, at its establishment, be fully funded from sources outside of the University's regular operating budget, and the funding must be sufficient to cover the full salary and benefits of the incumbent and an appropriate level of unrestricted research/scholarly support;
- (3) Chairs must be funded by way of an endowment or through a schedule of annual expendable gifts for a defined period of not less than five years, or by a combination of endowment and annual expendable gifts;
- (4) Chairs shall normally be attached to a department, faculty, school, college, centre or institute of the university, and the goals of the Chair shall be consistent with that unit;
- (5) The establishment of a Chair normally shall not be tied to the appointment of a particular individual;

- (6) Individuals appointed to Chairs normally shall have the academic qualifications commensurate with an appointment at the rank of Assistant Professor, Associate Professor, or Professor;
- (7) The initial term of the appointment of Chairs shall be 3 to 5 years, and if renewal is permitted, such renewal shall be subject to a successful performance review and the availability of funds; and
- (8) A Chair may be established jointly by the University and another university, an institution affiliated with the University (including teaching hospitals) or a research institute, on terms jointly agreed to by the parties. In such cases, funds may be held either by the University or by the other party, or both

The revised proposal satisfies the above requirements. The Chair will be funded through investment income generated by the Rheumatology Chair Endowment, currently valued at approximately \$5,200,000 and held by the University of Manitoba. Revenue from the fund will provide partial salary support and flexible research funding. The Chair provides a minimum annual research allocation of \$50,000, and the stipend for the Chairholder will be negotiated. Opportunities to leverage these funds through external programs, including tri-council agencies, will be explored to enhance research impact.

I support these proposed revisions to the terms of the Chair and request that you present them to the Senate Committee on University Research for consideration and recommendation to the Senate and, in turn, the Board of Governors.

If you have any questions or concerns, please do not hesitate to contact me.



December 19, 2025

Dr. Diane Hiebert-Murphy  
Provost and Vice-President (Academic)  
210 Administration Building  
University of Manitoba  
Winnipeg, MB R3T 2N2

Dear Dr. Hiebert-Murphy,

**Re: Revised Rheumatology Endowed Research Chair Terms of Reference**

The Revised Research Rheumatology Endowed Research Chair will provide leadership, scholarship, and mentorship in clinical Rheumatology within the Department of Internal Medicine. The primary goal of the Chair is to strengthen clinical research.

The key revisions to the Terms of Reference include the following:

1. Expansion of eligible academic rank to include **Assistant and Associate Professors**
2. Establishment of a **minimum annual research allocation of \$50,000** to the Chair holder
3. Assurance of **at least 50% protected time for research**
4. Minor updates to ensure alignment with other endowed Chairs within the Max Rady College of Medicine, the Rady Faculty of Health Sciences, and the University of Manitoba

The Revised Rheumatology Endowed Research Chair will be funded through investment income generated by the Rheumatology Chair Endowment held by the University of Manitoba. The initial fund was originally established with a \$1.6 million contribution raised by the Section of Rheumatology, in the Department of Internal Medicine. Through further contributions and reinvestments, the fund has grown to its current market value of **\$5.2 million**. Revenue from the fund will be used to partially support the Chairholder's salary and, as well as to provide a level of flexible research funding. Opportunities to leverage these funds through external programs will also be used pursued.

The Max Rady College of Medicine Executive Council met and endorsed the Revised Rheumatology Endowed Research Chair Terms of Reference on December 2, 2025.

I support this proposal enthusiastically and without reservation. I look forward to your response in due course.

Please let me know if you require any additional information.

Sincerely,

Peter Nickerson, MD, FRCPC, FCAHS  
Vice-Provost (Health Sciences) and Distinguished Professor

Dean, Rady Faculty of Health Sciences  
Dean, Max Rady College of Medicine

Attachment

CC Jude Uzonna, Vice Dean Research, Rady Faculty of Health Sciences

**PROPOSAL TO REVISE AN ENDOWED CHAIR TERMS OF REFERENCE  
ENDOWED CHAIR IN RHEUMATOLOGY  
DEPARTMENT OF INTERNAL MEDICINE, RADY FACULTY OF HEALTH SCIENCES  
REVIEWED SEPTEMBER 2025**

**EXECUTIVE SUMMARY:**

In accordance with the procedures and mechanisms for establishing Chairs and Professorships at the University of Manitoba, the following is presented

**TYPE OF APPOINTMENT: Endowed Research Chair**

**NAME OF CHAIR: Endowed Research Chair in Rheumatology**

**Purpose and Objectives of the Endowed Research Chair in Rheumatology:**

The University of Manitoba Research Endowed Chair in Rheumatology will provide leadership, scholarship, and mentorship in clinical Rheumatology within the Department of Internal Medicine. The primary goal of the Chair is to strengthen clinical research activity, thereby enhancing the overall research profile of the Department of Internal Medicine and the Max Rady College of Medicine. The specific objectives of the Chair include:

- To promote discovery, translational, clinical, epidemiological and health services research in rheumatology and rheumatic diseases.
- To establish and sustain critical intramural, national and international links and collaborations that serve to promote research in the rheumatic diseases
- To provide mentorship and opportunities for young investigators embarking on careers focused on research in the rheumatic diseases.

**Relationship to the proposing unit:**

Rheumatic and arthritic diseases are common chronic conditions characterized by progressive damage to the musculoskeletal structures, particularly the joints and surrounding soft tissues. Manitoba has a stable population with a high prevalence of these diseases, along with an elevated genetic risk, making it an ideal environment for robust discovery-based, clinical and epidemiological research within the Department of Internal Medicine. The Department of Internal Medicine, University of Manitoba home to a small but highly dedicated group of early and mid-career academic rheumatologists—trained locally and further specialized at leading national and international institutions. Together, they form the foundation for a promising and productive Centre of Excellence in Rheumatology research and clinical practice. Supporting this work, the Buhler Research Centre houses state-of-the-art facilities for rheumatic diseases research. Here, nationally and internationally recognized investigators conduct leading-edge studies in proteomics, cellular and molecular biology, and immunopathology within a highly collaborative and interdisciplinary environment.

The Rheumatology Chair, **which will be held at the Section of Rheumatology**, is designed to strengthen and advance this priority. Its focus on rheumatology research aligns closely with the academic missions of the Department of Internal Medicine, the Max Rady College of Medicine and the Rady Faculty of Health Sciences at the University of Manitoba.

The Chair will provide salary and operating support to an individual scientist conducting independent research in rheumatology and rheumatic diseases. This support will enable the Chairholder to enhance their research productivity and impact, while providing leadership in this strategically important area. Selection of the Chairholder will be based primarily on research excellence.

**Funding Method:**

The Chair in Rheumatology will be funded through investment income generated by the Rheumatology Chair Endowment, which is held by the University of Manitoba. The purpose of this endowment, whose disbursements are overseen by the President, is to support research and advance scholarly activity in the field of rheumatology and rheumatic diseases. The initial fund was originally established with a \$1.6 million contribution raised by the Section of Rheumatology, in the Department of Internal Medicine. Through further contributions and reinvestments, the fund has grown to its current market value of \$5.2 million. Revenue from the fund will be used to partially support the Chairholder's salary and, as well as to provide a meaningful level of flexible research funding. The Chair provides a minimum annual research allocation of \$50,000. The stipend for the chairholder will be negotiated. Opportunities to leverage these funds through external programs, such as those offered by tri-council agencies such as the Canadian Institutes of Health Research (CIHR), will also be actively pursued.

**General and Specific requirements for the Chair:**

In accordance with the policy and procedures for establishing endowed chairs at the University of Manitoba, individuals appointed to the Rheumatology Chair shall have the following qualifications:

- Be a Canadian citizen or permanent resident.
- Be a board-certified Rheumatologist holding an MD or MD/ PhD degree and a minimum of 50% protected research time
- Hold a current academic appointment at the rank of Assistant, Associate or Full Professor
- A demonstrated history of excellence in rheumatic disease research, evidenced by a strong record of publication in high-impact journals and securing national or international peer reviewed grants and contracts.
- History of mentorship to junior colleagues and investigators (graduate students, postdoctoral fellows, research associates, clinicians and residents).
- History of effective and productive collaboration with intramural and extramural investigators and institutions.

**Term of appointment and reappointment:**

The Chair is a five-year term appointment. A progress report will be submitted annually, with an internal mid-term evaluation conducted midway through the term, and an external evaluation at its conclusion. The evaluation will assess the incumbent's performance within the framework of Max Rady College of Medicine and Rady Faculty of Health Sciences research strategy. Renewal for one or more additional terms will be contingent upon a successful performance review, to be conducted during the fourth year of the term. Reappointment will be based on demonstrated achievements during the initial 5-year term.

A successful performance evaluation will require demonstrated evidence of the following:

- Personal research productivity as reflected in peer-review publications, external research funding, and scholarly presentations.
- Active engagement in collaborative and multidisciplinary research within the University and with external research institutions.

- Evidence that the Chairholder plays a leading role in successful grant applications to competitive national and international funding organizations
- Effective mentorship, demonstrated by outcomes such as grant success by junior faculty, presentations and publications by mentees, and the recruitment of early-career scientists.
- The chairholder is expected to assist research trainees under their mentorship with successful funding applications

#### **Other Provisions:**

1. **Selection and Appointment:** The selection and appointment of the Rheumatology Chairholder shall be conducted in accordance with the University Policy and Procedures on Chairs and Professorships. The selection committee will include (but not be restricted to):
  - Vice Dean Research, Rady Faculty of Health Sciences (or designate)
  - Associate Dean (Research), Max Rady College of Medicine (Chair)
  - Head Department of Internal Medicine, Max Rady College of Medicine (or designate)
  - Section Head, Rheumatology, Department of Internal Medicine
  - Graduate student lead or Senior Medical Resident, Section of Rheumatology, Department of Internal Medicine
2. **Duties and Responsibilities:** The duties and responsibilities of the chairholder shall align with the University Policy and Procedures on Chairs and Professorships. In addition to research activities, the Chairholder will be expected to participate in an appropriate level of teaching, including undergraduate and post-graduate medical trainees and graduate students, where appropriate.
3. **Annual Reporting:** Annual reporting obligations shall be in accordance with University Policy and Procedures on Chairs and Professorships. In addition to the requirements outlined, the Chairholder shall submit an annual report of activities to the Dean, through the Head of Department.
4. **Performance Review and Reappointment:** The Chairholder's performance shall be reviewed annually, consistent with the review process for other faculty members. A copy of the review shall be provided to the Dean, Max Rady College of Medicine. The Dean of Medicine shall be responsible for initiating and coordinating the reappointment review process and making recommendation to the Vice-President (Academic) and Provost. The reappointment review shall include, among other things, an external assessment of the performance of the Chair holder. A copy of the reappointment review report shall be provided to the President.
5. **Acknowledgement:** The incumbent shall acknowledge their appointment as the Rheumatology Research Chair at the Max Rady College of Medicine, Rady Faculty of Health Sciences, University of Manitoba in all publications, presentations, and other activities supported by the Chair's funding.
6. The Rady Faculty of Health Sciences is deeply committed to meaningful engagement with Indigenous communities –by listening to Indigenous knowledge (particularly residing with Indigenous knowledge holders and elders); by empowering and supporting Indigenous perspectives; and by fostering a new knowledge-sharing relationship with Indigenous people. The Chair may choose to seek guidance and advice from Indigenous scholars within the Faculty and is encouraged to build upon the Faculty's ongoing relationships and engagements with Indigenous communities Elders, and youth.
7. UM values freedom of expression and has a clear policy on academic freedom, which is enshrined in the university's governing documents, including our Academic Freedom and Responsibilities Policy

([http://umanitoba.ca/governance/sites/governance/files/2021-06/Academic%20Freedom%20and%20Responsibilities%20Policy%201988\\_09\\_22%20RF.pdf](http://umanitoba.ca/governance/sites/governance/files/2021-06/Academic%20Freedom%20and%20Responsibilities%20Policy%201988_09_22%20RF.pdf)) and the Collective Agreement ([https://www.umanitoba.ca/careers/sites/careers/files/2022-08/umfa-collective-agreement-2021-2024-signed\\_0.pdf](https://www.umanitoba.ca/careers/sites/careers/files/2022-08/umfa-collective-agreement-2021-2024-signed_0.pdf)) between the university and the University of Manitoba Faculty Association (UMFA). In keeping with the principles set out in UM governing documents and the UMFA Collective Agreement, those persons engaged in teaching, research, and dissemination of knowledge are entitled to freedom in discussing their subjects and freedom from institutional censorship, penalties, and reprisals.

The University of Manitoba is committed to the principles of equity, diversity & inclusion and to promoting opportunities in hiring, promotion and tenure (where applicable) for systemically marginalized groups who have historically been excluded from full participation in the University and the broader society. These groups include Indigenous Peoples, women, racialized persons, persons with disabilities and those who identify as 2SLGBTQIA+ (Two Spirit, lesbian, gay, bisexual, trans, questioning, intersex, asexual and other diverse sexual identities). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

PROPOSAL TO ~~ESTABLISH~~  
~~AN REVISED AN~~ ENDOWED CHAIR ~~IN RHEUMATOLOGY~~ TERMS OF REFERENCE  
ENDOWED CHAIR IN RHEUMATOLOGY  
DEPARTMENT OF INTERNAL MEDICINE, RADY FACULTY OF HEALTH SCIENCES  
REVIEWED NOVEMBER-SEPTEMBER 2001/2025

~~TYPE OF APPOINTMENT:~~ Endowed Research Chair

~~NAME:~~ University of Manitoba Research Chair In Rheumatology

## EXECUTIVE SUMMARY:

In accordance with the procedures and mechanisms for establishing Chairs and Professorships at the University of Manitoba, the following is presented

## TYPE OF APPOINTMENT: Endowed Research Chair

## NAME OF CHAIR: Endowed Research Chair in Rheumatology

### **Purpose and Objectives of the Endowed Research Chair in Rheumatology:**

The University of Manitoba Research Endowed Chair in Rheumatology will provide leadership, scholarship, and mentorship in clinical Rheumatology research in Rheumatology for within the department-Department of Internal Medicine at the University of Manitoba. The primary objective-goal of the Chair is to enhance-strengthen clinical research activity, an, in so doing, thereby enhancing the overall research profile of the Department of Internal Medicine and the Faculty-Max Rady College of Medicine. The specific objectives of the Chair include:

- To promote basic discovery, translational, clinical, epidemiological and health services research in the rheumatology and rheumatic diseases.
- ~~To promote clinical research in the rheumatic diseases.~~
- ~~To promote epidemiological research in the rheumatic diseases.~~
- To establish and sustain critical intramural, national and international and extramural links and collaborations that serve to promote research in the rheumatic diseases
- To provide mentorship and opportunities for young investigators embarking on careers focused on research in the rheumatic diseases.

### **Relationship to the proposing unit:**

Rheumatic and arthritic diseases are common chronic conditions characterized by progressive damage to the musculoskeletal structures, particularly the joints and surrounding soft tissues. Manitoba has a stable population with a high prevalence of these diseases, along with an elevated genetic risk, making it an ideal environment for robust discovery-based, clinical and epidemiological research within the Department of Internal Medicine. The Department of Internal Medicine, University of Manitoba home to a small but highly dedicated group of early and mid-career academic rheumatologists—trained locally and further specialized at leading national and international institutions. Together, they form the foundation for a promising and productive Centre of Excellence in Rheumatology research and clinical practice. Supporting this work, the Buhler Research Centre houses state-of-the-art facilities for rheumatic diseases research. Here, nationally and internationally recognized investigators conduct leading-edge studies in proteomics, cellular and molecular biology, and immunopathology within a highly collaborative and interdisciplinary environment. The Rheumatology Chair, which will be held at the Section of Rheumatology, is designed to strengthen and advance this priority. Its focus on rheumatology research aligns closely with the academic missions of the Department of Internal Medicine, the Max Rady College of Medicine and the Rady Faculty of Health Sciences at the University of Manitoba.

The Chair will provide salary and operating support to an individual scientist conducting independent research in rheumatology and rheumatic diseases. This support will enable the Chairholder to enhance their research productivity and impact, while providing leadership in this strategically important area. Selection of the Chairholder will be based primarily on research excellence.

## PREAMBLE

### ***Rheumatic and arthritic diseases are an urgent healthcare priority***

Rheumatic and arthritic diseases such as rheumatoid arthritis (RA), osteoarthritis (OA), systemic lupus erythematosus (SLE) are collectively highly prevalent chronic disorders that are typically associated with progressive damage to musculoskeletal structures, particularly the joints and their surrounding soft tissues. This damage often leads to substantial functional loss and disability associated with enormous cost both to the individual and to society. In the case of multi-organ systemic inflammatory diseases such as SLE, life-threatening damage also occurs to internal organs such as the kidneys and the brain, resulting in considerable morbidity and early death.

A number of factors interact to mark these disorders among the most urgent healthcare priorities our society faces. These factors include:

- high prevalence in our population: RA=1-2%, SLE=0.5%, OA=20-40%, etc.
- a young age of onset for the most destructive rheumatic diseases such as RA and SLE, typically during the productive, reproductive years.
- a high degree of genetic susceptibility in certain segments of the population, such as aboriginal Canadians
- the life long nature of the disease once they are established
- no known cause for most of the rheumatic diseases, including RA and SLE
- no definitive cure for any of the rheumatic diseases
- the anticipated aging of the population which will result in a dramatic increase in the prevalence of these conditions.

### ***The critical shortage in Canadian Rheumatologists***

Rheumatologists are highly trained physicians that specialize in the diagnosis, management, and investigation of rheumatic and arthritis diseases. After full training and certification in the specialty of Internal Medicine, rheumatologists undergo a further 2-3 years of training in the field of rheumatology before being eligible for certification in this subspecialty. Individuals destined to become academic rheumatologists undergo further training to become investigators, either at the clinical, epidemiological, or basic science levels. These physician scientists and scholars are the lifeblood of the discipline serving to advance the science, as well as to mentor trainees and junior colleagues.

In the last decade a number of factors have combined to precipitate a severe shortage of rheumatologists in Canada. This shortage is particularly critical with respect to academic rheumatologists who work full time at University Centres, serving to train new generations of physicians. This shortage has been well documented in recent publications (see appendix 1). Moreover, this problem will be further exacerbated by the imminent retirement of a significant proportion of the Canadian academic rheumatology community.

### ***Governments begin to respond to the challenge***

Recognizing the crisis both in rheumatology and in academic medicine in general, governments at the federal and provincial levels have begun to implement initiatives that will ultimately serve to entice and retain physicians, and stabilize the specialty. These initiatives include:

- establishment of a musculoskeletal Institute in the newly formed Canadian Institutes for Health Research (CIHR). This Institute, named, will serve to fund musculoskeletal research in Canada at substantially higher levels than had been previously possible.
- Provincial programs in Manitoba have been put in place to remunerate low-paying specialties such as Rheumatology at a more competitive level.

### ***Why a Rheumatology Research Chair?***

Ironically, at a time when Canadian rheumatology manpower is at a critically low level, there have never been more opportunities for meaningful and productive research in the rheumatic and arthritic diseases. At the basic science level, the scientific world is literally undergoing a genomic and proteomic revolution, which promises to provide an unprecedented understanding of the biological basis of human diseases, and provide novel ways to detect and treat these diseases. In turn, the basic science discoveries are rapidly being developed into innovative therapies through effective collaborations between the biotechnology and pharmaceutical industries, academia, and practicing clinicians. National consortia are being established through CIHR, the Arthritis Society, and the Canadian Arthritis Network (CAN) that aim to provide the skills and the infrastructure that is needed for effective collaboration between industry, academia, and clinicians. What is most needed is a steady stream of bright individuals who are willing to dedicate their careers to the investigation of rheumatic diseases and arthritis!

One of the most effective ways to achieve this goal is the establishment of a Research Chair in Rheumatology. This Chair would become a stable focal point for arthritis research in the Province, and provide the needed resources and mentorship for training young investigators, both at the PhD and MD, (and MD/PhD) levels.

### ***Why a Rheumatology Research Chair at the University of Manitoba?***

The most obvious reasons for establishing a Rheumatology Research Chair have been alluded to above, and include on the one hand a national and regional shortage of rheumatologists, and on the other, the enormous opportunities available for research and innovation in the rheumatic and articular diseases. A number of other factors that are relatively unique to Manitoba are worthy of mention. These include:

- A stable population with a high prevalence and genetic risk for rheumatic and arthritic diseases. This is particularly fertile ground for epidemiological research in this area.
- A small, but highly dedicated, core of young academic rheumatologists at the University of Manitoba. These young physician scientists and scholars have almost all been trained in Manitoba, have acquired skills at other specialized Centres nationally and internationally, and have returned to pursue their careers at the University of Manitoba. Collectively, these individuals promise to provide the basis for a highly competitive and productive Centre of Excellence in Rheumatology.

—The availability of new, state of the art, research space and facilities at the Buhler Research Centre, which have been dedicated to the Rheumatic Diseases Research Laboratory. This laboratory, which was established in the 1980's, has long been a focus for productive collaboration between basic scientists and clinicians. Currently, the investigators in this laboratory are recognized nationally and internationally, and are well funded to perform highly innovative research in proteomics, cellular and molecular biology, and immunopathology. This environment not only provides a stable environment in which the research can occur, but also opportunities for interactions and collaborations with other local investigators whose research is focused on other health related problems.

#### **How will the Rheumatology Research Chair be funded? Funding Method:**

The Chair in Rheumatology will be funded through investment income generated by the Rheumatology Chair Endowment, which is held by the University of Manitoba. The purpose of this endowment, whose disbursements are overseen by the President, is to support research and advance scholarly activity in the field of rheumatology and rheumatic diseases. The initial fund was originally established with a \$1.6 million contribution raised by the Section of Rheumatology, in the Department of Internal Medicine. Through further contributions and reinvestments, the fund has grown to **its current market value of \$5.2 million**. Revenue from the fund will be used to partially support the Chairholder's salary and, as well as to provide a meaningful level of flexible research funding. **The Chair provides a minimum annual research allocation of \$50,000. The stipend for the chairholder will be negotiated.** Opportunities to leverage these funds through external programs, such as those offered by tri-council agencies such as the Canadian Institutes of Health Research (CIHR), will also be actively pursued. Through the tireless efforts of a number of individuals, particularly Dr Janice Canvin of the Section of Rheumatology, \$1.6 M has been committed to establish an endowed Chair in Rheumatology. The sources of this funding have included generous gifts from two major pharmaceutical companies, a number of private donors, the Arthritis Society of Manitoba. Table I below shows existing commitments and funds raised to date. Continued interest in this exciting project promises to increase the endowment to the \$2.5-3M mark in the foreseeable future. It is anticipated that funding of the Chair will be from the interest accrued on this endowment.

Name	Pledged	Paid to date	Future Pledge-Payment Dates	Pledge Payments
Merck-Frosst-Canada & Co.	\$750,000	\$300,000	January, 2002; January, 2003; January, 2004	\$150,000
Searle-Canada-Inc.	\$500,000	\$250,000	Dec. 2001	\$250,000
McCain, H.-Harrison	\$250,000	\$250,000	N/A	N/A
Arthritis Society, The	\$100,000	\$43,000	April 2002; April 2003; April 2004	\$20,000
<b>TOTAL</b>	<b>\$1,600,000.00</b>	<b>\$843,000.00</b>		

***What are the guidelines and mechanism for establishing the Chair?***

In accordance with the Procedures and Mechanisms for establishing Chairs at the University of Manitoba, Policy 428, the following is an outline for this process:

- a) ~~Type of appointment:~~ Chair
- b) ~~Name of the Chair:~~ University of Manitoba Research Chair in Rheumatology
- c) ~~Purpose and Objectives of the Chair:~~
  - ~~To promote basic research in the rheumatic diseases.~~
  - ~~To promote clinical research in the rheumatic diseases.~~
  - ~~To promote epidemiological research in the rheumatic diseases.~~
  - ~~To establish and sustain critical intramural and extramural links and collaborations that serve to promote research in the rheumatic diseases~~
  - ~~To provide mentorship and opportunities for young investigators embarking on careers focused on research in the rheumatic diseases.~~
- d) ~~Relationship of the goals of th1: Chair to those of the proposing Unit~~ (Department of Internal Medicine, Faculty of Medicine, University of Manitoba):
  - ~~By promoting basic, clinical, and epidemiological research in the rheumatic diseases, the Section of Rheumatology will meet it's academic objectives of achieving excellence in arthritic and rheumatic disease research~~
  - ~~In providing mentorship for *young* investigators, the Chair will promote the growth of academic and clinical rheumatology in Manitoba and help alleviate the huge national shortfall in this area (documentation).~~
  - ~~The promotion of research excellence in Rheumatology is highly congruent with the academic mission of the Department of Medicine and the Faculty of Medicine at the University of Manitoba.~~

~~e) The method by which the Chair, will be funded:~~ Interest accrued from the initial endowment of \$2-2.5 M.

### General and Specific requirements for the Chair:

In accordance with the policy and procedures for establishing endowed chairs at the University of Manitoba, individuals appointed to the Rheumatology Chair shall have the following qualifications:

- Be a Canadian citizen or permanent resident.
- Be a board-certified Rheumatologist holding an MD or MD/PhD degree and a minimum of 50% protected research time
- Holding a current academic appointment at the rank of Professor, Assistant, Associate or Full Professor
- History A demonstrated history of excellence in rheumatic disease research, as evidenced by a strong record of publication record in high-impact journals and acquisition of securing national or international peer reviewed grants and contracts.
- History of mentorship to junior colleagues and investigators (graduate students, postdoctoral fellows, research associates, clinicians and residents).
- History of effective and productive collaboration with intramural and extramural investigators and institutions.

### Term of appointment and reappointment:

The Chair is a five-year term appointment. A progress report will be submitted annually, with an internal mid-term evaluation conducted midway through the term, and an external evaluation at its conclusion. The evaluation will assess the incumbent's performance within the framework of Max Rady College of Medicine and Rady Faculty of Health Sciences research strategy. Renewal for one or more additional terms will be contingent upon a successful performance review, to be conducted during the fourth year of the term. Reappointment will be based on demonstrated achievements during the initial 5-year term.

A successful performance evaluation will require demonstrated evidence of the following:

- Personal research productivity as reflected in peer-review publications, external research funding, and scholarly presentations.
- Active engagement in collaborative and multidisciplinary research within the University and with external research institutions.
- Evidence that the Chairholder plays a leading role in successful grant applications to competitive national and international funding organizations
- Effective mentorship, demonstrated by outcomes such as grant success by junior faculty, presentations and publications by mentees, and the recruitment of early-career scientists.
- The chairholder is expected to assist research trainees under their mentorship with successful funding applications

## Other Provisions:

1. **Selection and Appointment:** The selection and appointment of the Rheumatology Chairholder shall be conducted in accordance with the University Policy and Procedures on Chairs and Professorships. The selection committee will include (but not be restricted to):
  - Vice Dean Research, Rady Faculty of Health Sciences (or designate)
  - Associate Dean (Research), Max Rady College of Medicine (Chair)
  - Head Department of Internal Medicine, Max Rady College of Medicine (or designate)
  - Section Head, Rheumatology, Department of Internal Medicine
  - Graduate student lead or Senior Medical Resident, Section of Rheumatology, Department of Internal Medicine
  
2. **Duties and Responsibilities:** The duties and responsibilities of the chairholder shall align with the University Policy and Procedures on Chairs and Professorships. In addition to research activities, the Chairholder will be expected to participate in an appropriate level of teaching, including undergraduate and post-graduate medical trainees and graduate students, where appropriate.
  
3. **Annual Reporting:** Annual reporting obligations shall be in accordance with University Policy and Procedures on Chairs and Professorships. In addition to the requirements outlined, the Chairholder shall submit an annual report of activities to the Dean, through the Head of Department.
  
4. **Performance Review and Reappointment:** The Chairholder's performance shall be reviewed annually, consistent with the review process for other faculty members. A copy of the review shall be provided to the Dean, Max Rady College of Medicine. The Dean of Medicine shall be responsible for initiating and coordinating the reappointment review process and making recommendation to the Vice-President (Academic) and Provost. The reappointment review shall include, among other things, an external assessment of the performance of the Chair holder. A copy of the reappointment review report shall be provided to the President.
  
5. **Acknowledgement:** The incumbent shall acknowledge their appointment as the Rheumatology Research Chair at the Max Rady College of Medicine, Rady Faculty of Health Sciences, University of Manitoba in all publications, presentations, and other activities supported by the Chair's funding.
  
6. **The Rady Faculty of Health Sciences is deeply committed to meaningful engagement with Indigenous communities –by listening to Indigenous knowledge (particularly residing with Indigenous knowledge holders and elders); by empowering and supporting Indigenous perspectives; and by fostering a new knowledge-sharing relationship with Indigenous people. The Chair may choose to seek guidance and advice from Indigenous scholars within the Faculty and is encouraged to build upon the Faculty's ongoing relationships and engagements with Indigenous communities Elders, and youth.**

7. UM values freedom of expression and has a clear policy on academic freedom, which is enshrined in the university's governing documents, including our Academic Freedom and Responsibilities Policy ([http://umanitoba.ca/governance/sites/governance/files/2021-06/Academic%20Freedom%20and%20Responsibilities%20Policy%201988 09 22%20RF.pdf](http://umanitoba.ca/governance/sites/governance/files/2021-06/Academic%20Freedom%20and%20Responsibilities%20Policy%201988%2009%2022%20RF.pdf)) and the Collective Agreement ([https://www.umanitoba.ca/careers/sites/careers/files/2022-08/umfa-collective-agreement-2021-2024-signed 0.pdf](https://www.umanitoba.ca/careers/sites/careers/files/2022-08/umfa-collective-agreement-2021-2024-signed%200.pdf)) between the university and the University of Manitoba Faculty Association (UMFA). In keeping with the principles set out in UM governing documents and the UMFA Collective Agreement, those persons engaged in teaching, research, and dissemination of knowledge are entitled to freedom in discussing their subjects and freedom from institutional censorship, penalties, and reprisals.

The University of Manitoba is committed to the principles of equity, diversity & inclusion and to promoting opportunities in hiring, promotion and tenure (where applicable) for systemically marginalized groups who have historically been excluded from full participation in the University and the broader society. These groups include Indigenous Peoples, women, racialized persons, persons with disabilities and those who identify as 2SLGBTQIA+ (Two Spirit, lesbian, gay, bisexual, trans, questioning, intersex, asexual and other diverse sexual identities). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.




**UM**

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**DATE:** February 4, 2026

**TO:** Jeff Leclerc, University Secretary

**FROM:** Michael Benarroch, Ph.D.  
President and Vice-Chancellor 

**RE:** Freedom of Expression Statement for The University of Manitoba

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The development of a freedom of expression statement for the University of Manitoba (UM) was first brought to Senate for discussion in June 2024. Following that meeting, Dr. Diane Hiebert-Murphy, Provost and Vice-President (Academic), asked Dean Richard Jochelson of the Faculty of Law to chair a committee tasked with drafting a proposed statement for UM. The committee's draft was brought to Senate at its meeting of November 19, 2025, as well as to the Board of Governors December 9, 2025.

At the November 19 meeting, Senators shared feedback on the draft statement, which Dean Jochelson took back to the committee for further consideration. The committee has now met to review this input and has finalized the statement, taking into account the input that was shared (attached).

Dr. Hiebert-Murphy and I recommend that the finalized statement be included on the agenda for the March 4, 2026 meeting of Senate, with the intention of confirming it and adopting it as UM's official freedom of expression statement, to guide our community in its work.

Thank you.

[Comments of the Senate Executive Committee:](#)  
[The Senate Executive Committee endorses the Report to Senate.](#)

[umanitoba.ca](http://umanitoba.ca)

# Statement on Freedom of Expression for University of Manitoba Community Members

## *University of Manitoba*

The University of Manitoba dedicates itself to advancing knowledge and understanding for the benefit of local, national, and global communities. We do so through teaching and learning, research and creative activity, and by building strong connections with broader society. Achieving this mission depends on an environment that is inclusive, equitable, and rooted in human rights.

The University is committed to the freedom of expression. We recognize that learning is enriched by the opportunity to encounter a wide range of ideas, including those that may be uncomfortable or controversial, and to engage in open discussion. Research and scholarly work similarly depend on the ability to question established assumptions, explore new perspectives, and communicate results openly. We commit to fostering rigorous inquiry, intellectual integrity, and the exchange of ideas across its campuses. Developing the skills to engage in thoughtful and responsible debate is an essential part of education at this institution.

The University affirms the right of all members of its community (employees, students and those with a current connection to the University) to express their views in many forms, including through peaceful protest and dissent. Our campuses are places where open discussion of all matters can occur, and individuals are entitled to speak, write, view, challenge, and learn with the broadest possible latitude. Community members are equally entitled to question and debate the views of others, but this does not extend to blocking, disrupting, or otherwise interfering with others' ability to express themselves.

Expression can foster knowledge, human flourishing and collective achievement; it is also important to recognize that language has power. Sometimes, language can be harmful and may have consequences. The University values respect in the exchange of ideas and opinion. However, the absence of respect does not in itself justify limits on expression.

At the University of Manitoba, expression on campus exists in legal and regulatory contexts, including Canadian laws on human rights, hate speech, harassment, defamation, libel, threats, confidentiality and privacy as well as University policies, procedures, or collective agreements. The University may regulate the time, place, and manner of expression where there is a necessity to prevent disruption of its regular operations, and when the regulation is proportionate and content neutral in application.

In an institution dedicated to learning and discovery, individuals may encounter ideas, images, or arguments that they find disturbing, offensive, or contrary to their own values. Members of the community should also expect their own ideas to be questioned and challenged. The University is committed to ensuring supports are available to those who require them in navigating these experiences.

The right to academic freedom is distinct from, but related to, freedom of expression, and is defined in University policy and the collective agreements with the University's academic staff.

Processes for raising concerns or complaints about the exercise of freedom of expression are available through the University's existing policies and agreements.