

**Minutes of a meeting of Senate held on the above date at 1:30 p.m. in the Senate Chamber, Room E3-262 Engineering and Information Technology Complex**

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**Members Present**

Dr. D. Barnard, Chair  
 Prof. C. Anderson  
 Mr. J. Asaminew  
 Dean J. Beddoes  
 Dr. J. Blatz  
 Prof. P. Blunden  
 Prof. T. Bone  
 Prof. N. Boorberg  
 Prof. F. Burczynski  
 Ms. K. Casalla  
 Prof. T. Chen  
 Prof. G. Clark  
 Prof. R. Currie  
 Prof. S. Dhingra  
 Ms. C. Dika  
 Prof. M. Domaratzki  
 Acting Dean T. Duhamel  
 Prof. M. Faubert  
 Prof. J. Frank  
 Prof. M. Gabbert  
 Dean N. Halden  
 Prof. E. Haque  
 Dean G. Hepburn  
 Prof. G. Hicks  
 Prof. J. Honeyford  
 Dean G. Jacoby  
 Dr. D. Jayas  
 Ms. L. Johnson  
 Dean E. Jurkowski  
 Prof. W. Kinsner  
 Ms. R. Koohgoli  
 Ms. N. Lam  
 Ms. M.-L. Lê  
 Chancellor A. Mahon  
 Prof. K. Main  
 Dean D. Mandzuk  
 Ms. J. Minarik  
 Dean, T. Mondor  
 Prof. K. Nixon  
 Prof. D. Oliver  
 Mr. E. Podaima  
 Prof. L. Pozzer  
 Prof. S. Prentice

Dean L. Raman-Wilms

Prof. A. Raouf  
 Prof. T. Reeve  
 Prof. B. Rice  
 Dr. J. Ristock  
 Ms. G. Romund  
 Mr. J. Sanderson  
 Ms. L. Schnarr  
 Prof. M. Smith  
 Mr. G. Sobie  
 Prof. J. Sorensen  
 Prof. R. Souleymanov  
 Mr. E. Tahmasebian  
 Prof. R. Tate  
 Dean J. Taylor  
 Ms. E. Thomas  
 Prof. G. Thompson  
 Prof. J. van Lierop  
 Prof. D. Walker  
 Ms. L. Zapshala-Kelln  
 Mr. J. Leclerc,  
 University Secretary  
 Dr. S. Coyston,  
 Recording Secretary

**Assessors Present**

Mr. J. Adams  
 Ms. S. Bonner-Proulx  
 Dr. D. Hiebert-Murphy  
 Prof. R. Lastra  
 Mr. N. Marnoch  
 Mr. C. Neumann  
 Prof. G. Smith  
 Dr. D. Stewart  
 Dr. M. Torchia  
 Ms. B. Usick  
 Prof. X. Wang  
 Prof. D. Watt

**Regrets**

Dr. C. Adams  
 Prof. A. Alessi-Severini  
 Prof. B. Austin-Smith  
 Prof. O. Botar  
 Prof. S. Clark  
 Dr. D. Collins  
 Recteur G. Csepregi  
 Prof. M. Czubryt  
 Mr. G. Doak  
 Dr. J. Doering  
 Mr. S. Dorge  
 Dean N. Dyck  
 Prof. D. Gardner  
 Mr. M. Garrett  
 Dr. G. Glavin  
 Prof. J. Hare  
 Prof. M. Hudson  
 Ms. H. Jenkins  
 Mr. G. Kasbia  
 Mr. J. Kearsey  
 Prof. R. Koop  
 Prof. K. MacKendrick  
 Ms. M. McNicholl  
 Ms. K. Macalinao  
 Prof. B. Mark  
 Prof. C. Miller  
 Ms. L. O'Hara  
 Ms. S. Olson  
 Prof. J. Paliwal  
 Prof. J. Peeler  
 Dean B. Postl  
 Ms. M. Pozdirca  
 Mr. J. Price  
 Prof. M. Rastegar  
 Dean. M. Scanlon  
 Prof. A. Schwann  
 Mr. M. Shaw  
 Prof. G. Tranmer  
 Dean R. Urbanowski

**Absent**

Prof. B. Albeni  
 Dean S. Baum

Ms. L. Best  
 Dean J. Black-Branch  
 Very Rev. R. Bozyk  
 Ms. S. Deibert  
 Ms. K. Flattery  
 Mr. Tyrese Gibbes  
 Dean A. Iacopino  
 Prof. L. Landrum  
 Prof. D. Lobb  
 Prof. S. McClement  
 Mr. J. McNicholl  
 Mr. J. Moon  
 Mr. D. Pinkerton  
 Mr. M. Sharma  
 Prof. C. Trott

**Also Present**

Mr. R. Daudet  
 Ms. C. Davidson  
 Prof. A. Kelekis-Cholakis  
 Prof. M. Edwards  
 Ms. S. Foster  
 Prof. H. Grant  
 Ms. B. Karlaftis  
 Ms. M. Langanhan  
 Ms. M. Magsino  
 Ms. S. Utsunomiya  
 Ms. M. Yoshida

The Chair informed Senate that the Speaker of the Senate Executive Committee was Professor Derek Oliver, Faculty of Engineering.

The Chair welcomed newly elected and re-elected Senators, including Chancellor Mahon and Ms. Schnarr, who was recently appointed as Vice-Provost (Students).

The Chair informed Senate that it was the final Senate meeting for Dr. Collins, Vice-Provost (Integrated Planning and Academic Programs), and Dean Hepburn, Division of Extended Education. He thanked them for their service on Senate and to the University.

## **I MATTERS TO BE CONSIDERED IN CLOSED SESSION**

In keeping with past practice, the minutes of this agenda item are not included in the circulated minutes but appear in the original minutes, which are available for inspection by members of Senate.

## **II ELECTION OF SENATE REPRESENTATIVES**

### **1. To the Senate Executive Committee**

Page 5

The Chair said one Senator was to be elected from among members the Vice-Presidents, Deans of Faculties, and Directors of Schools, for the balance of a term ending on May 31, 2020, to replace Dean Mondor on Senate Executive.

The University Secretary opened nominations.

On a motion duly moved and seconded, Dean Jurkowski was nominated.

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

Dean Jurkowski was declared **ELECTED** to the Senate Executive Committee, for the balance of a term ending on May 31, 2020.

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

Page 7

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

**Mr. Sanderson, on behalf of the Student Senate Caucus, nominated Ms. Roxie Koohgoli to serve as the voting member on the Senate Executive Committee.**

**CARRIED**

Mr. Sanderson said the Student Senate Caucus had appointed Ms. Nina Lam (Graduate Studies) to serve as the Student Assessor.

### III MATTERS RECOMMENDED FOR CONCURRENCE WITHOUT DEBATE

1. Reports of the Faculty Council of Graduate Studies on Course, Curriculum and Regulation Changes
  - a) RE: BFAR Statements, Departments of Anthropology, History, Icelandic Language and Literature, Landscape, Architecture, Philosophy, Political Studies; Asper School of Business; and Faculty of Graduate Studies (Applied Health Sciences, Individual Interdisciplinary Studies, Peace and Conflict Studies) Page 8
  - b) RE: Departments of Biosystems Engineering, Pharmacology and Therapeutics, Physical Therapy Page 48
2. Report of the Senate Committee on Approved Teaching Centres RE: Cross-Registered Courses and Instructors for 2019-2020 Page 52

Professor Oliver MOVED, on behalf of the Senate Executive Committee, THAT Senate approve:

- the Reports of the Faculty Council of Graduate Studies on Course, Curriculum and Regulation Changes:
  - RE: BFAR Statements, Departments of Anthropology, History, Icelandic Language and Literature, Landscape, Architecture, Philosophy, Political Studies; Asper School of Business; and Faculty of Graduate Studies (Applied Health Sciences, Individual Interdisciplinary Studies, Peace and Conflict Studies);
  - RE: Departments of Biosystems Engineering, Pharmacology and Therapeutics, Physical Therapy;
- the Report of the Senate Committee on Approved Teaching Centres RE: Cross-Registered Courses and Instructors for 2019-2020.

CARRIED

### IV MATTERS FORWARDED FOR INFORMATION

1. Report of the Senate Committee on Awards – Part A [May 16, 2019] Page 54
2. Reports of the Senate Committee on Academic Review
  - a) RE: Undergraduate and Graduate Program Reviews Page 67
  - b) RE: Annual Report on the Status of Academic Program Reviews and Accredited Programs, April 1, 2018 – April 30, 2019 Page 141

3. **Report of the Senate Committee on Instruction and Evaluation RE: Interim Report and Recommendations, Teaching and Course Evaluation Review Committee** Page150

Dr. Torchia said the Teaching and Course Evaluation Review Committee, a subcommittee of the Senate Committee on Instruction and Evaluation (SCIE), had reviewed recent literature concerning student ratings of instruction, self-evaluation of teaching practice, peer review of teaching, and multi-source evaluations. It had conducted thirteen focus groups with various stakeholders across the University. The results of these two activities were used to develop twelve recommendations, which had been shared for feedback with the University community through a survey, with the University of Manitoba Faculty Association (UMFA) and the Canadian Union of Public Employees (CUPE), and with SCIE (May 16, 2019). Dr. Torchia referred Senators to the Report of SCIE for the committee's observations on the recommendations.

Dr. Torchia said the Review Committee would review the feedback it had received and would investigate a new instrument for teaching evaluations, to replace the Students' Evaluation of Educational Quality (SEEQ) tool, for Senate approval in the Fall 2019.

Professor Prentice was concerned that the *Teaching and Course Evaluation Review Committee: Interim Report and Recommendations* failed to address systemic biases in students' responses on standardized student evaluations of teaching (SETs) or to signal the need to find a better way to assess instructors and courses that did not reproduce systemic biases. There was considerable evidence that students systematically gave lower marks to instructors who were minorities, women, immigrants, younger, or who spoke with an accent, and teaching evaluations often included questions students were not in a position to answer. Professor Prentice recalled a recent decision<sup>1</sup> in a matter of arbitration between Ryerson University and the Ryerson Faculty Association, that Faculty Course Surveys currently in use at that institution could no longer be used to measure teaching effectiveness for the purpose of tenure or promotion, given these fundamental problems with SETs.

Dr. Torchia said the Review Committee had considered these problems with SETs, or student ratings of instruction (SRI), as part of its literature review, and had discussed the arbitrator's decision concerning the use of SETs at Ryerson University. He noted that Ryerson University would continue to use SETs, but in a formative versus summative way. Dr. Torchia said the Review Committee was about to consider several recent publications that demonstrated ways to obtain students' feedback in a less biased way.

Professor Prentice observed that the arbitrator in the matter concerning Ryerson and its Faculty Association had commented on the different results for SETs completed online and in class, but the Report of SCIE suggested the completion rates for these two things were similar. Dr. Torchia said the final bullet point of Observation 5, in the Report of SCIE, should indicate that rates of digital

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<sup>1</sup> Ryerson University v Ryerson Faculty Association, 2018 CanLII 58446 (ON LA)

evaluations conducted in class, rather than online evaluations, were similar to those for paper evaluations distributed in class.

Professor Rice commented that the results of student evaluations of teaching have the potential to fundamentally affect instructors' applications for tenure and promotion. He shared his experience with student evaluations of teaching at the University of Winnipeg where, as an Indigenous person teaching Indigenous courses, he was consistently ranked between 40 and 70 percent before the University changed the evaluation tool, after which point he was scored at 95 percent.

**4. Request to Extend Suspension of Admissions to Post-baccalaureate Diploma in Agrology** Page 189

The Chair said that, under the *Admission Targets* policy, it is the President who approves changes to, or the introduction of, enrolment limits following consultation with the dean or director and with Senate and the Board of Governors, subject to the provisions of the provincial Programs of Study Regulation. He referred Senators to a request to extend the suspension of admissions to the Post-baccalaureate Diploma in Agrology, as outlined in Dr. Collins's memo (dated May 24, 2019).

No concerns were identified regarding the request.

**5. Correspondence from President and Vice-Chancellor RE: Temporary Increase to Admission Target, Bachelor of Kinesiology, President's Approval** Page 192

**6. Correspondence from Vice-Provost (Integrated Planning and Academic Programs) RE: Implementation of Biomedical Focus Area, Bachelor of Science in Engineering (Computer)** Page 194

**7. Items Approved by the Board of Governors [April 23, 2019]** Page 195

**V REPORT OF THE PRESIDENT** Page 196

President Barnard observed that it was the final Senate meeting of academic year. He anticipated that many Senators would have commitments before Senate met again the Fall for travel, research, laboratory work, and writing projects. He expressed his hope that people would also have some substantial time for reflection and personal regeneration, perhaps through travel, reading, and time spent with friends and family. He wished Senators well in all of these pursuits.

**VI QUESTION PERIOD**

Senators are reminded that questions shall normally be submitted in writing to the University Secretary no later than 10:00 a.m. of the Friday preceding the meeting.

No questions were received.

VII **CONSIDERATION OF THE MINUTES  
OF THE MEETING OF MAY 15, 2019**

Professor Kinsner **MOVED**, seconded by Professor Chen, **THAT** the minutes of the Senate meeting held on May 15, 2019 be approved as circulated.

**CARRIED**

VIII **BUSINESS ARISING FROM THE MINUTES** - none

IX **REPORTS OF THE SENATE EXECUTIVE COMMITTEE  
AND THE SENATE PLANNING AND PRIORITIES COMMITTEE**

1. **Report of the Senate Executive Committee** Page 204

Professor Oliver said Senate Executive met on June 12, 2019. The comments of the committee accompany the reports on which they were made.

Professor Oliver informed Senate that the committee had appointed Professor Enns as Chair of the Senate Committee on Appeals, and Professor Blunden and himself as Vice-Chairs, all for three-year terms ending on May 31, 2022.

Professor Oliver reported that Senate Executive had made one recommendation to fill a vacancy for a student member on the Senate Committee on Nominations.

**Professor Oliver MOVED, on behalf of the Senate Executive Committee, THAT the nomination of Mr. Cody Ross (student member) to the Senate Committee on Nominations be approved by Senate for a one-year term ending May 31, 2020.**

**CARRIED**

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

a) Professor Watt said the Senate Planning and Priorities Committee (SPPC) had met on May 27, 2019, to consider the *Strategic Enrolment Management Plan, 2018 – 2023*, which Senate would consider under the next item on the agenda.

Professor Watt reported that the committee had elected him as the new Chair. He thanked Professor Miller for agreeing to serve as Chair when he was not available for a meeting.

Professor Watt thanked Professor Main, who was recently appointed as Associate Dean, Faculty of Graduate Studies, and who had stepped down from the role as Chair, for her service on SPPC.

b) **Report of the Senate Planning and Priorities Committee** Page 207  
**RE: Strategic Enrolment Management Plan, 2018-2023**

Professor Watt said the *Strategic Enrolment Management Plan, 2018 – 2023* establishes nine broad, measurable goals for enrolment and student

outcomes, for undergraduate and graduate students, and including goals specifically related to Indigenous achievement. The *SEM Plan* recommends the establishment of a process for SEM planning at the University, which, based on the advice of SPPC, would include regular reports to Senate on progress toward the SEM goals. The *SEM Plan* would be reviewed annually. Professor Watt observed that the *SEM Plan* did not include implementation strategies or tactics for meeting the SEM goals. Strategies and tactics would be worked out at various levels, both by academic units and various SEM committees identified in section 4. SEM Planning Governance.

Professor Watt said SPPC had been advised that some additional resources would be allocated for initiatives that would contribute to meeting the SEM goals and especially for Indigenous achievement. Some members of SPPC had noted that SEM subcommittees, including Faculty SEM subcommittees, would need to consider demand for programs, including both low enrolment programs and those with unmet demand.

**Professor Watt MOVED, on behalf of the committee, THAT Senate recommend that the Board of Governors approve the Report of the Senate Planning and Priorities Committee concerning the Strategic Enrolment Management Plan, 2018 – 2023.**

**CARRIED**

**X REPORTS OF OTHER COMMITTEES OF SENATE,  
FACULTY AND SCHOOL COUNCILS**

1. **Report of the Senate Committee on Awards – Part B** Page 220  
**[May 16, 2019]**

Mr. Adams said the Senate Committee on Awards had endorsed two new awards that appeared to be discriminatory under the policy on *Non-acceptance of Discriminatory Awards*, as outlined in the Report. He referenced the Secretary's note on page 3 of the agenda advising Senate that the policy on *Student Awards*, which had been approved by Senate at the previous meeting, would be considered by the Board of Governors on June 25, 2019. Following the Board's approval, Senate would no longer be asked to approve such awards.

**Dean Mondor MOVED, seconded by Dr. Jayas, THAT Senate recommend that the Board of Governors approve the Report of the Senate Committee on Awards – Part B [dated May 16, 2019].**

**CARRIED**

2. **Revised Transit Regulations Faculty of Arts, Faculty of** Page 225  
**Science, University 1 and Academic Performance Standards,**  
**University 1**

- a) **Report of the Senate Committee on Admissions** Page 247

Mr. Adams said the Senate Committee on Admissions (SCADM) had considered revisions to the regulations for transiting from University 1 to

the Faculties of Arts and Science. The proposed changes would ensure that students transiting to the Faculties had met a minimum Cumulative Grade Point Average requirement. Currently, students were required to have completed a minimum number of credit hours, but the regulations did not specify a minimum Grade Point Average. The proposed change would ensure that students transiting to the Faculties were academically prepared to progress and to continue at the University.

**b) Report of the Senate Committee on Instruction and Evaluation** Page 248

Dr. Torchia said SCIE had met on May 16, 2019, to review changes to the Academic Performance Standards for University 1. University 1 was proposing that students be assessed at the end of each academic term. Students who had completed between 3 and 12 credit hours would be unofficially assessed and those with Cumulative Grade Point Averages lower than 1.75 would be identified as part of the Early Warning Program. Students who had completed more than 15 credit hours would be officially assessed. Those who had completed 15 to 27 credit hours with Cumulative Grade Point Averages of 1.75 to 1.99 would receive an assessment of “Academic Warning” and would receive appropriate student supports. Students with Cumulative Grade Point Averages lower than 1.75 would be placed on academic probation, with appropriate student supports. Students who had completed 30 or more credit hours and did not meet the minimum required Cumulative Grade Point Average of 2.0 would be placed on academic suspension.

Dr. Torchia said SCIE had endorsed the modified Academic Performance Standards for University 1.

**Dr. Torchia MOVED, on behalf of the committees, THAT Senate approve the Reports of the Senate Committee on Admissions and the Senate Committee on Instruction and Evaluation concerning revised Transit Regulations for the Faculty of Arts, the Faculty of Science, and University 1, effective for the Fall 2021 intake, and revised Academic Performance Standards for University 1, effective for the Fall Term 2021.**

**CARRIED**

**3. Reports of the Faculty Council of Graduate Studies on Course, Curriculum and Regulation Changes**  
**RE: Faculty of Graduate Studies**

**a) Revised Academic Guide, Graduate Student Vacation Entitlement** Page 250

Dean Mondor said the Faculty of Graduate Studies *Academic Guide* had, for many years, included a 21-day vacation entitlement for graduate students. The Faculty Council of Graduate Studies was proposing to introduce guidelines to clarify how the vacation entitlement could and

could not be used. The guidelines, including the proposed language, had originated with the Graduate Students' Association (GSA).

**Dean Mondor MOVED, seconded by Ms. Minarik, THAT Senate approve the Report of the Faculty Council of Graduate Studies on Course, Curriculum, and Regulation Changes concerning revisions to Graduate Student Vacation Entitlement in the *Academic Guide*, effective for the next available term.**

**CARRIED**

**b) Academic Membership, Faculty of Graduate Studies Page 251**

Dean Mondor said the Faculty Council of Graduate Studies was proposing a change to the terms of reference for the Faculty of Graduate Studies. In particular, the quorum for a general meeting of the Faculty would be changed from 100 to 25 members of the Faculty.

**Dean Mondor MOVED, seconded by Professor Blatz, THAT Senate approve the Report of the Faculty Council of Graduate Studies on Course, Curriculum, and Regulation Changes regarding Academic Membership, Faculty of Graduate Studies, effective upon Senate approval.**

**CARRIED**

**4. Reports of the Faculty Council of Graduate Studies on Course, Curriculum and Regulation Changes**

**a) RE: Faculty of Education Page 254**

**b) RE: Faculty of Graduate Studies, Peace and Conflict Studies Page 257**

**c) RE: Faculty of Kinesiology and Recreation Management Page 283**

**d) RE: Department of Occupational Therapy Page 289**

**e) RE: Faculty of Social Work Page 299**

**Dean Mondor MOVED, seconded by Professor Main, THAT Senate approve the Reports of the Faculty Council of Graduate Studies on Course, Curriculum and Regulation Changes, effective for the next available term:**

- RE: Faculty of Education;
- RE: Faculty of Graduate Studies, Peace and Conflict Studies;
- RE: Faculty of Kinesiology and Recreation Management;
- RE: Department of Occupational Therapy;
- RE: Faculty of Social Work.

**CARRIED**

5. **Reports of the Joint Senate Committee on  
Joint Master's Programs**

a) **RE: Master of Arts in Religion, Department of Religion** Page 305

b) **RE: Master of Public Administration,  
Department of Political Studies** Page 333

Dean Mondor reminded Senators that the Master of Arts in Religion and the Master of Public Administration were offered jointly by the Universities of Manitoba and Winnipeg. He said the Department of Religion and the Department of Political Studies had recently created supplemental regulations for their respective programs, to clarify the program requirements and regulations, for Senate approval. The Departments were not proposing any material changes to the programs.

**Dean Mondor MOVED, seconded by Dean Halden, THAT Senate approve the Reports of the Joint Senate Committee on Joint Master's Programs concerning the Master of Arts in Religion, Department of Religion, and the Master of Public Administration, Department of Political Studies, effective for the next available term.**

**CARRIED**

6. **Report of the Senate Committee on Academic Review** Page 366  
**RE: Request for Extension, Centre for Engineering  
Professional Practice and Engineering Education**

Dean Mondor said the Senate Committee on Academic Review was recommending a twelve-month extension for the Centre for Engineering Professional Practice and Engineering Education. The committee had commented on the positive contributions that the Centre and its members had made to the Faculty of Engineering, particularly with respect to the numerous outreach activities and supports for Engineering students, and to the broader engineering community locally and nationally. The committee had requested a review to seek clarity on the role of the Centre within the Faculty and on the Centre's five-year plan.

**Dean Mondor MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Academic Review concerning the Centre for Engineering Professional Practice and Engineering Education, including a recommendation that the Centre be granted a twelve-month extension to June 23, 2020.**

**CARRIED**

7. **Report of the Senate Committee on Admissions RE: Modified** Page 367  
**Admission Requirements, Bachelor of Social Work,  
Faculty of Social Work**

Mr. Adams said the Faculty of Social Work was proposing modifications to the admission requirements for the Bachelor of Social Work – Distance Delivery

program. The proposal would not affect the academic requirements for admission, but were intended to provide some flexibility for prospective students to meet the requirement for 1,750 hours of relevant work experience within the previous five years. The proposal was to extend the timeframe within which the work experience was completed, to remove barriers for potential applicants who may have left the workforce for valid reasons, as described in the proposal.

**Ms. Schnarr MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Admissions concerning revised admission requirements for the Bachelor of Social Work, Faculty of Social Work, effective for the Fall 2020 intake.**

**CARRIED**

8. **Report of the Senate Committee on Curriculum and Course Changes RE: Closure of the Bachelor of Science and Minor in Textile Sciences, Faculty of Agricultural and Food Sciences** Page 370

On behalf of Dean Scanlon, Faculty of Agricultural and Food Sciences, Professor Currie introduced a proposal to close the Bachelor of Science in Textile Sciences and the Minor in Textile Sciences. He noted that, in 2013, the former Faculty of Human Ecology had requested that admissions to the B.Sc. in Textile Sciences be suspended (Senate, October 2, 2013), which had happened in 2014 (Senate, April 2, 2014). Students had been informed by letter how to complete the textile sciences courses required in their programs and the final student in the program had graduated in 2017. Professor Currie reported that, at its meeting April 29, 2019, the Faculty Council of the Faculty of Agricultural and Food Sciences had endorsed a proposal to close the programs.

Professor Smith said the Senate Committee on Curriculum and Course Changes (SCCCC) had met twice in May to consider the proposal. The committee noted that the Faculty had provided evidence for declining enrolment and demand for graduates in the labour market as reasons for closing the programs. The committee had been assured that the Faculty of Education had identified alternate ways in which students intending to teach home economics in secondary school would be able to obtain textiles or sewing experience required for a teachable subject in this area.

Professor Smith said there were no students currently enrolled in the B.Sc. in Textile Sciences or with a declared Minor in Textile Sciences.

**Professor Smith MOVED, on behalf of the committee, THAT Senate recommend that the Board of Governors approve the Report of the Senate Committee on Curriculum and Course Changes concerning the Closure of the Bachelor of Science and Minor in Textile Sciences, Faculty of Agricultural and Food Sciences.**

**CARRIED**

9. **Reports of Senate Committee on Instruction and Evaluation**

- a) **RE: Revised Supplemental Exam Regulation, Diploma in Agriculture, Faculty of Agricultural and Food Sciences** Page 384

Dr. Torchia said SCIE had met on May 16<sup>th</sup> to consider revisions to the Supplemental Exams regulation, for the Diploma in Agriculture, which was being revised for clarity and to increase flexibility for students. The revised regulation stipulated that students in good academic standing would be permitted to write one supplemental examination during their program in a course in which a “D” or an “F” had been obtained. The supplemental exam would replace the final exam grade in the calculation of the final grade in the course.

**Dr. Torchia MOVED on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Instruction and Evaluation concerning revisions to the Supplemental Exams regulation for the Diploma in Agriculture, Faculty of Agricultural and Food Sciences, effective September 1, 2019.**

**CARRIED**

- b) **RE: Revised Professional Unsuitability Bylaw Faculty of Education** Page 387

Dr. Torchia said SCIE had reviewed revisions to the *Professional Unsuitability Bylaw* for students in the Faculty of Education at its meetings on April 18 and May 19, 2019. The Faculty was proposing a change in response to the recent legalization of cannabis. In addition, SCIE had recommended that section 5.1 be revised to specify that referral to the Professional Unsuitability Committee could not be based on anonymous materials or allegations.

**Dr. Torchia MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Instruction and Evaluation concerning revisions to the *Professional Unsuitability Bylaw, Faculty of Education*, effective September 1, 2019.**

**CARRIED**

- c) **RE: Revised Essential Skills and Abilities (Technical Standards) for Admission, Promotion, and Graduation in Medicine, Max Rady College of Medicine** Page 395

Dr. Torchia said SCIE had considered a proposal to revise the *Essential Skills and Abilities (Technical Standards) for Admission, Promotion, and Graduation in Medicine*, for programs in the Max Rady College of Medicine, at its meeting on April 18<sup>th</sup>. The revisions respond to the Association of American Medical Colleges’ report on *Accessibility, Inclusion, and Action in Medical Education: Lived Experiences of Learners and Physicians with Disabilities*. The revised policy gave greater emphasis to functional requirements, rather than focusing solely on

technical standards. It identified five categories of technical standards, including (i) observation and perception skills, (ii) communication skills, and (iii) motor skills, which can be demonstrated with or without accommodations, and (iv) intellectual-conceptual and integrative skills and (v) behavioural attributes, social skills and professional expectations, which cannot be demonstrated with accommodations.

Dr. Torchia said the revised policy would be extended to also apply to students enrolled in the Master of Physician Assistant Studies degree, which required many of the same skills as the Medicine (M.D.) program.

**Dr. Torchia MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Instruction and Evaluation concerning revisions to the *Essential Skills and Abilities (Technical Standards) for Admission, Promotion, and Graduation in Medicine, Max Rady College of Medicine, effective upon Senate approval.***

**CARRIED**

**d) RE: Proposed *Conscience-Based Exemptions Policy, Max Rady College of Medicine*** Page 407

Dr. Torchia said SCIE considered the proposed *Conscience-Based Exemptions* policy, for the Max Rady College of Medicine, at its meeting on February 16<sup>th</sup>. The policy was currently in use within the College but had not been approved by Senate. The purpose of the policy was to accommodate learners' requests for conscience-based exemptions. Dr. Torchia said, exemptions would only be granted where they were allowable under the University's *Respectful Work and Learning Environment* policy, *The Human Rights Code* of Manitoba, and the *Code of Ethics* of the College of Physicians and Surgeons of Manitoba (CPSM). Dr. Torchia said it was important that the proposed policy align with the last document, in particular, as Learners in the Max Rady College of Medicine must register with the CPSM.

**(i) Comments of Senate Executive Committee** Page 416

Professor Oliver reported that the Senate Executive Committee had not endorsed the proposed policy on *Conscience-based Exemptions* and had placed it on the agenda for Senate's consideration without comment. The committee had arrived at this position following considerable discussion and a request for additional information on one occasion. On a second occasion, the committee acknowledged the additional information provided by the Max Rady College of Medicine, which it had discussed at length without arriving at a consensus on the topic.

**Dr. Torchia MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Instruction and Evaluation concerning the proposed *Conscience-Based Exemptions* policy, Max Rady College of Medicine, effective upon Senate approval.**

The Chair invited Ms. Langan, Director, Planning and Priorities, Rady Faculty of Health Sciences, to speak to the proposal. Ms. Langan said the purpose of the policy, which had been in existence within the College of Medicine since 2013, was to reflect the CPSM's requirement concerning conscience-based objections and to have a process for learners to request an exemption on these grounds. She observed that the language in the proposed policy was consistent with what the CPSM had already set out in its regulatory requirements.

Professor Prentice was concerned that the proposed policy might entitle students, who did not want to provide, or to think about providing, particular healthcare procedures or services, including, for example, medically assisted dying, abortions, contraception, or serving transgendered people, to avoid learning about these things. She was not satisfied with the College's response to Senate Executive's request for further information. Recognizing that the College of Medicine was obliged to meet *The Human Rights Code*, she suggested there was no reason it could not exceed the *Code*. Nor was there reason why the University's learners should be able to opt out of particular program requirements. Professor Prentice suggested Senate might refer the policy back to the Max Rady College of Medicine for further consideration, including about the potential effects for healthcare providers and healthcare recipients.

Ms. Langan clarified that learners would be exempted from participating in certain healthcare activities. The policy would require that learners meet their program's learning objectives.

Ms. Langan said representatives of the Max Rady College of Medicine had met with the Registrar, CPSM, who had obtained a legal opinion that the proposed policy on *Conscience-based Exemptions* was consistent with CPSM's *Standards of Practice of Medicine*.

Professor Gabbert informed Senate that the Ontario Court of Appeal<sup>2</sup> had ruled in May 2019 that the College of Physicians and Surgeons of Ontario (CPSO) requirement for physicians, who objected on religious grounds or as a matter of conscience to providing a particular medical service, for example, medical assistance in dying or abortion, to make an effective referral, did not infringe on religious freedom and that citizens of Ontario had the right to have access to these medical services. Professor Gabbert anticipated the decision would be appealed to the Supreme Court of Canada. Given that the CPSO, which represents a significant portion of the national medical profession, had taken a different view on conscience-based exemptions than the CPSM, he asked whether the Max Rady College of Medicine had considered the implications of the decision in Ontario.

Ms. Langan said the Max Rady College of Medicine had met with the CPSM Registrar subsequent to the decision of the Ontario Court of Appeal. The CPSM would wait to see if the decision would be appealed

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<sup>2</sup> Christian Medical and Dental Society of Canada v. College of Physicians and Surgeons of Ontario, 2019 ONCA 393

and how other jurisdictions would respond before considering changes to its regulations. Ms. Langan said learners who had a conscience-based objection would be obliged to provide timely information to their preceptor or to the supervising physician. If the decision in Ontario led the CPSM to revise its regulations in the future, these would apply to the responsible physician. The College of Medicine would also review its policy on *Conscience-Cased Exemptions* at that time.

Professor Chen recalled a concern raised at Senate Executive that the policy might lead to some learners, who would become practicing physicians, not having knowledge of particular medical procedures, including related outcomes or complications. This could be problematic in remote or rural communities where the individual was the only physician who could provide a service or make a referral, including by compounding existing inequities in access to healthcare services.

Ms. Langan said learners in the College of Medicine were registrants with the CPSM and were required to meet its regulatory requirements. The proposed policy was to be compliant with the regulations of that provincial regulatory body. It also set out a process for learners to request a conscience-based exemption and for the College to respond to such requests. Ms. Langan stressed that learners granted a conscience-based exemption would be required to meet the objectives of their program and that the health and safety of patients, including the provision of timely and acceptable care were of primary importance.

Dean Taylor observed that the CPSM was requiring that the Max Rady College of Medicine recognize exemptions for “personal values or beliefs,” as specified in its *Standard of Practice of Medicine*, that went beyond a requirement under *The Human Rights Code* for protection of religious beliefs. The language in section 2.2 of the proposed policy, which refers to ethical, religious or core moral beliefs, was not as expansive but was broader than language used in the *Code*. Dean Taylor asked what the practical effect would be if the policy on *Conscience-based Exemptions* was limited to religious beliefs. He suggested that, if Senate was being told that it must accept the language in the proposed policy in order for learners in the College of Medicine to register with the CPSM, there should be a conversation with the CPSM about the possibility of limiting the language to religious beliefs.

Ms. Langan said *The Human Rights Code* of Manitoba used the language “religious beliefs,” but the definition of the language was quite broad, including things not conventionally understood as religious beliefs; for example, beliefs intrinsically linked to a person’s identity based on a comprehensive or particular system of beliefs. She said the definition of conscience-based exemption in the proposed policy was broader than in the *Code*, in order to provide some context for the broader definition of the language used in that document.

The Chair observed that it was necessary for the Max Rady College of Medicine to have a policy in place to deal with conscience-based

exemptions. He asked whether Senate would consider approving the proposed policy with a limited time period during which the College could seek further clarification of the questions raised by Senators.

Ms. Langhan said the Max Rady College of Medicine would be closely monitoring developments from the case in Ontario and would be open to a short time frame for review of the proposed policy.

Mr. Podaima asked about the number of learners who had requested a conscience-based exemption. Ms. Langhan replied that, since 2013, there had been one request.

Professor Oliver proposed that the policy might be revised to require a review of the policy in two or three years, rather than ten, to reflect that the frameworks with which the policy is to be harmonized are dynamic and that significant decisions on the question of conscience-based exemptions were anticipated in the short term.

Professor Prentice recommended that the policy be amended instead to specify that it would lapse at the end of two years.

**Professor Oliver MOVED, seconded by Professor Kinsner, THAT the proposed policy on *Conscience-Based Exemptions*, Max Rady College of Medicine, be amended to remove the date for review in ten years and to reflect that the policy would lapse at the end of two years following the effective date (on June 25, 2021).**

**CARRIED**

The Chair called for a vote on the main motion.

The motion was **CARRIED**, as amended.

**10. Reports of Senate Committee on University Research**

**a) RE: Proposal for a Professorship in Endocrinology, Page 417  
Max Rady College of Medicine**

Dr. Jayas said three proposals from the Max Rady College of Medicine under item X 10, one for a research Professorship and two for research Chairs, had been considered by the Senate Committee on University Research (SCUR) on the recommendation of Dean Postl and with support from Dr. Ristock, Provost and Vice-President (Academic).

Referring to a proposal to establish a Professorship in Endocrinology, Dr. Jayas said the purpose of the Professorship would be to provide leadership, scholarship, and mentorship in the areas of endocrine and metabolic disease. The proposed Professorship, which met all of the requirements set out in the policy and procedure on *Chairs and Professorships*, had been endorsed by SCUR.

**Dr. Jayas MOVED, on behalf of the committee, THAT Senate recommend that the Board of Governors approve the Report of the Senate Committee on University Research concerning a proposal for a Professorship in Endocrinology, Max Rady College of Medicine.**

**CARRIED**

**b) RE: Proposal for a Chair in Clinical Stroke Research, Max Rady College of Medicine**

Page 424

Dr. Jayas said the purpose of the Chair in Clinical Stroke Research would be to provide leadership, scholarship, and mentorship in the area of neurological stroke. The proposal met all of the requirements of the policy on *Chairs and Professorships* and was endorsed by SCUR.

**Dr. Jayas MOVED, on behalf of the committee, THAT Senate recommend that the Board of Governors approve the Report of the Senate Committee on University Research concerning a proposal for a Chair in Clinical Stroke Research, Max Rady College of Medicine.**

**CARRIED**

**c) RE: Proposal for a Chair in Pediatric Emergency Medicine, Max Rady College of Medicine**

Page 431

Dr. Jayas said the purpose of the Chair in Pediatric Emergency Medicine would be to advance emergency healthcare for children in Manitoba and beyond. The proposal had been reviewed by SCUR and met the requirements of the policy on *Chairs and Professorships*.

**Dr. Jayas MOVED, on behalf of the committee, THAT Senate recommend that the Board of Governors approve the Report of the Senate Committee on University Research concerning a proposal for a Chair in Pediatric Emergency Medicine, Max Rady College of Medicine.**

Professor Gabbert suggested that, for consistency with proposals under items X 10 (a) and (b) and with other research Chairs and Professorships recently established in the Max Rady College of Medicine, the fourth bulleted item under the General and Specific Requirements for the Chair be amended to read: "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 clinical community at the local, provincial, national and/or international level."

Dr. Jayas supported the change. He confirmed that the revised language was consistent with that of terms of reference for other Chairs and Professorships established in the College.

**CARRIED, as amended.**

11. **Report of the Senate Committee on Nominations  
[June 17, 2019]**

Page 439

Professor Edwards said the Senate Committee on Nominations had met on June 11<sup>th</sup>, to consider nominations to fill vacancies on several Senate committees, as outlined in the Report.

There were no further nominations.

**Professor Edwards MOVED, on behalf of the committee, THAT Senate approve the Report of the Senate Committee on Nominations [dated June 17, 2019].**

**CARRIED**

XI **ADDITIONAL BUSINESS** - none

XII **ADJOURNMENT**

The meeting was adjourned at 2:34 p.m.

These minutes, pages 1 to 18, together with the agenda, pages 1 to 458, comprise the minutes of the meeting of Senate held on June 26, 2019.