

Minutes of a Special Meeting of Senate held on the above date at 3:00 p.m. Remotely via Zoom Audio Conference

Members Present

Dr. M. Benarroch,
Chair
Dr. C. Adams
Prof. A. Alessi-Severini
Prof. C. Anderson
Prof. J. Anderson
Ms. N. Andrew
Mr. J. Asaminew
Acting Dean D. Asper
Prof. M. Ballard
Dean S. Baum
Ms. L. Best
Prof. R. Biscontri
Dr. J. Blatz
Prof. P. Blunden
Dean D. Brown
Ms. R. Calotes
Prof. T. Chen
Prof. N. Cicek
Prof. S. Clark
Dr. C. Cook
Prof. R. Currie
Ms. J. Dela Cruz
Prof. S. Dhingra
Ms. C. Dika
Prof. M. Domaratzki
Mr. Wm. Dowie
Dean N. Dyck
Mr. D. Erickson
Acting Dean T.
Falkenberg
Prof. A. Farrell-
Morneau
Prof. M. Faubert
Prof. R. Field
Prof. C. Figley
Prof. J. Frank
Acting Dean A.
Frederiksen
Prof. M. Gabbert
Prof. M. Garcia-
Holguera
Ms. A. Ginter
Prof. E. Haque

Prof. G. Hicks
Prof. D. Ireland
Dean G. Jacoby
Dr. D. Jayas
Ms. L. Johnson
Dean A. Kelekis-
Cholakis
Prof. R. Koop
Ms. M.-L. Lê
Prof. D. Lobb
Prof. K. MacKendrick
Prof. M. McKenzie
Prof. K. Main
Prof. S. Mallory-Hill
Acting Dean D.
Mandzuk
Prof. C. Miller
Mr. A. Morakis
Ms. C. Neilson
Mr. D. Ness
Ms. M. Nguy
Prof. K. Nixon
Ms. L. O'Hara
Prof. D. Oliver
Prof. S. Passmore
Ms. S. Phillips
Mr. E. Podaima
Prof. G. Prehna
Ms. J. Ritchie
Ms. H. Ritter
Ms. G. Romund
Dean. M. Scanlon
Ms. L. Schnarr
Prof. A. Schultz
Prof. K. Scott
Mr. M. Shaw
Acting Dean L. Simard
Prof. C. Simonot-
Maiello
Ms. L. Slegers
Ms. H. Smeltzer
Prof. M. Smith
Prof. J. Sorensen
Prof. R. Souleymanov
Prof. V. Sparks
Prof. M. Tamtik

Dean J. Taylor
Ms. E. Thomas
Prof. C. Trott
Dean R. Urbanowski
Prof. J. van Lierop
Mr. C. Villa
Prof. D. Walker
Prof. D. Watt
Acting Dean K.
Wilson Baptist
Dean M. Yellow Bird
Mr. J. Leclerc,
University Secretary
Dr. S. Coyston,
Recording Secretary

Assessors Present

Mr. J. Adams
Ms. O. Dingwall
Dr. J. Doering
Dr. D. Hiebert-Murphy
Prof. R. Lastra
Mr. N. Marnoch
Dr. T. Mondor
Ms. S. Sekander
Ms. K. Smith
Dr. D. Stewart
Dr. M. Torchia
Ms. B. Usick

Regrets

Prof. O. Botar
Rectrice S. Bouffard
Dr. G. Glavin
Prof. I. Jeffrey
Dean E. Jurkowski
Mr. J. Kearsey
Prof. S. Kirkland
Chancellor A. Mahon
Prof. J. Peeler
Dean B. Postl
Prof. S. Prentice
Dean L. Raman-Wilms
Prof. M. Rastegar

Ms. C. Reitano
Dr. J. Ristock
Mr. G. Sobie
Prof. G. Thompson

Absent

Mr. A. Azeez
Prof. T. Bone
Prof. N. Boorberg
Very Rev. R. Bozyk
Ms. S. Cameron
Prof. E. Eftekharpour
Mr. M. Garrett
Mr. T. Gibbes
Ms. E. Kalo
Ms. N. Lam
Prof. J. Lavoie
Prof. D. Mackey
Prof. Q. Mujawar
Ms. S. Penner
Mr. B. Petrelli
Dean S. Pflugmacher
Lima
Prof. A. Raouf
Prof. T. Reeve
Acting Dean N.
Sepeshri
Prof. G. Smith
Mr. R. Talukder
Ms. J. Tanner
Mr. E. Teklemariam
Ms. S. Tombindo
Prof. G. Tranmer
Mr. P. Wheatley

Also Present

Prof. M. Cheung
Prof. M. Edwards
Ms. P. Gareau
Ms. J. Hepburn
Ms. P. Trupish
Ms. S. Utsunomiya
Ms. M. Watson
Ms. M. Yoshida

I REPORT OF THE PRESIDENT

President Benarroch reported that, over the previous month, he had met with various University stakeholders, to hear from constituents and to develop a better understanding of the institution. Stakeholders included Senators, the Associate Vice-Presidents and Vice-Provosts, and union leaders representing the University of Manitoba Faculty Association (UMFA), the Association of Employees Supporting Education Services (AESES), the Canadian Union of Public Employees (CUPE), and Unifor. Beyond the University, he continued to meet with government officials, including a meeting earlier that day with the Minister of Economic Development and Training and other university and college Presidents.

President Benarroch said he had recently participated in a meeting of the executive heads of U15 universities. Representatives from the federal Ministries of Innovation, Science, and Economic Development and Finance, and the President and CEO of the Business Council of Canada had also participated in the meeting. The federal government was planning to develop infrastructure programs in three areas: sustainability and development, environment, and connectivity. President Benarroch said the federal government viewed universities as having a significant role in the future of Canada and was also interested in provincial partnerships.

President Benarroch reported that, following Ms. Zapshala-Kelln's departure from the University, having accepted a position at Red River College, Ms. Andrew, Associate Vice-President (Fair Practices and Legal Affairs), had been appointed as Interim Vice-President (Administration). In the interim, the Comptroller, audit, and finance portfolios would report to the President. A search for a Vice-President (Administration) would be launched shortly.

President Benarroch said the President's Executive Team (PET) had participated in a virtual retreat facilitated by Dr. Bonnie Patterson, past-President of both Trent University and the Council of Ontario Universities. The purpose of the retreat was to review senior leaders' roles, in order to leverage individuals' strengths, and to identify ways for members of PET to work together effectively as a leadership team, to strive for excellence and to serve the University well.

President Benarroch identified several broad issues raised when he met with groups of Senators during the summer. These included, with respect to Senate: that it should become a place for more meaningful and transparent discussions of matters of strategic importance to the University, including the budget; the need for clarity concerning the current budget model, including lines of authority and decision-making processes and how these had changed relative to the previous model; a desire to better understand the structure and workings of Senate standing committees, including whether Senate might empower some of its committees to make decisions on its behalf, to allow more time at Senate for discussions of strategic aspects of the University; a need to facilitate discussions and communications between the Bannatyne Campus and the Fort Garry Campus, to ensure that individuals at the Bannatyne Campus feel involved in decisions that are made. Other issues raised included: the prevalence of three-year degree programs compared to other institutions and the possibility of finding ways to develop more meaningful and flexible fourth-year curricula, to entice more students to complete four-year degrees; the importance of continuing to support leadership on reconciliation, including at the community level versus a corporate or institutional level, given a

perception that the inflexibility of administration sometimes hinders initiatives toward reconciliation; concerns about provincial funding, including recent cuts to the operating grant and how goals set out in a mandate letter from the province aligned with institutional priorities; the need to ensure faculty members had a strong voice at the institution through representation on committees, including committees established to deal with COVID-19 planning.

President Benarroch commented on a message recently sent to the University community concerning a whistleblower disclosure. An investigation undertaken immediately following the disclosure had found wrongdoing, which the University had disclosed in July. The investigation revealed some internal control weakness related to the use of discretionary funds, non-purchase order invoice processes, and monitoring of spending patterns that required corrective action. In response, the University had launched further audit and review processes, to improve controls and transparency. It would continue to work on matters internally, to ensure this sort of situation does not reoccur.

President Benarroch said he would foster a model of transparency and careful stewardship and a culture where people felt safe to share concerns. During the recent investigation, individuals said they had not been comfortable to raise concerns earlier, given concerns that their jobs might have been in jeopardy had they done so.

Referring to a recent reduction to the University's provincial operating grant, Professor Miller recalled that the province had indicated there would be an opportunity to apply, by September 15th, for the funding to be returned to the University. She asked whether the province had provided guidelines for applying for those funds and, if so, whether President Benarroch could share those.

President Benarroch said the province had reduced the University's operating grant by approximately \$17 million in March 2020. In order to adjust to the decreased revenue, units across the University had been asked to find savings. Subsequently, the province indicated the University could apply to have the funds returned under three categories, to address costs related to: COVID-19, including lost tuition revenue; converting to remote course delivery; programs that align with the labour market. One requirement was that the University apply for funds under all three categories. The September 15th deadline was for the University to provide a letter outlining what had been done in each of these areas and associated losses or costs. President Benarroch said the University had incurred costs related to COVID-19 alone, in excess of \$17 million.

II MATTERS FORWARDED FOR INFORMATION

1. **Correspondence from Provost and Vice-President (Academic) Page 3**
RE: Continuation of Medical Note Waiver for Fall 2020
and Revised Process

Senate received, for information, a memo from Dr. Ristock, Provost and Vice-President (Administration), concerning the continuation of a medical note waiver for the 2020 Fall Term.

Professor Blunden raised a concern that the final sentence of the second paragraph, on the second page of the memo, mandated instructors to provide

extensions, deferrals, or make-up assignments, where a student had missed a course requirement due to a medical circumstance. Noting that, in some instances, some instructors would simply not count the missed requirement, he suggested that what should have been communicated was that, in the absence of a medical note, normal practice would be followed in the course for missed course assessments. A potential consequence of the current language was that instructors would be required to produce multiple versions of assignments, tests, or mid-term examinations tailor-made for students who missed assessments for medical reasons.

Dr. Mondor said there was no intent to mandate how instructors handled requests for accommodations for missed course requirements or to change current practices beyond a requirement to accept students' self-declaration in lieu of a medical note. The purpose of the memo was to advise students to contact their course instructor to explore accommodations, rather than an Academic Advisor, which was the process that was approved by Senate Executive in March. Ms. Usick confirmed this was the intent and added that a second objective was to clarify, and to reiterate to students, that they must contact an Academic Advisor in their Faculty regarding missed final examinations scheduled by the Registrar's Office, rather than the instructor.

III QUESTION PERIOD

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

The following questions were received from Ms. Dingwall, Assessor for UMFA.

1. The composition of the UM COVID-19 Planning Work Group continues to lack representation of faculty members, students, and union representatives, despite President Benarroch stating at the August Senate meeting that the composition of this committee would be looked into. With this committee continuing to make critical decisions regarding the academic operations of the university, when will we see the membership on this committee expand?
2. Similarly, the UM COVID-19 Recovery Working Group continues to make imperative decisions regarding health and safety practices relating to COVID-19 and return to campuses. According to Manitoba's Workplace Safety and Health Act, a committee that is making such health and safety decisions should not be solely constituted by administrators and should include workers and union representatives. When will we see the membership on this committee expand?

President Benarroch said Dr. Mondor, Deputy Provost, would address the questions under item V.

IV CONSIDERATION OF THE MINUTES OF THE MEETING OF AUGUST 5, 2020

Professor Smith MOVED, seconded by Professor Faubert, THAT the minutes of the Senate meeting held on August 5, 2020 be approved as circulated.

V BUSINESS ARISING FROM THE MINUTES**1. Presentation on UM's Response to COVID-19: Planning for the Long-term**

Dr. Mondor, Deputy Provost, made a presentation on *UM's Response to COVID-19: Planning for the Long-term*. A copy of the presentation is appended to the minutes of the meeting.

Dr. Mondor recalled a discussion at the previous Senate meeting, regarding the need to include faculty and student representatives on committees established to deal with the COVID-19 recovery at the University. Given that public health advice indicated there would not be a rapid end to COVID-19 recovery efforts, the University would establish a committee structure to support these efforts over the long-term. The previous COVID-19 Recovery Working Group had reported to the Vice-President (Administration). Following Ms. Zapshala-Kelln's departure from the University, President Benarroch asked Dr. Ristock, Provost and Vice-President (Academic), to establish a committee structure to guide the University over the long-term that would report through the Office of the Provost.

Dr. Mondor reviewed the committee structure, which included four teams that would report to the UM COVID-19 Recovery Steering Committee, including the: Academic Team (Chair, Dr. Torchia, Vice-Provost (Teaching and Learning)); Research Team (Chair, Dr. Doering, Associate Vice-President (Partnerships)); Health and Safety Team (Chair, Dr. Anderson, Vice-Dean (Indigenous), Rady Faculty of Health Sciences, and Assistant Professor, Department of Community Health Sciences, Max Rady College of Medicine); Operations Team (Chair, Mr. Konowalchuk, Associate Vice-President (Administration)). Dr. Mondor would serve as Chair of the Steering Committee.

Dr. Mondor briefly reviewed the responsibilities and proposed membership of each Team and the Steering Committee, as detailed in the presentation. The intent was to have broad representation, from across the University on each committee, including representatives of the Indigenous community. Each Team would be tasked with consulting relevant stakeholders, given the particular proposal under consideration, including union and non-unionized employee groups, Deans and Directors, and Associate Deans, and others as appropriate.

Dr. Mondor invited faculty and students who were interested in serving on one of the Teams to email Mr. Leclerc by September 4th, to indicate the particular Team they were interested in serving on. Members would be selected based on their interests and with a view to having broad representation, from across the University, on the Teams. In response to a question, Dr. Mondor confirmed that faculty who wanted to volunteer to serve on the Steering Committee or one of its Teams did not need to be a Senator.

In response to a question, Dr. Mondor anticipated that the Steering Committee and the Teams would meet once per week on an ongoing basis.

Mr. Leclerc said a copy of the presentation would be emailed to Senators following the meeting, which they could share with colleagues.

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

1. **Report of College Executive Council, College of Nursing** Page 6
RE: Amendments to Clinical Agency Requirements
(CPR, Mask-Fit Testing, Non-Violent Crisis Intervention
Workshops), Bachelor of Nursing

Professor Edwards, Associate Dean (Undergraduate Programs), College of Nursing, said the College was proposing revisions to several regulations for the Bachelor of Nursing program, including several changes related to COVID-19. First, she recalled that Senate Executive (May 6, 2020) had previously approved the suspension of a regulation on CPR Certification. As CPR classes were once again available, the College was requesting Senate's approval to lift the suspension of the regulation. The regulation would also be revised to remove the deadline date. The deadline would be established annually, and communicated to students, by the College. Second, Professor Edwards said the College was withdrawing proposals to revise its regulations on Respirator Mask-Fit Testing for newly admitted and continuing students. The Rady Faculty of Health Sciences and Shared Health had identified a solution that would make it possible for all students to have N95 mask-fit testing completed. Finally, the College was proposing to rescind a regulation concerning a requirement for a Non-Violent Crisis Intervention Workshop. Historically, the Winnipeg Regional Health Authority (WRHA) had run workshops, but it had recently developed a set of free modules that would be provided to students through the University's learning management system.

Dean Dyck MOVED, seconded by Professor Chen, THAT Senate approve changes to clinical agency requirements for the Bachelor of Nursing, effective upon approval, including: (i) lifting the suspension of the regulation on Cardiopulmonary Resuscitation Certification (CPR); (ii) amendments to the Cardiopulmonary Resuscitation Certification (CPR) regulation; (iii) rescinding the regulation on Non-Violent Crisis Intervention Workshop.

CARRIED

2. **Report of College Executive Council, College of Pharmacy** Page 11
RE: Amendment to Regulation on Mask Fit Testing,
Doctor of Pharmacy

President Benarroch informed Senate that the College of Pharmacy had withdrawn this item, for the same reason given under item VI (1).

3. **Report of the Faculty Council of the Faculty of Social Work
RE: Extension of Nine-Year Rule due to COVID-19,
Bachelor of Social Work**

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Professor Cheung, Associate Dean (Undergraduate Programs), Faculty of Social Work, said the Faculty was proposing a one-year extension to the nine-year rule, to the end of the 2021 Summer Term, for students due to graduate in October 2020 who were not able to complete required field placement courses in the 2020 Summer Term due to COVID-19. The Faculty had identified at least three students who were in this situation.

Dean Yellow Bird MOVED, seconded by Professor J. Anderson, THAT Senate approve a temporary revision to the Scholastic Progress regulation, for students in the Bachelor of Social Work, granting a one-year extension of the nine-year rule, for students whose courses and program would expire at the end of the Summer Term 2020, to the end of the Summer Term 2021.

Mr. Dowie asked whether Senate might encourage faculties, colleges, and schools to consider alternatives, other than extending students' maximum time-to-completion, to allow students to complete their programs on time. He identified open online courses from other institutions, as one possibility.

Professor Cheung noted, with respect to the Bachelor of Social Work program, that the accrediting body required students to complete at least 700 contact hours in a field placement. Although this particular requirement could not be substituted, the suggestion might be considered for other types of courses. President Benarroch observed this would also be the case for other programs across the institution, that include particular course requirements that meet external accreditation requirements. Also, there was an established process for reviewing external courses for transfer credit.

CARRIED

VII ADDITIONAL BUSINESS

1. **Revisions to the Academic Schedule for 2020 - 2021,
COVID-19 Related Changes and Corrections,
College of Nursing**

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Mr. Marnoch said the College of Nursing was proposing changes to the 2020-2021 Academic Schedule due to COVID-19, including, first, to delay the start date for the Fall Term Clinical, from September 9th to September 14, 2020, and second, to change start date for the Winter Term Classes and Winter Term Clinical, from January 11th to January 18, 2021. Proposed changes to the Winter Term are consistent with changes recently made to the standard term due to COVID-19 (Senate Executive, May 6, 2020).

Mr. Marnoch said the College was also proposing one correction, to clarify that there are no practicums scheduled in the Fall Term.

Professor Oliver MOVED, seconded by Professor Biscontri, THAT Senate approve COVID-19 related changes and corrections to the Academic Schedule for 2020 – 2021, for the College of Nursing.

CARRIED

VIII ADJOURNMENT

The meeting was adjourned at 3:56 p.m.

These minutes, pages 1 to 8, together with the agenda, pages 1 to 16, and the presentation, *UM's Response to COVID-19: Planning for the Long-term*, comprise the minutes of the Special Meeting of Senate held on September 2, 2020.

UM's Response to COVID-19

Planning for the Long-term

Presentation to Senate
September 2, 2020

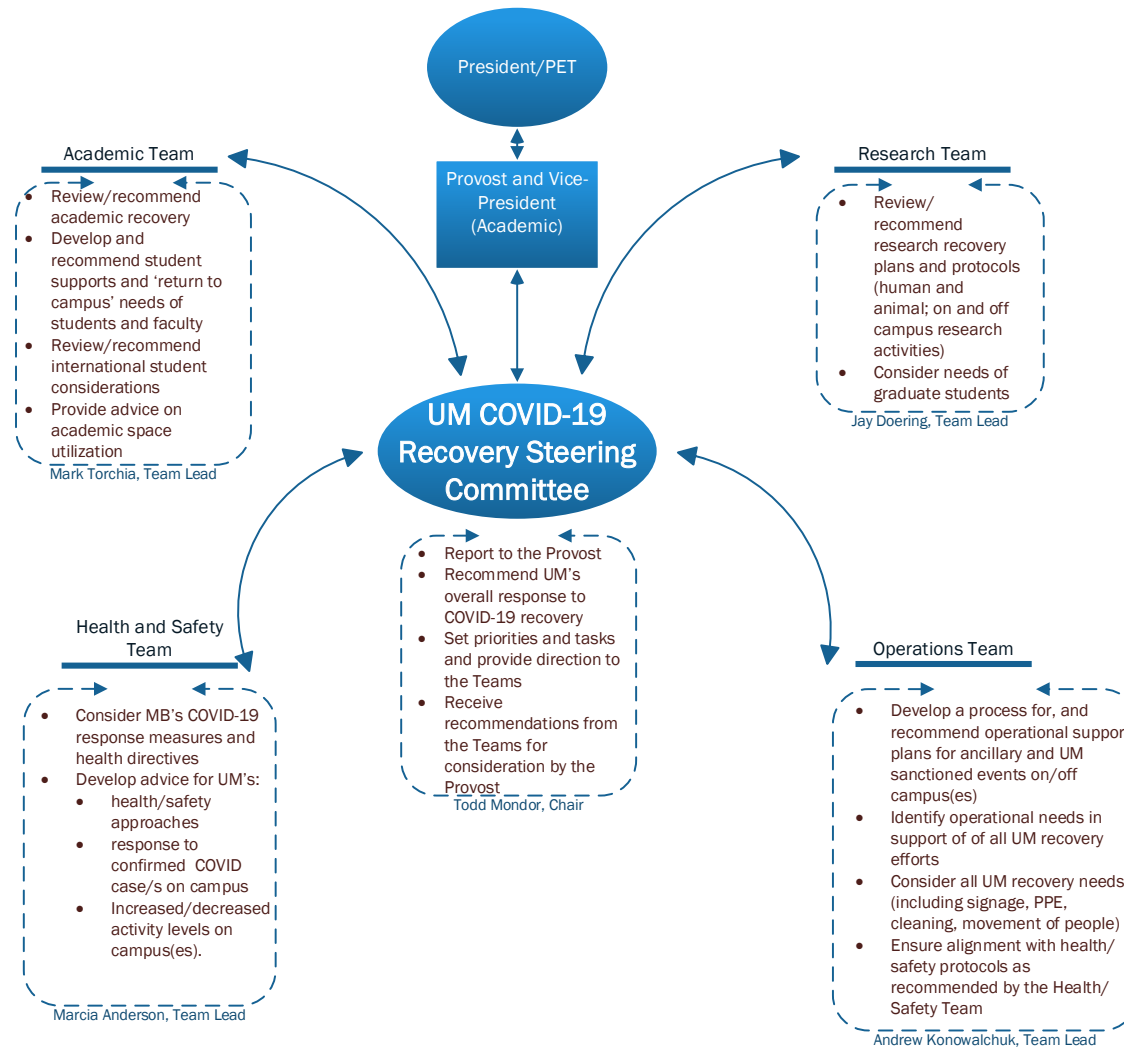


**University
of Manitoba**

Background

- UM response and planning related to COVID-19 likely to continue for the next 12 to 24 months.
- It is important, therefore, to establish a committee structure that can best support these efforts.
- Senate proposed, and the President committed to, greater representation of faculty and students in our COVID-19 recovery committee structures including Indigenous representation.
- In light of the request from Senate, and the need for a more sustainable committee structure as well as the departure of the Vice-President (Administration) from the UM effective August 28th, the President asked the Provost to review the current structures and recommend a new structure.

COVID-19 Committee Structure



Proposed Committee Membership

COVID-19 Response Steering Committee

Todd Mondor, Chair
Chairs of 4 teams
Faculty members (2)
UG/Graduate Students (2)
Deans (2)
University Librarian
VP External rep
VP Indigenous Rep
Communications Rep

Academic Team

Mark Torchia, Chair
Faculty members (1-2)
UG/Graduate Students (2)
Deans (2)
Graduate Studies Dean/designate
Vice-Provost (Students)
Registrar
Associate Deans, UG (2)
VPRI Rep
Communications Rep

Research Team

Jay Doering, Chair
Faculty members(1-2)
UG/Graduate Students (2)
Deans (2)
AVP (Research)
Graduate Studies Dean/designate
Associate Deans, Graduate (2)
Research staff (1)
Communications Rep

Proposed Committee Membership

Health and Safety Team

Marcia Anderson, Chair
Faculty members (1-2)
UG/Graduate students (2)
Deans (2)
Vice-Provost, Academic Affairs
Executive Director, Students
Representatives from:
 Privacy office
 Legal
 Risk Management
 Human Resources
Communications Rep

Operations Team

Andrew Konowalchuk, Chair
Faculty members (1-2)
UG/Graduate students (2)
Deans (2)
Representatives from:
 Security
 Physical Plant
 Risk Management
 Campus/Space Planning
 Ancillary
 Human Resources
 Logistics
Communications Rep

Commitment to greater representation of faculty and students in our COVID-19 Recovery committee structures including Indigenous representation on committee/teams.

Volunteers

Submit expressions of interest to:

Jeff Leclerc by September 4th



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